

**Minutes**  
**National FFA Board of Directors**  
**and National FFA Officers Meeting**  
**Indianapolis, Indiana**  
**January 30 – February 2, 2006**

**Board of Directors:**

**Larry D. Case**, Chairperson of the Board and Coordinator, Agricultural & Rural Education, Office of Vocational and Adult Education, U.S. Department of Education, Washington, D.C.

**Steve Brown**, U.S. Department of Education Representative; State FFA Executive Secretary, Missouri FFA Association, Jefferson City, Missouri

**Steven R. Harbstreit**, U.S. Department of Education Representative; Associate Professor, Agricultural Education, Kansas State University, Manhattan, Oklahoma.

**Dale Gruis**, State Supervisor, Ag Education Consultant, Iowa Dept. of Education, Des Moines, Iowa

**Nancy J. Trivette**, State Supervisor, Program Leader, Agricultural Education, New Jersey Department of Agriculture, Trenton, New Jersey.

**Steven Gass**, Program Consultant, State FFA Advisor, Tennessee Dept. of Education, Nashville, Tennessee

**William Deimler**, State Supervisor; Specialist, Agricultural Education, Utah State Office of Education, Salt Lake City, Utah.

**Jason Larison**, U.S. Department of Education Representative, Ag Ed Instructor/FFA Advisor, Holton High School, Holton, Kansas

**Linda A. Rist**, U.S. Dept. of Education Representative, Ag Ed Instructor/FFA Advisor, West Central High School, Hartford, South Dakota

**Officers of the Board of Directors:**

**Larry D. Case**, National FFA Advisor and CEO; Coordinator, Agricultural & Rural Education, Office of Vocational and Adult Education, U.S. Department of Education, Washington, D.C.

**C. Coleman Harris**, National FFA Executive Secretary; Education Program Specialist, Agriculture, Division of High School, Postsecondary and Career Education, U.S. Department of Education, Washington, D.C.

**Marion Fletcher**, National FFA Treasurer; Supervisor for Agricultural Education, State Department of Education, Little Rock, AR

**National FFA Officers:**

**Travis Jett**, National FFA President, Oklahoma

**Jessie Geib**, National FFA Secretary, South Dakota

**Anita Estes**, National FFA Central Region Vice President, Nebraska

**Ryan Peterson**, National FFA Eastern Region Vice President, Michigan

**Stuart Joy**, National FFA Western Region Vice President, New Mexico

**Erica Der**, National FFA Southern Region Vice President, Florida

**Consultants to the Board:**

**Steven Fraze**, Consultant (AAAE), Texas Tech University, Agricultural Education & Communications, Lubbock, Texas

**Barry Croom**, Consultant (AAAE), North Carolina University, Agricultural and Extension Education, Raleigh, North Carolina

**Bobby Torres**, Consultant (AAAE), Associate Professor & Dir. Of Undergraduate Studies, University of Missouri, Columbia, Missouri

**Jeff Maierhofer**, Consultant (NAAE), Seneca, Illinois (Substitute for Jan. '06 Mtg.)

**Andy Seibel**, Consultant (NAAE), Blacksburg, Virginia (Substitute for Jan. '06 Mtg.)

**Sonny Deke**, Consultant (Past President, Nat'l. FFA Alumni Council), Marion, Iowa

**Norman Gay**, Consultant (President, Nat'l. FFA Alumni Council), Perry, Georgia

**Monte Ladner**, Consultant (President Elect Nat'l FFA Alumni Council), Carthage, Mississippi

**Debbie Cavett**, Consultant, Director, Interagency Initiatives, USDA, Washington, D. C.

**Emily Horton**, Consultant, Past National Officer, Riverton, Wyoming

**Others present for all or portions of the meeting:**

**Doug Loudenslager**, Chief Operating Officer, National FFA Organization and National FFA Foundation, Indianapolis, Indiana

**Bill Stagg**, Director, Information Services Division, National FFA Organization, Indianapolis, Indiana

**Tom Kapostasy**, Director, Business Services Division, National FFA Organization, Indianapolis, Indiana

**Anna Melodia**, Director, Education Division, National FFA Organization, Indianapolis, Indiana

**Tony Small**, Division Director, Education Division, National FFA Organization, Indianapolis, Indiana

**Kent Schescke**, Sr. Director of Development, National FFA Organization, Indianapolis, Indiana

**Dennis Sargent**, Division Director Partnership/Development, National FFA Organization, Indianapolis, Indiana

**Janet Maloney**, Team Leader, Human Resources, National FFA Organization, Indianapolis, Indiana

**Pam Holbert**, Executive Assistant, National FFA Headquarters Operations, Alexandria, Virginia

**Tuesday, January 31, 2006** – (Interim Chairperson, Nancy J. Trivette)

**Session I – Special Reports**

- Nominating Committee Work Group Report (Education Committee) – Nancy J. Trivette
- LifeKnowledge Market Analysis (Finance Committee) – Tom Kapostasy
- Leadership Continuum (Education Committee) – Buddy Deimler

- Code of Conduct  
(Policy Committee) – Doug Loudenslager

**Division Director Reports** – (Interim Chair, Steve Harbstreit)

- Education – Tony Small
- Research/Development and Sponsored Programs – Anna Melodia
- Information Services – Bill Stagg
- Business Services – Tom Kapostasy
- Foundation – Dennis Sargent
- Partnerships – Kent Schescke

**Board Committee Meetings – Session I & II**

The Finance, Policy and Education Committees met from 4:00 – 6:00 p.m. and from 7:00 – 9:00 p.m.

**Wednesday, February 1, 2006** – (Interim Chair, Buddy Deimler)

The Research Committee met from 7:00 – 8:30 a.m.

The Board Retreat for Consultants, Officers, Trustee Executive Secretaries and Staff was held from 9:00 – 12:00 noon.

**MOTION: Moved by Stuart Joy (Steve Brown) seconded by Anita Estes (Steve Harbstreit) and carried** to present Dr. Larry D. Case with a proclamation honoring him for 40 years of service to the FFA, the FFA Foundation, Business and Industry, and Agricultural Education leaders across the United States.

- Iowa’s Governor’s Council Report on Agricultural Education – Dale Gruis
- Panel Discussion – “Faces of Agricultural Education” – Steve Fraze
  - Natalie Schilling – Eastern Hancock High School
  - Ernie Gill – Diversity in Ag
  - Scott Robinson, Superintendent – Sheridan High School
- Team Ag-Ed Response Panel
  - Bobby Torres
  - Ron Reisch
  - Jason Larison

**Session II – Special Report** – (Larry Case assumed chairmanship)

- An Indianapolis Convention Update with proposed timeline for the next seven-year contract (2013-2019) was presented by Dale Crabtree.
- Anna Melodia gave an update on USDA 1, 2, 3, 4 and discussed USDA 5.
- Doug Loudenslager reviewed the organization’s strategic planning process and key initiatives supporting the BHAG and recognition of the nine KSPAs.

**Board Session I – FFA Center, Deere Room**

The meeting was called to order by Travis Jett, National FFA President., at 4:21 p.m.

Anita Estes gave reflections.

Chairman Case noted that board procedures had already been covered with new members.

Stuart Joy gave remarks on experiences of National Officers to date.

**MOTION: Moved by Steve Brown, seconded by Linda Rist and carried** to commend the National Officers for their service.

### **Seating of New Board Members and Consultants**

Chairman Case welcomed all in attendance and declared new members duly seated.

Board member pins were presented to new members, Bobby Torres, Monte Ladner, Mike Brammer, and Doug Vannurden. In lieu of a board member pin, Kim Green was presented a gift, as a State Director will be appointed at a later time as a permanent member of the board.

At this time, Chairman Case requested that Steve Harbstreit and Buddy Deimler, retiring board members, make a recommendation later in the meeting for replacements to the Governing Committee.

The National Council for Agricultural Education report was presented by Nancy J. Trivette. Nancy's replacement on The Council Board starting 1/1/06 is Ike Kershaw.

There were no comments as related to FFA board business by NASAE, PAS or NYFEA.

### **Consultant Reports**

- AAAE – Steve Frazee
- NAAE – Jeff Maierhofer
- Alumni – Norman Gay
- NASDCTEc – Kim Green

Monte Ladner, Alumni President Elect, from Mississippi expressed his thanks for the assistance to his state from "Seeds of Hope".

Coleman Harris made an adjustment to the agenda by requesting approval of the minutes before moving into the Education Committee Report.

**MOTION: Moved by Stuart Joy (Steve Brown) seconded by Anita Estes (Steve Harbstreit) and carried** to approve minutes from the National FFA Board of Directors and National FFA Officers Meeting in Louisville, Kentucky, October 26, 2005.

**Nancy J. Trivette presented the Education Committee Report.**

**MOTION: Moved by Buddy Deimler, seconded by Linda Rist and carried** to accept the Education Committee Report.

By general consent, the board agreed with the Chair that the Education Committee Nominating Process item be pulled out as a separate item and further that it be placed on the floor for immediate discussion and action.

**MOTION: Moved by Stuart Joy, seconded by Erica Der** to amend the motion to adopt the recommendations of the Nominating Committee Work Group, commend the committee including Committee Chairman, Nancy J. Trivette and Staff Lead, Doug Kueker, for a job well done, and implement the changes at the 2006 National FFA Convention by excluding recommendation #1. (*Attachment #1*)

*Recommendation #1: Amend board policy (I. Activities, D. National FFA Officers, 01 Election, paragraph d. pg. 11) to include nominating committee members in the group of FFA members who are ineligible to run for national FFA office.*

After a very lengthy discussion with the National Officers agreeing that Recommendation #1 be excluded and board members preferring that Recommendation #1 not be excluded, Chairman Case suggested delaying the decision until the January 2007 board meeting.

The National Officers requested a break with time for discussion among themselves.

**MOTION: Moved by Stuart Joy, seconded by Erica Der** to withdraw the motion.

The meeting was recessed until 7:30 a.m. Thursday, February 2, 2006.

#### **Thursday, February 2, 2006**

The meeting was reconvened by President Jett at 7:38 a.m.

**MOTION: Moved by Anita Estes (Buddy Deimler) seconded by Jessie Geib (Linda Rist and carried** to adopt the recommendations of the Nominating Committee Work Group, commend the committee, including Committee Chairperson Nancy J. Trivette, and Staff Lead, Doug Kueker, for a job well done, and implement the changes at the 2006 National FFA Convention.

**MOTION: Moved by Erica Der (Steve Harbstreit) seconded by Ryan Peterson (Dale Gruis) and carried** that the Education Division staff provide information in key planning resources and publications that will encourage chapters to conduct American Heritage projects and include them in applications of existing programs.

This was in response to Delegate Issue #2 to establish a Chapter Award Program for "American Heritage" Activities.

**MOTION: Moved by Jessie Geib (Steve Brown) seconded by Ryan Peterson (Steve Gass) and carried** that an addition of a community involvement requirement to the FFA

degrees be researched by National FFA Staff with a recommendation prepared for the January 2007 Board Meeting.

This was in response to Delegate Issue #6 to add a community service requirement to FFA Degrees.

**Delegate Issue #8 Development of CDE on biotechnology and genetics**

No action was recommended by the board on Delegate Issue #8, the development of biotechnology/genetics CDE.

**MOTION: Moved by Stuart Joy (Linda Rist) seconded by Anita Estes (Steve Brown) and carried** to establish a work group of teachers and state staff to research, review and provide recommendations on earning requirements to attain the American FFA degree for the Board of Directors considerations at the January 2007 meeting.

This was in response to Delegate Issue #9 to increase the amount of dollars earned to attain the American FFA Degree.

**MOTION: Moved by Erica Der (Steve Brown) seconded by Jessie Geib (Dale Gruis) and carried** to have national FFA staff research international experiences for students and develop recommendations to be presented at the July 2006 Board meeting. All recommendations should be budget neutral.

This was in response to Delegate Issue #3, to re-establish the Work Experience Abroad Program.

**MOTION: Moved by Jessie Geib (Steve Brown) seconded by Anita Estes (Steve Harbstreet) and carried** to accept the proposed bid process timeline (with three changes suggested by Doug Loudenslager and agreed to by the board) for the 2013-2019 National FFA Convention. (*Attachment #2*)

**MOTION: Moved by Stuart Joy (Linda Rist) seconded by Anita Estes (Steve Gass) and carried** that the National FFA Board of Directors nominates Dale Gruis to replace Buddy Deimler as the state staff representative from this body to serve as a voting member and chairperson of the National FFA Awards and CDE Advisory Board.

**MOTION: Moved by Ryan Peterson (Steve Brown) seconded by Jessie Geib (Buddy Deimler) and carried** to appoint Dr. Ike Kershaw as Board Representative of the National FFA Officer Selection Process.

**MOTION: Moved by Erica Der (Steve Harbstreet) seconded by Anita Estes (Steve Gass) and carried** to appoint Dr. Bobby Torres as the official tabulator of National FFA Officer Selection Process.

**MOTION: Moved by Stuart Joy (Steve Gass) seconded by Anita Estes (Steve Brown) and carried** to accept the following nominees to serve as coordinators for the

National FFA Delegate Process for years 2006-08: Heather Dye, Nevada; Matt Koerner, Maryland; Ronnie Simmons, Florida.

**MOTION: Moved by Erica Der (Buddy Deimler) seconded by Anita Estes (Dale Gruis) and carried** to amend paragraphs f. and g. in Division I. Activities, Section D. National FFA Officers, Item 01. Election of the National FFA Organization Policy and Procedure Handbook by striking the word ‘superintendent’ and inserting the word ‘representative’.

**Dale Gruis reported on the audit committee process.** He further related that the Audit Committee had not met at this point but would be fulfilling it’s responsibilities as spelled out in the policies of the organization. Audit Committee members are: Dale Gruis, Larry Case, Marion Fletcher, Douglas DeVries and Travis Jett.

**The Treasurer’s Report was presented by Marion Fletcher.**

**MOTION: Moved by Jessie Geib (Steve Brown) seconded by Anita Estes (Dale Gruis) and carried** to approve the financial statements for 2004-2005 and accept the audit report from BKD, LLP.

**The Research Committee Report was given by Steve Fraze.** There were no motions for action. It was emphasized that a meeting evaluation was needed.

**After a break, Steve Harbstreit gave the Policy Committee Report.**

**MOTION: Moved by Ryan Peterson (Nancy J. Trivette) seconded by Erica Der (Linda Rist) and carried** to approve and adopt the policy statements contained in the attached Standards of Service and Conduct and Procedures as amended in the following statement and commend all National FFA Staff Members for their work in developing these standards. Add to Section F, page: “In those cases where there is a conflict, the Ethics Officer, Ethics Counselor and Chief Operating Officer to develop a process that will allow staff and board children to participate in all award programs, scholarships and recognitions without being penalized or receiving an advantage.” (*Attachment #3*)

**MOTION: Moved by Stuart Joy (Steve Brown) seconded by Anita Estes (Buddy Deimler) and carried** that the Board of Directors approve and adopt the policy statements contained in the attached Confidential Complaint Handling Process. (*Attachment #4*)

**MOTION: Moved by Jessie Geib (Nancy J. Trivette) seconded by Ryan Peterson (Linda Rist) and carried** since this amendment meets all requirements of the constitution, bylaws and charter for submission of the proposed constitutional amendments, move that the joint Pennsylvania, Virginia, South Dakota and Illinois Association Amendment be submitted to the delegates of the 79<sup>th</sup> National FFA Convention as follows: Move to amend Article XVII, Section B, (Amendments) of the National FFA Constitution by inserting “and ratification by a majority of the state

associations with official delegates” prior to the words “at the National FFA Convention”.

The new Section B of Article XVII would then read as follows:

*An amendment to the National FFA Constitution may be adopted by a two-thirds vote of the official delegates and ratification by a majority vote of the state associations with official delegates at the National FFA Convention. Amendment to the Bylaws shall require a majority vote of the official delegates and ratification by a majority of the state associations with official delegates at the National FA Convention.*

### **FFA Official Dress**

By general consent, the board agreed with the Chair that the motion to allow female members to wear either black skirts or black slacks whenever official dress is required and to amend the Official Dress policy published in the Official Manual be placed on the floor for discussion and action.

President Jett requested that Vice President, Ryan Peterson take over his duties. Then Travis Jett reported the preferences of the National Officers as related to the motion to change FFA Official Dress. The National Officers were against changing the Official Dress of female members from black skirts to either black skirts or black slacks.

Much time was spent discussing FFA Official Dress.

Dale Gruis suggested setting this motion aside and taking it up again at the next meeting.

Doug Loudenslager suggested that the wording of the motion might include a list of occasions where a skirt might be most appropriate

**MOTION: Moved by Travis Jett seconded by Jessie Geib** to postpone the motion until legal counsel could be obtained and states could be surveyed and re-address the motion at the July meeting.

Some board members did not concur that the motion be postponed. There was more discussion and then a vote was taken. The motion was **sustained by Joel Larsen and Dale Gruis and carried** to postpone the motion until the July meeting.

A short break was taken and then President Jett called the meeting back to order and continued with Policy Committee motions.

**MOTION: Moved by Ryan Peterson (Steve Brown) seconded by Erica Der (Linda Rist) and carried** to have National FFA Staff develop and administer a process to select a chairman and three committee members to facilitate and coordinate the national level National Chapter and Models of Innovation Selection Processes.

The following addition would need to be added to **I. Activities, G. National Chapter Awards:**



*04. Selection of National Chapter Superintendent. Part a: The selected individual can come from the recommendation of the committee in which the superintendent is to be replaced, by sending a position announcement and taking nominations from the recommendation of the Awards Advisory Committee. The superintendent position nominee must be approved by the National FFA Board of Directors.*

**MOTION:** Moved by **Jessie Geib (Buddy Deimler)** seconded by **Erica Der (Steve Gass)** and carried that all national proficiency award finalists be considered to become the national winner of a proficiency award area without being present during the interview process.

All proficiency award finalists be considered to become the national winner of a proficiency award area without being present for the interview process. This would require two changes to the current wording of policy and procedure.

*The first change in the wording of the National FFA Organization Policy and Procedure would be under I. Activities, H. Proficiency Awards, Section 02. Application and Awards Process, part d.*

*The second change in the wording of the National FFA Organization Policy and Procedures would be under I. Activities, J. General Program Policy, Section 02. Finalist Absence Policy, part a.*

**MOTION:** Moved by **Jessie Geib (Jason Larison)** seconded by **Anita Estes (Nancy J. Trivette)** and carried to change the wording of the National FFA Organization Policy and Procedure (I. Activities, F. Career Development Events, Section 02. Eligibility of Participants, part b.) to read: The participant, at the time of his/her **certification** as a national team member must be:

**MOTION:** Moved by **Ryan Peterson (Steve Brown)** seconded by **Stuart Joy (Linda Rist)** and carried to add the wording to the National FFA Organization Policy and Procedures (I. Activities F. Career Development Events, Section 03. Selection and Certification of State Teams, part c.) to read: Teams must be selected at a state or interstate career development event held between the immediate previous National FFA Convention and prior to the National FFA Convention in which they are participating. States that qualify more than one year out must request and submit a written waiver for approval at least 110 days prior to the national event.

**MOTION:** Moved by **Stuart Joy (Linda Rist)** seconded by **Jessie Geib (Steve Gass)** and carried to accept the reports of all delegate committees at the 78<sup>th</sup> National FFA Convention and commend the delegates for their outstanding work. The board further commends Seth Derner and all the national staff who worked to make the process an outstanding experience for the convention delegates.

**MOTION: Moved by Jessie Geib (Steve Brown) seconded by Anita Estes (Buddy Deimler) and carried** to amend operating policies such that requests for capital expenditures up to \$10,000 may be approved by the Chief Operating Officer. Requests of \$10,000 or more will require approval by the Board of Directors.

**Dale Gruis gave the Finance Committee Report.**

**MOTION: Moved by Nancy J. Trivette, seconded by Steve Harbstreit and carried** to accept the Finance Committee Report.

**MOTION: Moved by Ryan Peterson (Linda Rist) seconded by Jessie Geib (Nancy J. Trivette) and carried** to provide up to \$60,000 in funds from capital reserves to hire Ratio Architects to design a building expansion providing additional offices, conference rooms and storage areas to accommodate future organization needs.

**MOTION: Moved by Stuart Joy (Steve Harbstreit) seconded by Anita Estes (Steve Gass) and carried** to provide \$291,000 in funds from capital reserves to purchase the attached schedule of equipment related requests as recommended by staff and approved by the Finance Committee. (*Attachment #5*)

**MOTION: Moved by Anita Estes (Steve Brown) seconded by Erica Der (Linda Rist) and carried** to amend the Investment Policy by adding the following section. II Operations. B. Finances 09. Investments Policy paragraph e. “In the event of a health pandemic, domestic terrorist attack or a similar occurrence that results in a serious, adverse economic condition that has the potential of negatively impacting the investment portfolios, the COO with the advisement of the Investment Committee, the Organization’s investment counselor and CEO, can temporarily suspend the investment policy for the Foundation’s, Organization’s and Pension investment accounts.

At such time, the COO may instruct the firm’s investment counselor, or directly take steps, to protect the organization’s assets from a potential market decline and attempt to limit any short-run or long run losses using whatever financial instruments are readily available to a prudent investor. These steps may include moving 100% of assets to other securities, diversifying into foresight investments, employing futures instruments to limit losses, investing in lower return securities of higher safety, purchasing commodities or natural resources contracts or securities, investing in real estate or purchasing U.S. Government securities.”

**MOTION: Moved by Stuart Joy (Steve Harbstreit) seconded by Erica Der (Nancy J. Trivette) and carried** to authorize COO to proceed with phase 2 of the LifeKnowledge Commercialization Feasibility project.

**Seating of Governing Committee Member**

**MOTION: Moved by Jessie Geib (Nancy J. Trivette) seconded by Anita Estes (Steve Harbstreit) and carried** to appoint Steve Brown as a member of the Governing Committee effective 7/1/06.

**Remarks by Retiring Board Members**

It was emphasized repeatedly by Buddy Deimler, Steve Harb Streit, Nancy J. Trivette and Emily Horton that it had been a pleasure to serve on the board. They extended thanks to board members and the national staff for their accomplishments. They are encouraged about the future of agricultural education.

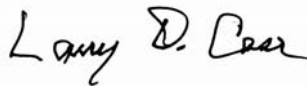
Coleman Harris saluted these retiring board members and expressed what a pleasure it had been working with them on the board and hoped there would be more collaborating efforts in the future.

Chairman Case thanked Board Members, Consultants, National Officers and Staff for their hard work and extended a special thanks to those who filled in for him in his absence during the earlier part of the meeting.

Treasurer, Marion Fletcher, indicated there was still some money owed on the 2005-2006 commitment to purchase a brick at the FFA Center and urged everyone to contribute.

President Jett thanked everyone for their participation.

The pledge of allegiance was recited and the meeting was adjourned at 11:20 a.m.



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Larry D. Case, National FFA Advisor and CEO



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C. Coleman Harris, National FFA Exec. Secretary

