



TLBAA Board Reduction Plan

Because this is a membership driven organization we'd like your vote in this matter. We'll give a little background to those who didn't already read this information in the email sent by the TLBAA.

A committee was formed late last summer to look for a better solution to the large number of TLBAA board members. (You will find a list of those committee members following this letter.) During the initial committee meeting we discussed several ways to approach the board size and had many questions. Should we just remove the 6 At-Large directors? Would that be enough? How many members do we want to see on the board of directors? How are all of the members represented now? How many members are in each Division? That's when we discovered how truly unbalanced the representation is for the TLBAA members. Our conversation evolved from 18 members to 13 members and finally rested on 15. We don't think the At-Large directors should be removed completely. They are the ones who unify the entire area that they represent. They are the ones who know what's going on in the whole area, not just one region. They are the ones who are available for all of the members.

Because something needs to give in order to make a more agreeable number of directors, we asked what that might be. Felix Serna, with the help of his daughter Della, studied the numbers in the regions and found places that could be consolidated. This obviously wasn't intended to be harmful, but to find a good solution for condensing the board. We chose well respected and longtime breeders to join this committee for their knowledge and unbiased opinion.

More than half of the members reside in Division B but have only 1/3 of the representation. So, think about the TLBAA, its mission, who it serves as an association. The committee believes the association is supposed to serve each member and each should be fairly represented.

On January 18, 2018 the TLBAA annual General Membership Meeting was held. One of the topics of discussion was the board reduction plan. The motion was made to take the committee's recommendation to the membership so that we could hear from the members. The vote was 86 in favor with 3 voting against the motion.

We ask all members to look over the attached committee documents showing how to reduce the board numbers. The majority of the voters returning this survey will determine whether we take it in By-Law form to the next annual General Membership Meeting. It states in the TLBAA By-Laws that such changes shall become effective only if and when confirmed by a majority vote of the members voting in person at any regular annual meeting of the Association.

It is very important to return by this survey by May 1st if you want your wishes known.

BOARD REDUCTION PROPOSAL BALLOT

Part I

1. The board would consist of 15 members; Combine several regions in Divisions A and C. Division A would have 3 directors, Division B would have 6 directors and Division C would have 4 directors. And 2 At-Large seats would come from any Divisions.
2. To implement this recommendation there will be a phasing off program in place. For the Divisions with the merging regions, when a director's term ends they won't be replaced. Additionally, if the director resigns during their term they won't be replaced.
 - a. The said regions will merge at the time of each Division elections and the ballots will reflect the new number of directors for that division.
 - b. The 6 At Large directors will serve until the expiration of their current terms without re-election. Those positions will not be filled. At the expiration of the final two At-Large director terms the membership of the TLBAA will elect two At-Large directors to represent the entire membership. Those positions will be re-elected each third year.

Part II

1. The Executive Committee should be a 5 member panel; Chairman, Vice Chairman, Secretary, Treasurer and Parliamentarian. One Executive director from each of the 3 Divisions and the other 2 from any Division.

FOR THE PROPOSAL _____ AGAINST PROPOSAL _____

COMMENTS: _____

Name _____

Address _____

Phone Number _____

Email Address _____

TLBAA MEMBERSHIP NUMBER _____

Board Reduction Committee Report

Contact People:

Division A: Scott Hughes -shughes@partonlumber.com 828-287-7406

Division A: Jimmy Jones -horseshoejlonghorns@gmail.com 334-652-9599

Division B: Felix Serna -fserna@elcoyote.com 361-522-0807

Division B: Cindy Bolen -cindy@bolenlonghorns.com 936-707-2530

Division C: Scott Pace -scottwpace10@gmail.com 801 360-2500

Division C: Charlene Semkin -semkin@mindspring.com 520-907-3088

Liaison Keith DuBose -kwdubose@gmail.com 979-277-2161

State current situation, issue or concern:

The TLBAA Board of Directors is made up of 24 members. There are 3 Divisions. Each division consists of 6 regional directors and 2 at large directors for a total of 24 Directors.

As of July 19, 2018

As of January 8, 2019

Division A has 623 members

Division A has 567

Division B has 1692 members

Division B has 1965

Division C has 854 members

Division C has 839

The present TLBAA board size is so large that it's difficult to be as productive as it could be.

Also, the TLBAA hasn't looked at adjusting with the most logical and same process as the US government does for equal representation.

We researched other cattle breed associations in the U.S. and would like to share our findings. We found all of this information on their websites or by asking them questions via email.

- **American Angus Association** has **19 board members**. They registered **332,421 head** in the 2017 fiscal year and have **25,000 plus members** in the U.S. and Canada.
- **American Simmental Association** has **18 board members**. They had **75,000 registrations** in their 2016 fiscal year.
- **American Gelbvieh Association** has **15 board members** and **45,000 active cows** in their registry.
- **North American Limousin Foundation** has **15 board members** and had **20,538 cattle registrations** in their 2016 fiscal year.
- **International Brangus Breeders Foundation** has only **13 board members** and registered over **36,000 head of cattle**.
- **American Hereford Association** has only **12 board members** and over **79,000 registrations** in the year 2017.
- **The Texas Longhorn Breeders Association** has **24 board members**. In 2017 they had **8,090 cattle registrations** and **4,129 members**.

All of the board members counted for each of these associations also included the executive board members, i.e.; the president, vice president, secretary and treasurer.

Current Policy in place? If yes explain:

The current policy is a by-law --*ARTICLE IV - BOARD OF DIRECTORS - Section 2. - Election and Term of Office The Board of Directors shall be composed of twenty-four (24) Directors selected from Active or Lifetime members in good standing.....*

Recommendations:

After several meetings and discussions concerning the size of the board, the complications of having a large number of directors, and the unequal member representation because of the current policy, we unanimously recommend the following to the membership:

Part I

1. The board would consist of 15 members; Combine several regions in Divisions A and C. Division A would have 3 directors, Division B would have 6 directors and Division C would have 4 directors. And 2 At-Large seats would come from any Divisions.
2. To implement this recommendation there will be a phasing off program in place. For the Divisions with the merging regions, when a director's term ends they won't be replaced. Additionally, if the director resigns during their term they won't be replaced.
 - a. The said regions will merge at the time of each Division elections and the ballots will reflect the new number of directors for that division.
 - b. The 6 At Large directors will serve until the expiration of their current terms without re-election. Those positions will not be filled. At the expiration of the final two At-Large director terms the membership of the TLBAA will elect two At-Large directors to represent the entire membership. Those positions will be re-elected each third year.

Part II

1. The Executive Committee should be a 5 member panel; Chairman, Vice Chairman, Secretary, Treasurer and Parliamentarian. One Executive director from each of the 3 Divisions and the other 2 from any Division.

This recommendation is based on member numbers so it will be easy to reevaluate if the numbers change.

You will find a map and breakdowns supporting this in the pages attached to this recommendation.

Who and/or what does this impact?

This will impact our whole association and how it conducts business.

- Board meetings will be favorable for interactive discussions
- Every board member will have individual accountability

- This provides better overall cohesion
- A smaller quorum would be required
- Every TLBAA member has equal representation
- Projects a unified association that will make the TLBAA favorable to new breeders
- This is in favor of our future

Division A		% of Region Membership	Members Represented	3
Region 1 –	115 Canada, NZ, AUS	0.18		
Region 2 –	92 New England	0.15	0.33 207	
Region 3 –	106 WI, IL, IN, MI	0.17		
Region 4 –	110 KY, TN, NC, SC	0.18	0.35 216	
Region 5 –	119 MS, AL, GA, FL	0.19		
Region 6 –	81 AR, LA	0.13	0.32 200	
623				

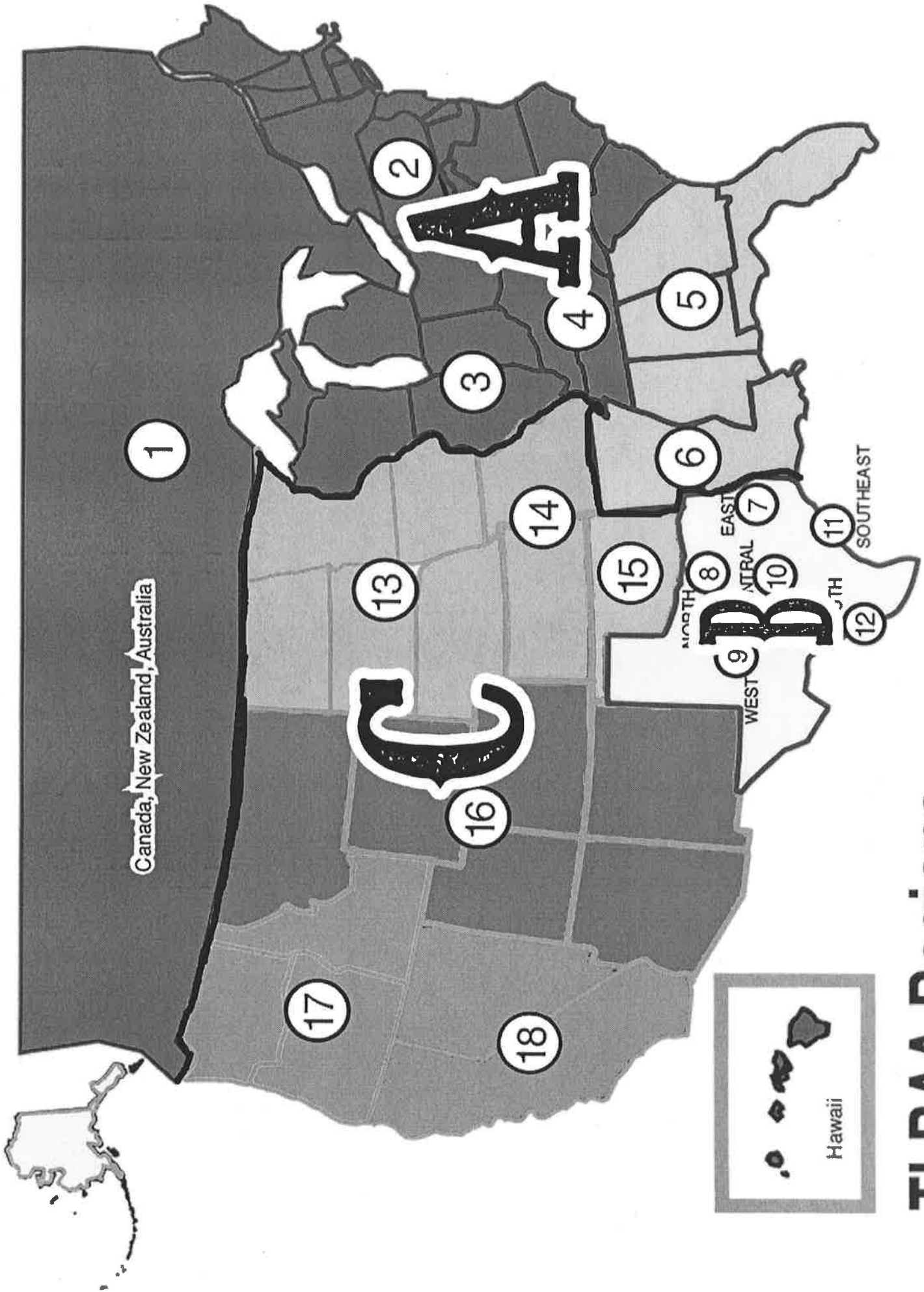
Division B		% of Region Membership	6
Region 7 –	288 East TX	0.17	
Region 8 –	361 North TX	0.21	
Region 9 –	307 West TX	0.18	
Region 10 –	304 Central TX	0.18	
Region 11 –	173 SE Texas	0.10	
Region 12 –	259 South TX	0.15	
1692			

Division C		% of Region Membership	Members Represented	4
Region 13 –	139 ND, SD, NE, MN, IA	0.16		
Region 14 –	142 Missouri, KS	0.17	281	
Region 15 –	246 OK	0.29	246	
Region 16 –	187 MT, WY, UT, CO, AZ, NM	0.22	187	
Region 17 –	72 WA, OR, ID	0.08		
Region 18 –	68 NV, CA	0.08	140	
854				

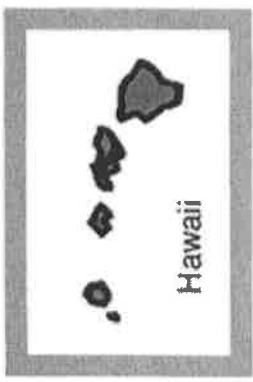
Total	3169	At Large	2
/3	1056		

		15 Member Board		15
		2 At Large		
Division A	% of Membership	0.20	3	
Division B		0.53	6	
Division C		0.27	4	
			13	
TOTAL				

Alaska



Canada, New Zealand, Australia



TLBAA Regions

Changing BOD Size

15 Member BOD based on Membership Percentage Option

This option takes into account the current total membership (3169), and distributes 13 BOD seats to the current regional divisions based on their percentage of the membership and leaves 2 seats to be filled as at large positions.

The breakdown of division percentages and members with number of board seat representation is as follows:

Division A - 20% with 623 members for 3 BOD seats

Division B - 53% with 1692 members for 6 BOD seats

Division C - 27% with 854 members for 4 BOD seats

With this in mind the following breaks down the Divisional BOD representation:

In Division A (3 seats)

- Region 1 & 2 will be represented with 1 BOD Seat
- Region 3 & 4 will be represented with 1 BOD Seat
- Region 5 & 6 will be represented with 1 BOD Seat

In Division B (6 seats)

- Region 7 will be represented with 1 BOD Seat
- Region 8 will be represented with 1 BOD Seat
- Region 9 will be represented with 1 BOD Seat
- Region 10 will be represented with 1 BOD Seat
- Region 11 will be represented with 1 BOD Seat
- Region 12 will be represented with 1 BOD Seat

In Division C (4 seats)

- Region 13 & 14 will be represented with 1 BOD Seat
- Region 15 will be represented with 1 BOD Seat
- Region 16 will be represented with 1 BOD Seat
- Region 17 & 18 will be represented with 1 BOD Seat

At Large Seats (2 seats)

- Open to all regions