

National Pygmy Goat Association

NPGA BOARD OF DIRECTORS MEETING

San Antonio, Texas

January 17-18 2009

Saturday, January 17, 2009

The meeting was called to order at 8:02am by acting President Maggie Leman. Present were Secretary Michelle Fonda, Treasurer Joyce Hubbard, and Directors Terry Atkins, Kelly Culp, Donna Elkins, Aaron Esterline, Karen Hepner, Ray Hoyt, Pat Kaufmann, Andy Nash, Michael O'Kelly, Cheryl Rogers, April Seiler, Linda Shipley, and Business Manager Dori Lowell.

In addition, there were several NPGA members in attendance.

Officer Reports

President's Report – Former President Mark Adkin's report was read by acting President Maggie Leman. There was some discussion regarding issues with the video. The discussion was delayed until later in the agenda. The Board acknowledged receipt of the report.

Vice President's Report – None. Director Rogers requested that the reports need to be mailed to the Board prior to the meeting. With some Directors having dial-up email service, email distribution does not always work for everyone. Also, in order to avoid confusion, reports and agenda submissions need to have a file name that coincides with the agenda item. Report was accepted.

Secretary's Report - None.

Treasurer's Report - Treasurer's reports are sent out monthly to all Directors. Due to a large deficit, a CD will need to be cashed in to keep the bank balance healthy. Merchandise income was low due to its lack of presence on the new website. This problem has been rectified. The Report was accepted.

Election of Officers

President - Director Hoyt was the only nominee for President. He was deemed elected.

Vice President - Directors Leman, O'Kelly and Esterline were nominated. Director Esterline was elected.

Secretary - Director Fonda was the only nominee for Secretary. She was deemed elected.

Treasurer - Director Hubbard was the only nominee for Treasurer. She was deemed elected.

Central Office Report

The membership continues to decline and this issue was discussed at length.

The Election Coordinator position needs to be filled and an advertisement will run in the next MEMO. The splitting of the Show Coordinator position into Show and Report of Awards activities has worked out well.

The addition of the Master Champion title on the registration papers was discussed. It will cost four to five hundred dollars to add this field to the database and may result in the loss of some information on the registration certificate as the space on the certificate is almost maxed out.

Two issues regarding the Business Manager were discussed. The first was in reference to her contract with NPGA and that she has had no input on it in the past. It was decided that a pre-evaluation with her would be completed prior to each June Board meeting and the feedback provided to the Board for their recommendation(s). The second issue revolves around the practice of 'RUSH' registration from some of the membership. It seems that a registration application may be sent in within a few days of a show and it is expected that it will be immediately processed and sent back overnight. This may mean several trips a day to the mail center which is not nearby. It was felt that the Business Manager is being taken advantage of

and that members need to submit their applications in a timelier manner. Clarification of what RUSH means will be described in MEMO and on the Registration Application.

Several policies and procedures have been generated and are to be reviewed.

The Certification committee is still in need of a representative from Region 5.

The report was accepted.

The production of the Membership Roster is very time consuming. The decision was delayed until the MEMO Editor could be contacted to see if she would do it.

Ad-Hoc Committee Reports

Linear Appraisal

Director Leman gave a synopsis of the report.

As per the previous Board meeting, the Board's approval is required for LA to move forward. Motion #2009-01 was generated to address this. Following are the results:

Motion #2009-01 **Passed** **Proposed by: Esterline/O'Kelly**

I move that we stop all activity and expenditure of funds towards an NPGA sponsored Linear Appraisal Program.

Yes: Culp, Esterline, Fonda, Hepner, Hubbard, Kaufmann, Nash, O'Kelly, Rogers, Shipley. No: Atkins, Elkins, Leman, Seiler. Absent: Murray.

Since this was a NPGA funded operation, NPGA owns and should have access to information that the committee has accumulated to date.

Video Committee

No report was submitted by Chairperson Anthony. 100 copies of the Breed Standard video were purchased by NPGA to be available for sale at the last convention and via merchandise. 12 have been sold to date and there is an ad in the MEMO. The original intent was to produce more in the series, but there is no evidence that this remains the plan. There was some discussion about whether or not the video was ever reviewed by the Breed Standard Committee; the Board was told that it had been approved by the Breed Standard Committee. In addition, for such educational products, we need the JTC's input to write the script and guidelines for such a video.

At this time it was felt that the committee should be left in existence but dormant until we see how the sales are proceeding and that the current chair should be contacted to check on the committee's status.

Wether Ad Hoc Committee

The committee concluded that there were more disadvantages than advantages to sanctioning wether shows. The committee continues to work with the Youth committee to promote wethers. The report was accepted.

Standing Committee Reports

Breed Standard

Chairperson Wortham gave a synopsis of the committee's report. He specifically pointed out the error in the description of the caramel color description with reference to brown versus tan coloration. He also discussed the judge's faulting matrix and how it would impact how judges would implement it if the motion passed.

MEDIUM CARAMEL, with black or brown markings/point/legs, dorsal stripe and facial markings: Caramel and white hairs intermingled in the undercoat making the top coat appear to be a shade of apricot to orange. Please note on the registration papers "black or brown."

DARK CARAMEL, with black or brown markings/points/legs, dorsal stripe and facial markings: White hairs intermingled with darker caramel, buff or tan hairs in the undercoat making the top coat appear to be a shade of dark tan. Please note on the registration papers "black or brown."

Eliminate this color

BROWN CARAMEL: Brown mainly with only occasional intermingled white hairs in the undercoat making the top coat a pronounced darker brown.

The Breed Standard Committee will be responsible for maintaining both the color chart and associated pictures.

Yes: Esterline, Fonda, Hepner, Hubbard, O'Kelly, Rogers, Seiler, Shipley. No: Atkins, Culp, Elkins, Kaufmann, Leman, Nash. Absent: Murray.

With the failure of Motion #2009-03 to pass, the following motion was proposed:

Motion #2009-03 **Passed** **Proposed by: Esterline/Hubbard**

Change the Caramel Color Pattern to read: Caramel - Body Color: Any shade of white through dark tan. Required Markings: (a) muzzle, crown, eyes and ears distinctly accented in white and may be intermingled with hairs the same color as body; (b) Vertical stripes on center front of socks same color as body; (c) hoofs, sides and rear of socks, dorsal stripe and martingale accented in black or brown; (d) Accented in black or brown. Amount ranges from partial to complete according to age and gender. Optional Markings: white patches or bellybands anywhere on barrel between point of elbow and stifle joint.

Accept and update the color chart and registration application as follows:

On the color chart, the light brown agouti color description corrected:

From: LIGHT BROWN AGOUTI: Light/silver grey hairs intermingled with white and with brownish tips to main body hairs, making the topcoat appear a burnt silver/pewter shade.

To: LIGHT BROWN AGOUTI: White hairs intermingled with fewer brown hairs, but still a salt and pepper appearance that is a pronounced lighter brown.

Another change to the color chart appears in the Caramel color pattern. There is a need to designate whether the animal has black or brown markings/points/legs, dorsal stripe and facial markings. See changes noted in RED. Also, with the Brown Caramel, the term "brown" is incorrect. It is not a true brown but instead a darker shade of tan. Delete the color designation of brown caramel.

CARAMEL PATTERN

All have light vertical stripes on front side of darker stockings. Muzzle, forehead, eyes and ears accented in tones lighter than the dark portion of the body.

LIGHT CARAMEL, with black or brown markings/point/legs, dorsal stripe and facial markings: White or caramel hairs, intermingled with white in the undercoat making the top coat appear to be a shade of pure white to cream. Please note on registration papers "black or brown."

MEDIUM CARAMEL, with black or brown markings/point/legs, dorsal stripe and facial markings: Caramel and white hairs intermingled in the undercoat making the top coat appear to be a shade of apricot to orange. Please note on the registration papers "black or brown."

DARK CARAMEL, with black or brown markings/points/legs, dorsal stripe and facial markings: White hairs intermingled with darker caramel, buff or tan hairs in the undercoat making the top coat appear to be a shade of dark tan. Please note on the registration papers "black or brown."

Eliminate this color

BROWN CARAMEL: Brown mainly with only occasional intermingled white hairs in the undercoat making the top coat a pronounced darker brown.

The Breed Standard Committee will be responsible for maintaining both the color chart and associated pictures.

Yes: Atkins, Culp, Elkins, Esterline, Fonda, Hepner, Hubbard, Kaufmann, Leman, Nash, O'Kelly, Rogers, Seiler, Shipley. No: None. Absent: Murray.

Chairperson Orlando indicated that she does not require additional committee members. It was felt that this committee should be doing more to educate the membership, i.e., CL vaccine, Rabies vaccine, perhaps more updates on the status of these. In addition, the committee should work with the Youth committee on developing CDT vaccination schedules to display on posters.

The report was accepted.

NAIS Report

NAIS has been rather quiet in the past few months. Updates are posted on the NPGA website.

The report was accepted.

Judges Training

The Board discussed and decided to change the continuing education attendance requirement of judges from 3 to 4 years. The current Facilitator feels that the Con-Ed program could be improved. He did get more input from the new JT Chair than previously.

Motion #2009-04

Passed

Proposed by: Esterline/Shipley

I move that Rules and Regulations, paragraph 10.D.2 be changed to require Continuing Education (Con-Ed) every 4 years vs. every 3 years.

Also, add the following subparagraph as paragraph 10.D.3 (renumbering the current 10.D.3 to 10.D.4): A judge must complete the Con-Ed questionnaire once annually prior to the annual convention and return it within 30 days to the JTC chairperson.

Yes: Atkins, Culp, Elkins, Esterline, Fonda, Hepner, Hubbard, Kaufmann, Leman, O'Kelly, Rogers, Seiler, Shipley. No: None. Absent: Murray, Nash.

The Board had no appetite for the proposal of judges receiving continuing education credit by attending seminars, clinics, etc. in other goat registries.

The report was accepted as modified.

Public Relations

The Chair has resigned and no report was submitted. In addition, no policy and procedure documents have been submitted. The position has been advertised.

CLOSED SESSION

OPEN SESSION

Break for lunch at 12:45pm. Reconvened at 2:15pm.

Publications

In accordance with the R&R's, President Hoyt has vacated the Publication chair position. Director Leman was appointed as interim chair. The position will be advertised in MEMO.

Interim Chair Leman has volunteered to initiate the assembly of Best of MEMO 4. There are plenty of articles available. In fact, there are probably sufficient articles available to produce a Best of MEMO 5, as well. She would appreciate help.

The report was accepted.

Webmaster Report

Previous Webmaster Terry Heath has resigned (12/23/08) and no report was submitted. Aaron Esterline was immediately appointed acting Webmaster by former President Mark Adkins. He was appointed Webmaster by President Hoyt; his appointment was approved by the Board. Vice President/Webmaster Esterline informed the Board that since he was now an NPGA officer, he will not accept any compensation.

Webmaster Esterline has cleaned up the website and it is now virus free. He has added another search category 'Color Contains:' to the herdbook. The membership would like to see more information articles available. The Board also discussed continuing to have some type of Forum available for the exchange of ideas and information, most were positive about it. Moreover, it is important to have the Board meeting agenda items and reports accessible to the membership so that the membership can voice their opinions to the directors before each Board meeting..

Director Leman has generated several new logos that can be used by members that would not interfere with the copyright issues. These will be posted on the website for downloading .

Youth

The committee would like to move the youth pages in MEMO to a more prominent location. They would also like to add new games/and puzzles to the website. They would like to encourage youths to submit more articles.

The report was accepted.

Coordinator Reports

Affiliated Clubs

CLOSED SESSION

OPEN SESSION

The Board discussed some ideas for the new Coordinator. They felt that the Coordinator could contact clubs to submit a profile to go into MEMO, provide assistance to clubs for start up, etc., and provide information on obtaining Federal Income Tax exemption

Election

The Coordinator position is still open and will continue to be advertised in MEMO. In the meantime, the Business Manager will handle the duties. An interim may be appointed if anyone is interested. The updating of the job description is under new business.

Report of Awards

This item was taken out of order.

Show

A new vendor has been found for the sanction ribbons which will save NPGA approximately \$3000 per year. However, the Jr and Sr Champion rosettes are slightly smaller. The Schedule of Classes is not always being submitted with the Sanction Application. It was decided to leave the current rules in place.

A discussion regarding the ownership of wethers resulted in the following motion:

Motion #2009-05

Passed

Proposed by: Esterline/Leman

I move that in the Rules for Official Shows, a new paragraph D.1 be added (subsequent paragraphs renumbered accordingly): The fee for an NPGA sponsored wether show shall be sixteen dollars and fifty cents (\$16.50) when the application for sanction is postmarked to NPGA at least 60 days prior to the show, thirty-five dollars (\$35.00) when postmarked between 59 and 31 days, and one hundred ten dollars (\$110) when postmarked 30 days or less prior to the show. The fee covers the ribbons and report of awards form, and is required if wethers are to record wins.

Also, amend new paragraph D.5.a (formerly D.4.a) to read: An original NPGA wether certificate is present at the time the wether is being shown. Proof of ownership shall be the name on the certificate. Otherwise, the owner is determined by a transfer of ownership when it is dated within 90 days of the show and presented with the original certificate. Exhibitors may enter and show goats not registered to them with the registered owner's verbal or written consent. If the signature of the owner is required, the exhibitor may sign for the owner. The win will be recorded in the name of the owner in all cases.

Yes: Atkins, Culp, Elkins, Esterline, Fonda, Hepner, Hubbard, Kaufmann, Leman, Nash, O'Kelly, Rogers, Seiler, Shipley.
No: None. Absent: Murray.

Department Reports

MEMO

The Board would like to see more interaction between Publications, Youth and Affiliated Club committees. It was felt that we all could do more at a local level to solicit business card, 4H, etc. advertisements for MEMO.

The report was accepted.

Merchandise

Merchandise has not been available on the website for the past 6 months resulting in decreased sales. The Board would like to see if this changes in the next six months prior to taking any further actions at the June Board meeting.

The report was accepted.

CLOSED SESSION

Adjourn at 7:55pm.

Reconvene at 8:03am on Sunday, January 18, 2009.

OPEN SESSION

Old Business

- a. Increase Board Members Stipend (Elkins continued from June) - Combined with New Business #f.
- b. Amendment of Article V of the Bylaws (Elkins)

Motion #2009-07

Passed

Proposed by: Elkins/Hepner

I move that Bylaws, Article V, Section 5.1 be amended to read:

SECTION 5.1 REGULATION OF COMMITTEES, COORDINATORS AND DEPARTMENT HEADS

The President, subject to the approval of the Board of Directors, may from time to time, appoint such committees and chairpersons thereof, coordinators and department heads as the business of the Association may require, to hold office or position for such period, have such authority, and perform such duties as are provided in the Bylaws of the Association or as the Board of Directors may from time to time determine. The committees, coordinators and department heads are subject to alteration, deletion, replacement, or removal at any duly called meeting of the Board of Directors.

Yes: Atkins, Culp, Elkins, Esterline, Fonda, Hepner, Hubbard, Kaufmann, Leman, Nash, O'Kelly, Rogers, Seiler, Shipley.
No: None. Absent: Murray.

New Business

- a. Approval of NPGA Convention Guidelines publication. (Hoyt)

The Board decided that the Guidelines need to be available on the website and on a CD for convention hosts.

Motion #2009-08

Passed

Proposed by: Hubbard/Shiple

I move that the NPGA Convention Guidelines publication, as developed, reviewed and approved by the Publications Committee, be approved.

Yes: Atkins, Culp, Elkins, Esterline, Fonda, Hepner, Hubbard, Kaufmann, Leman, Nash, O'Kelly, Rogers, Seiler, Shiple.
No: None. Absent: Murray.

- b. Who does the Webmaster report to? (Hoyt, Leman)

The Board discussed the reporting structure for the Webmaster and decided that the position reports to the President. The Rules and Regulations and the Job Description may need updating to reflect this change. Also, an agreement needs to be generated. If problems arise, they need to be resolved ASAP and therefore need quick feedback from the President or Executive Committee as appropriate.

- c. Amend Show Rules on Exhibitor Responsibilities (Hoyt, Fonda)

The Board thoroughly discussed some questions that have arisen involving relationships between judges and exhibitors. This discussion resulted in the following motion:

Motion #2009-09

Passed

Proposed by: Fonda/O'Kelly

I move that Rules for Official Shows, paragraph B.2.a be amended as follows: No person shall judge any goat in which he/she has an ownership or part ownership or which is owned by a member of his/her immediate family or household.

Also, the Judge's Code of Ethics, the last paragraph be amended as follows: According to the Show Rules, judges cannot judge goats owned by their immediate family members or household members. Judges should also be sure that their immediate family members or household members do not show goats for other exhibitors or even enter the ring with a goat.

Yes: Atkins, Culp, Elkins, Esterline, Fonda, Hepner, Hubbard, Kaufmann, Leman, Nash, O'Kelly, Rogers, Seiler, Shiple.
No: None. Absent: Murray.

- d. Procedures for Removal of Committee Chairs and Members (Hoyt)

Motion #2009-10

Passed

Proposed by: Nash/Leman

I move that paragraph 8 of the Rules and Regulations be amended to add a new subparagraph C.5 and amend subpara F, as follows:

New 8.C.5: A Committee Chair may be removed from his/her position as follows:

- a. During a regularly scheduled Board meeting, a majority of the Board of Directors may direct that a Committee Chair be removed from his/her position if they find that the Chair's performance of duties has been unsatisfactory. Upon such finding, the Board will direct the President to cause the removal of the Chair.
- b. Other than during a regularly scheduled Board meeting, the Board of Directors may direct that a Committee Chair be removed from his/her position if a majority of the Board finds that the Chair's performance of duties has been unsatisfactory. Upon such finding, the Board will direct the President to cause the removal of the Chair. The deliberations and findings by the Board will be conducted by either mail or electronic mail.
- c. Since service as an NPGA Standing Committee Chair is a privilege and not a right, termination of service as a Chair may be made as prescribed in subparagraphs a or b above without prior notice or right to hearing.

d. More severe penalties than removal from a Chair's position may only occur if an actionable complaint is filed under the Compliance Procedure and is ultimately sustained by the Board of Directors, and the severity of the offense warrants such penalty.

Amended 8.F: A Chairperson, with the approval of the Vice President, may remove a committee member from his/her committee if the member's performance of duties has been unsatisfactory. As with Committee Chairs, since committee service is a privilege and not a right, termination of service of committee members may be made without prior notice or right to hearing. In case of a conflict of interest between the chairperson and the Vice President, approval by the President is required.

Yes: Atkins, Culp, Elkins, Esterline, Fonda, Hepner, Hubbard, Kaufmann, Leman, Nash, O'Kelly, Rogers, Seiler, Shipley. No: None. Absent: Murray.

- e. Convention host Reimbursement (Elkins)
This item was dropped from the agenda since the requested action is already part of the Rules and Regulations and the standard Convention Agreement.
- f. Amend Travel Reimbursement in the Rules and Regulations (Elkins)

Motion #2009-11

Passed

Proposed by: Elkins/O'Kelly

I move that Rules and Regulations, paragraph 4.M.1.a be amended as follows:

Reimbursement of Directors, JTC members and the Continuing Education Facilitator will be reimbursed in full for transportation to Board Meetings and/or annual Judges Exam. Airfare shall be purchased at least 21 days in advance at the lowest available fare, including a Saturday night stay if required for lowest available fare. Up to \$100 may be reimbursed for travel expenses to and from the departure and destination airports, to include airport parking charges, utilizing the least expensive mode of transportation. Car expense to be reimbursed at the cents per mile pursuant to the Federal Mileage Rate Reimbursement Chart, not to exceed verified lowest airfare from your area plus \$100. Travel expenses will include airline tickets obtained with "airline mileage award" credits with reimbursement not to exceed lowest verified airfare from your area.

Delete paragraph 4.M.1.b

Yes: Atkins, Culp, Elkins, Esterline, Fonda, Hepner, Hubbard, Kaufmann, Leman, Nash, O'Kelly, Rogers, Seiler, Shipley.
No: None. Absent: Murray.

- g. Change to Election Coordinator duties, require nominators to reside within the region of the nominee, write procedural outline for Coordinator to follow (Elkins)

The requirement for nominators to reside within the region of the person being nominated was withdrawn. The procedural outline proposed is already required to be written by the Coordinator per Motion #2008-21. Discussion of the remainder of the agenda item resulted in the following motion:

Motion #2009-12

Passed

Proposed by: Elkins/Atkins

I move that Rules and Regulations, paragraph 11.E be amended as follows: All nominations must reach the Election Coordinator no later than August 15th each year and may not be rescinded. At this point, Election Coordinator will forward the nominee information to the Business Manager for confirmation of eligibility as outlined in paragraph C.

Yes: Atkins, Culp, Elkins, Esterline, Fonda, Hepner, Hubbard, Kaufmann, Leman, Nash, O'Kelly, Rogers, Seiler. No: Shipley. Absent: Murray.

- h. Review the employee vs. independent contractor status of the Editor and Merchandise Dept Head. (Elkins)

The Board discussed how the IRS determines whether a person is a contractor or an employee. President Hoyt read from relevant material taken from the IRS website. It was decided that we need to consult with our CPA firms who handle our accounting matters. Business Manager Dori Lowell to make the necessary inquiries.

- i. Clarification of Rules for the Master Champion Challenge. (Elkins, Seiler)

After much discussion, the following motion was proposed:

Motion #2009-13

Passed

Proposed by: Seiler/Leman

I move that Rules for Official Shows, be amended as follows:

New I.1.a: The Master Champion Challenge class must be included in the class list that is submitted with the sanction application.

New I.3.a: Regardless of who records the win, the Grand Champion/Senior Grand Champion of the show will compete in the Master Champion Challenge class. The class will be held immediately following selection of the Grand/Reserve Grand Champion and prior to checking microchip/tattoo and documentation of wins. The Reserve Grand Champion will stand by in the ring.

New I.5.a: An animal receiving their final win towards PGCH status is eligible to earn a Master Champion Challenge win that day.

New B.1.b.(5): Confirm proof of PGCH status as defined in Rules for Official Shows, paragraph H.5 for animals entered in the Master Champion Challenge class.

Amend C.10.d: Any goat receiving the required number of wins to attain Permanent Grand Champion status may only compete in Master Champion Challenge classes or in the Champion Challenge at the National Show.

New C.10.e: Any goat receiving Master Champion status may no longer compete in sanctioned shows but may compete in the National Champion Challenge.

Yes: Atkins, Culp, Elkins, Esterline, Fonda, Hepner, Hubbard, Kaufmann, Leman, Nash, O'Kelly, Rogers, Seiler, Shipley.
No: None. Absent: Murray.

- j. Change Show Rules to allow 6 accumulated Reserve Grand Champions to equal one Grand Champion win towards Permanent Grand Champion status. (Hubbard)

A straw poll of the Board indicated there was insufficient support to adopt this proposal. Webmaster Esterline will make RSCH data available on the herdbook in order to compile statistics on the occurrence of the number of RSCH per animal.

- k. Change to the Breed Standard (Wortham) - previously discussed under the Breed Standard Committee report.
- l. Require original/copy of receipts for all reimbursement requests (Adkins) - The Board had no appetite for this issue since it was not deemed to be a widespread problem.
- m. Require contracts on all purchases over \$1000 (Adkins)
The Board had no appetite for approving this issue.
- n. Amend Judges Code of Ethics (Hubbard) - Discussed and disposed of under #c in New Business.
- o. Member concerns (Fonda)

The Board read over the concerns and discussed the possibility of having a teleconferencing type of meeting. This proposal has been aired on prior occasions and those discussions were synopsisized for the Board. Current pros and cons of such a system were discussed but the Board felt that ultimately face to face meetings are more productive in the long run. There was little discussion on the remaining concerns submitted.

Report on the 2009 Convention

Everything seems to be going reasonably well so far with eight people on the committee. The Website is up and will send the link to the Webmaster to be posted on the NPGA Website. The deadline for advertisement is May 1, 2009. The Judges so far are Michael O'Kelly and Jenny Sanderson. There will be vendors.

2010 Convention: Region 4 is the host for 2010, but there has been limited enthusiasm for holding the convention within Region 4 to date. Michigan has many health issues regarding the interstate transporting of animals into Michigan. VP Esterline advised that Ft. Wayne, IN (Region 6), a relatively short distance from MI, has a fairground that could be used. The host would still be from Region 4. This fairground is nearby to the group that is willing to do the convention. Since this arrangement complies with our Rules and Regulations, the Board had no objections.

Lunch recess at 1:05 pm.

Reconvene at 2:45 pm.

Approval of the 2009 Budget

The Budget was approved.

In order to save money on the Roster, it was determined that we can decrease the Roster size by putting the herdnames on line and adding the respective search capabilities.

January 2010 Board Meeting - January 23 -24, 2010 in Baton Rouge, LA

Adjournment - The Board meeting was adjourned at 4:25pm.

Respectfully submitted,

Michelle E. Fonda
NPGA Secretary

