Board Meeting Agenda

Our Mission

Champion the unique qualities of alpacas and encourage responsible breeding and care to ensure a thriving and sustainable alpaca industry.

Our Vision

AOA is the leading authority on alpaca ownership, breeding, and registration while fostering a strong community of alpaca enthusiasts.

Board of Directors

Jennifer Hack, President	Brian Houchin, Vice-President
Jason Gill, Treasurer	Michael Livingston, Director
Rhonda Deschner, Director	Gina Glasscock, Director
Mary Miller, Director	Sharon Milligan, Director
Mike Walsh, Director	

Executive Director: Robin Gifford
AOA IT Manager: De Monson

Meeting: Video Board Meeting
Wednesday, May 28, 2025; 4:00 PM Pacific/7:00 PM Eastern

1.0 Meeting Opening — Hack

Call to order: 6:06 CDT

2.0 Consent Agenda — Hack

April email approval ratification, Executive Director's Report, Dashboard, Social Media stats and committee Reports NOT needing discussion or action.

Motion to accept: Glasscock 2nd: Miller Approved

3.0 Financial Report — Gill

Document reference: April Financials, Year-to-date Financials, Executive Financial Summary

April financials showed a net loss of $14,000 with reduced expenses but also lower revenue from registrations and memberships. Overall, the organization is down about $103,000 compared to budget and $113,000 below the previous year.Projected $100,000 loss by year-end if the organization adheres to the rest of the budget, noting that the first four months typically generate most of the income that sustains operations throughout the year.

4.0 Grassroots Contract Discussion & Approval — Hack

Financial analysis shows an estimated $72,000 annual savings with a 18-month return on investment, even without factoring in potential show system revenue. Full investment recovery timeline was initially estimated at 18 months, realistically, it will be closer to 24 months based on known numbers and revenue projections.

Motion to approve: Deschner 2nd: Miller Approved.

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5.0 **Website Development Contract & Approval** Hack

The team needs to clarify whether the vendor's proposal includes lifting and moving pages from the existing website. Months of reviewing content tables have determined what needs to be migrated. The developer came highly recommended from association executives at the national level of ASAE and Dennison & Assoc., and has experience with similar organizational structures.

6.0 **Other Business** Hack

6.1 Discussion on Complaints Gill

The board discussed their current complaint handling policy. Gill expressed concern about not knowing the details of a complaint made, while the rest of the board received it, stating he couldn't determine if it was valid without knowing what was said. Glasscock noted that the process shouldn't alienate, rather build team cohesion. Millilgan explained the two different procedural paths: one for complaints requiring investigation and one for complaints that don't, noting that initial evaluation should determine if further investigation is needed. The board agreed that legal counsel should be present for any policy discussion to ensure compliance with Colorado nonprofit law, as previous attempts to change policies were rejected for legal reasons.

6.2 Color Coat Testing

Gifford reported that DDC is ready to proceed with color coat testing technology but is held up on the administrative side. They initially wanted to use Kylie's license as a plug-and-play solution but now need to do additional work. It was noted that Neogen lab had both technical and administrative issues with testing. The group concluded they need to wait and see what happens with testing options, with the possibility that color code testing might be temporarily unavailable.

6.3 International Collab(s)

Australia and AOA are discussing potential collaborations, specifically within the EPD program.

A European judge with approximately 20 years of experience throughout Europe has proposed becoming certified to judge alpaca shows in the United States..

6.4 PTO Policy

Miller suggested considering an unlimited PTO policy as an alternative to the current accrual system, noting this would eliminate the need to pay out accrued PTO when employees leave. Robin will research.

7.0 **Adjournment** Motion: Glasscock 2nd: Miller Approved Hack

Next regular meeting: June 23, 2025