

**MINUTES
SPECIAL MEETING OF THE
NATIONAL FFA BOARD OF DIRECTORS**

**KANSAS CITY, MISSOURI
NOVEMBER 6, 1995**

The meeting was called to order at 1:30 p.m. by Corey Flournoy, National FFA President. All members of the Board were present except for Edward Smith.

Board of Directors

Dr. 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.
C. Coleman Harris, National FFA Executive Secretary and Education Program Specialist, Agriculture, Office of Vocational and Adult Education, U.S. Department of Education, Washington, D.C.
K. Eugene Eulinger, National FFA Treasurer, District Supervisor, Agricultural Education, Department of Elementary & Secondary Education, Jefferson City, MO
Edward Smith, State Supervisor, Agricultural Education, State Department of Vocational-Technical Education, Stillwater, OK
Marion D. Fletcher, State Supervisor, Agricultural Education, State Department of Education, Little Rock, AR
James Craft (USDE Representative), State FFA Executive Secretary, Roanoke, IL
Leslie A. Olsen, Education Program Specialist, Agriculture Education, State Department of Education, Topeka, KS
Randy Trivette, Program Specialist, Agricultural Education, State Department of Education, Trenton, NJ
Edward D. Stephens (USDE Representative), Ag Education Instructor, Carthage, MO
David E. Cox (USDE Representative), Associate Professor, The University of Arizona, Department of Agricultural Education, Tucson, AZ
David B. Hopson (USDE Representative), Blandford, MA
Corey D. Flournoy, National FFA President, Chicago, IL
Travis D. Hagen, National FFA Secretary, Chico, CA
Jennafer Neufeld, National FFA Vice President, Central Region, Inman, KS
Lee Schroeder, National FFA Vice President, Eastern Region, Leipsic, OH
Greg Vetter, National FFA Vice President, Western Region, Carpenter, WY
Trisha Bailey, National FFA Vice President, Southern Region, Dover, FL

Others Present:

Carol Duval, Teacher Services Specialist, Teacher Services Team, National FFA Organization, Alexandria, VA
Jim Scott, Team Leader, Student Services Team, National FFA Organization, Alexandria, VA
Linda May, Student Services Specialist, Student Services Team, National FFA Organization, Alexandria, VA
Frank Saldana, Student Services Specialist, Student Services Team, National FFA Organization, Alexandria, VA
Scott Stump, Student Services Specialist, Student Services Team, National FFA Organization, Alexandria, VA
Joyce Winterton, Team Leader, Partner Development Team, National FFA Organization, Alexandria, VA
Dennis Shafer, Team Leader, Ventures Team, National FFA Organization, Alexandria, VA
Bill Stagg, Team Leader, Communications Resources Team, Alexandria, VA
Doug Butler, Senior Regional Director, National FFA Foundation, Madison, WI

Kent Schescke, Regional Director, National FFA Foundation, Madison, WI
Bernie Staller, Chief Operating Officer, National FFA Organization and National FFA Foundation, Alexandria, VA
Marshall Stewart, Executive Director, NVATA, Alexandria, VA
Jack Pitzer, Communications Consultant, Communications Resources Team, National FFA Organization, Alexandria, VA
Ricardo Valencia, Executive Director, National FFA Alumni, Alexandria, VA
Randy Bernhardt, Team Leader, Teacher Services Team, National FFA Organization, Alexandria, VA
Lennie Gamage, Team Leader, Human and Fiscal Resources Team, National FFA Organization, Alexandria, VA
Marion Fay, Administration Specialist (Recording Secretary), National FFA Organization, Alexandria, VA

1. REFLECTIONS

Reflections - by Lee Schroeder

2. ADJUSTMENTS TO AGENDA

Chairman Case had two adjustments to the Agenda: (1) Frank Saldana will be giving the H.O. Sargent Award report instead of Randy Bernhardt; (2) Case added a report on Developing the Local Success Initiative. Chairman Case congratulated Marion Fletcher on receiving the Outstanding Citizen Award in Arkansas. A round of applause followed for Marion.

3. APPROVAL OF MINUTES - Coleman Harris

MOTION: It was moved by Jennifer Neufeld (Marion Fletcher), seconded by Trisha Bailey (Les Olsen) and carried to approve the Board of Directors Minutes of July 16-19, 1995.

4. FINAL UPDATE OF THE 68TH NATIONAL FFA CONVENTION

The Managers provided the Board highlights of each area of operations.

- Program Operations - Linda May
- National Agricultural Career Show - Jack Pitzer
- Meal Operations (Food Court) - C. Coleman Harris
- FFA Shopping Mall - Dennis Shafer
- Career Development Events Operations - Carol Duval
- Delegate Operations - Scott Stump
- News and Information - Bill Stagg
- Partner Development - Joyce Winterton
- Sponsors - Doug Butler
- Registration - Lennie Gamage - No report.
- Awards Operations - Bob Seefeldt - No report.

- Alumni - Ricardo Valencia - No report.
 - National Finals/PALS Conference - Greg Egan - No report.
5. H.O. Sargent Award - Frank Saldana gave the report of the H.O. Sargent Award Task Force. The task force came up with two awards; the student and non-student award to those who promote ethnic and gender diversity.
- MOTION: It was moved by Jennifer Neufeld (Marion Fletcher), seconded by Lee Schroeder (David Cox) and carried to approve the report of the H.O. Sargent Award Task Force.
6. APPROVAL OF AWARDS/DEGREES -- No awards or degrees to be approved.
7. NOMINATING COMMITTEE
- MOTION: It was moved by Travis Hagen (Les Olsen), seconded by Greg Vetter (Jim Craft) and carried to accept the nine (9) students who were selected for the nominating committee.
8. FINANCE COMMITTEE REPORT - Les Olsen, Acting Chairperson, presented the Finance Committee Report.
- MOTION: It was moved by Jennifer Neufeld (Randy Trivette), seconded by Lee Schroeder (David Cox) and carried to accept the Report of the Finance Committee.
- MOTION: It was moved by Lee Schroeder (David Hopson) seconded by Greg Vetter (David Cox) and carried to contribute in 1996, an additional amount of about \$114,208 to the employee Defined Contribution Retirement Plan to provide total payment to both retirement funds of 10% of actual payroll for calendar year 1995.
9. STATUS REPORT ON NATIONAL FFA CENTER RENOVATION PROJECT - Bernie Staller reported on the status of the FFA Center renovation project. Will have the costs, etc. before the January Board meeting.
10. JOB OPENING AT THE FFA CENTER - Bernie Staller explained how the FFA Center handles job openings. With Coleman Harris leaving convention management to participate in the leadership of federal presence, someone is needed by next June to fill this position. Need permission from the Board to advertise in-house first, then national search.
- MOTION: It was moved by Lee Schroeder (David Cox), seconded by Trisha Bailey (Randy Trivette) and carried to exempt the COO from the policy of a nationwide search to fill the convention management position.
11. DEVELOPING THE LOCAL SUCCESS INITIATIVE - Larry Case reported on the local success initiative, a proposal for a partnership for developing local program success. The proposal asks to establish a national task force of 15 people to be selected by nominations from the field. Will focus on local success. Task force to develop procedures to ensure this gets done. Coleman Harris will be the chief lead staff person in this initiative. Six work groups with a staff person (from the FFA Center) on each work group. Timeline - February 1997.

12. REPORT ON FEDERAL PRESENCE AND THE REVISION OF P.L. 81-740 - Marshall Stewart reported on the status of the federal presence and the revision of P.L. 81-740 and that we have language in the Farm Bill.

Chairman Case reviewed the edits that were made in P.L. 81-740.

13. TREASURER'S REPORT - Eugene Eulinger, National FFA Treasurer, reviewed the Audit Report (September 1, 1994 - August 31, 1995); Analysis of Revenue and Expenses (September 1994 through August 1995); and a Statement of Revenue and Expenses for the year ended August 31, 1995. Five-year income expense figures and revenues and expenses reports were reviewed.

MOTION: It was moved by Trisha Bailey (Les Olsen) , seconded by Greg Vetter (David Hopson) and carried to accept the report of the Treasurer.

14. OVERVIEW OF LEGAL MATTERS - Larry Case; Bernie Staller - One major case in Montana is pending. Staller reviewed the Employee Survey that was done by current employees.
15. REPORT BY THE 1994-95 NATIONAL FFA OFFICERS - National FFA President, Corey Flournoy read and discussed the Year-End Report of the 1994-95 National FFA Officers. (See Appendix ?)

Chairman Case commended the National Officer Team.

MOTION: It was moved by Jim Craft, seconded by Eddie Stephens and carried to recognize the 1994-95 National Officer Team and commend them for an outstanding job. A standing ovation followed.


16. PLANS FOR JANUARY 1996 MEETINGS (January 21-25, 1996) - Coleman Harris
Note: Arrival Saturday, January 20th; Departure Thursday, January 25th (after 12:00 noon)

17. UNFINISHED BUSINESS — ANNOUNCEMENTS

Reducing the number of Consultants on the Board needs to be put on the January Board Agenda.

There being no further business to come before the Board, the meeting adjourned at 4:35 p.m.


C. Coleman Harris, Secretary


Larry D. Case, Chairperson

**1994-95 National FFA Officer Team
Year-End Report to the Board of Directors
November 6, 1995**

When the 1994-95 National Officer Team began talking about some of the experiences we've encountered during the past year, the old cliché, "Time flies when you're having fun," came to mind. It seems it was just a few days since we were elected, but it is actually just a few days until we retire. As we reflect on the year, our very first observation is to recognize those individuals who guide and direct an organization that makes an impact on so many young people's lives—the National FFA Board of Directors. Thank you.

OBSERVATION #1: Dues increase

Through our travels, the national officers heard concerns about the effects that an increase in dues would have on the FFA organization, and questions were raised as to how the additional revenue would be allocated. A number of state officers, state staff and chapter members expressed concern that a dues increase might lead to programs and projects that were unnecessary or low in quality. Some expressed hope that the FFA would dedicate the dues increase to improving existing programs rather than building and creating additional ones.

We informed each member with a concern on this issue that the additional dues revenue would be used not only with programs and projects, but also for staff salaries and to build organizational reserves. Still, we found some were not satisfied with these explanations.

Recommendation: If the proposed dues increase passes, the additional revenue will eventually become allocated as part of FFA's normal annual budget development process. We recommend the national organization communicate to the states and chapters the additional value and benefits that were secured as a result of the increase in dues. This document should be easy to understand for both students and adults. It should be sent to all customers of FFA, including all members and state staff.

Reporting on what was achieved by the dues increase would help its proponents answer questions of our members. It would also help build credibility and support for the national organization that will become important the next time an increase in dues becomes necessary.

OBSERVATION #2: Consultants to the Board of Directors

The Board of Directors currently has eleven positions for consultants. During the January meeting, there are twelve when counting the past national officer. The national officers appreciate the value of having the consultants' input as part of the board

OBSERVATION #5: Agriculture Issues Forum

At the July Board Meeting, a motion to sanction the Agriculture Issues Forum as an official Career Development Event failed. During the year, some of the national officers traveled through states where this event had gained popularity and success. For FFA members, the Agriculture Issues Forum:

- heightens students' interest in the agricultural industry as they research all aspects of a particular issue and make presentations to a panel of judges who are specialists in their fields.
- opens doors for many career opportunities, as well as instills trust, knowledge and confidence in the participants.
- creates positive exposure for FFA chapters.
- links members to family and community members who directly deal with these issues and their challenges.

Recommendation: The officers recommend the board reexamine the rationale by which the Agriculture Issues Forum failed to become an official Career Development Event. Though concern was expressed that the National FFA Organization was beginning to offer too many programs that were not as effective as possible, the Agriculture Issues Forum is one activity that truly prepares students for careers, and it should not be overlooked.

OBSERVATION #6: International Programs

Over the past few years, concern has been expressed about the vitality of FFA's international programs. Throughout the year, we have seen exciting initiatives and an expansion of efforts due to the work of Bruce White and his staff. High quality international programs are now being offered, and members are becoming more aware of the opportunities available. As the global economy expands, there is a growing need for agriculturists to have a solid comprehension of how our industry fits into the world market.

Recommendation: The officers recommend that the board support the international program staff and the research being done to ensure their programs continue to prosper. As we have all learned from experience, dealing with other countries requires a great deal of time and patience. We are pleased with the potential of our international programs and confident that the FFA members' needs and interests are being addressed.

OBSERVATION #7: Visionary Leadership

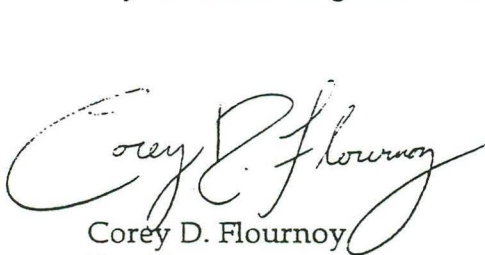
The line between visionary and administrative thought and action is not easily defined. Through our observations, the National FFA Board of Directors focuses unnecessary time and energy on administrative issues. Decisions and debate should stay focused on "whether to do something," not "how to do it."

OBSERVATION #10: Providing Information to the Board of National Officers

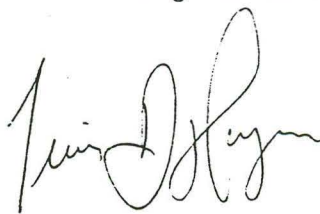
The national FFA staff have done an excellent job in preparing the national officers to be knowledgeable about current issues and matters pertaining to the board of directors. Much time is spent training and answering questions of the officers to make certain they are comfortable with the process. However, in the process of keeping everyone informed about current issues and concerns pertaining to board business, the national officers may become overlooked in being notified about key information (e.g., new members appointed to the board, extension of terms of certain members on the board, etc.).

Recommendation: In an effort to make the national officers more comfortable and confident in the current board process, they should be included in all correspondence or communications that affect the national board of directors and their deliberations.


We sincerely appreciate the opportunity to contribute our input throughout the year so that, ultimately, we could play a part in the difference you have made as advisors of our National FFA Organization. The skills we have acquired this year to help us play this role successfully could not have been attained without the direction of the National FFA Staff. The majority of our training has been facilitated by Bill Stagg, Linda May, and Scott Stump. These individuals have never ceased to exhibit their creativity, knowledge and skills, and we sincerely appreciate that they have continued to be the stronghold for the national officers. It has been a rewarding honor to serve the members of the FFA. Thank you for the guidance you have provided us and the wisdom you have exhibited in your continuing role in the National FFA Organization.



Corey D. Flournoy
President



Travis D. Hagen
Secretary



Trisha Bailey
Vice President



Lee Schroeder
Vice President



Greg Vetter
Vice President



Jennafer Neufeld
Vice President