

MINUTES

JOINT MEETING OF THE NATIONAL BOARD OF DIRECTORS AND NATIONAL OFFICERS OF THE NATIONAL FFA ORGANIZATION

KANSAS CITY, MISSOURI
NOVEMBER 5, 1990

A special meeting of the Board of Directors and National Officers of the National FFA Organization was called to order at 1:35 p.m. by Donnell Brown, National President, in the Andy Kirk Room of the Allis Plaza Hotel, Kansas City, Missouri. Those present included:

Board of Directors

Larry D. Case, Chairman of the Board, and Senior Program Specialist, Agriculture, Division of Vocational-Technical Education, U.S. Department of Education, Washington, D.C.
Rosco C. Vaughn, State Supervisor, Agricultural Education, State Department of Education, Las Cruces, NM
Hugh P. McClimon, State Supervisor, Agricultural Education, State Department of Education, Columbia, SC
Tom Munter, (USDE Representative) Consultant, Vocational Student Organizations, State Department of Education, Sacramento, CA
¹Donald L. Michael, State Supervisor, Agricultural Education, Bureau of Vocational-Technical & Adult Education, Charleston, West Virginia
Terry W. Heiman, State Director, Agricultural Education, Elementary and Secondary Education, State Department of Education, Jefferson City, Missouri
²Les Thompson, Chief State Administration Branch, Division of Vocational-Technical Education, Office of Vocational & Adult Education, U.S. Department of Education, Washington, D.C.
David M. Coffey, (USDE Representative) Associate Professor, Agriculture/Agribusiness Education Division, Western Kentucky University, Bowling Green, Kentucky

Ex-Officio Members

C. Coleman Harris, Secretary, Board of Directors, and Program Specialist, Agriculture, Division of Vocational-Technical Education, U.S. Department of Education, Washington, D.C.
David A. Miller, National FFA Treasurer, Supervisor of Vocational Education & Industrial Arts, Carroll County Public Schools, Westminster, Maryland

¹ Mr. Donald L. Michael was unable to attend the meeting.
² Mr. Les Thompson was unable to attend the meeting.

Board of National Officers

Donnell Brown, National FFA President, Throckmorton, Texas
Scott Crouch, National FFA Secretary, Cicero, Indiana
Dan Schroer, National Vice President, New Bremen, Ohio
William Henriksen, National FFA Vice President, DeWitt, Iowa
Bradley Lewis, National FFA Vice President, Elkmont, Alabama
Casey Isom, National FFA Vice President, Fruitland, Idaho

Consultants

Douglas Spike, President, NVATA, Bloomfield Hills, Michigan
Tom Parker, President-Elect, NVATA, Torrington, Wyoming
Dennis Jackson, Vice President, NVATA, Mankato, Minnesota
David N. Coile, Vice President, NVATA, Lakeland, Florida
Dr. Kenneth A. Parker, Association Professor, Ag & Occupational Education, Department of Occupational Education, University of Massachusetts, Amherst, Massachusetts
Dr. Barbara Malpiedi Kirby, Assistant Professor, Agricultural Education, North Carolina State University, Raleigh, North Carolina
Dr. Joseph Cvancara, Professor, Agricultural Education, Pullman, Washington
Dr. Jerry L. Peters, Associate Professor,

Others present for all or portions of the meeting

Jay Eudy, Director, Agricultural Education, Texas Education Agency, Austin, TX
Rebecca McClinton, State FFA Executive Secretary, Texas Education Agency, Austin, TX
William L. Deimler, State Supervisor, Agricultural Education, Arizona Department of Education, Phoenix, AZ
John Davis, Assistant Director, Vocational Education, State Department of Education, Columbus, OH
Wilson W. Carnes, Administrative Director, National FFA Center, Alexandria, VA
Glenn Luedke, Director of Advertising, *FFA New Horizons*, Alexandria, VA
John M. Pitzer, Senior Editor/Electronic Communications, *FFA New Horizons*, Alexandria, VA
Andrew J. Markwart, Managing Editor, *FFA New Horizons*, Alexandria, VA
John Pope, Executive Director, National Council for Agricultural Education, Alexandria, VA
Marshall Stewart, Program Specialist, Membership Development, National FFA Center, Alexandria, VA
Dennis Shafer, Director, National FFA Supply Service, National FFA Center, Alexandria, VA
Bill Stagg, Director of Information, National FFA Center, Alexandria, VA
Robert Seefeldt, Program Specialist, Contests and Awards, National FFA Center, Alexandria, VA
Carol Duval, Program Manager, Contests and Awards, National FFA Center, Alexandria, VA
Jody Pollok, Program Coordinator, Contests and Awards, National FFA Center, Alexandria, VA
Kip Godwin, Program Coordinator, WCP/MFE, National FFA Center, Alexandria, VA
Doug Butler, Regional Director, National FFA Foundation, Madison, WI
Dean Gagnon, Regional Director, National FFA Foundation, Madison, WI
Gwynne Tingley, Regional Director, National FFA Foundation, Madison, WI
Anna Hitchcock, Administrative/Personnel Assistant, National FFA Center, Alexandria, VA
Duane M. Nielsen, Deputy Director, Division of National Programs, U.S. Department of Education (Retired), Vienna, VA
Jeri Mattics, Account Executive, Spectrum Communications Inc., Kansas City, MO

1. INVOCATION - The invocation was given by Dan Schroer, National Vice President.
2. ADJUSTMENTS OF AGENDA - A report by Mr. Jay Eudy, Director of Agricultural Science & Technology, Austin, Texas, was added under item 8. b. Special Reports.
3. APPROVAL OF MINUTES - Mr. Harris requested approval of the minutes of the July 16-19, 1990 meeting of the Board of Directors, and the Governing Committee Minutes dated August 20, 1990 and September 21, 1990. Copies of these minutes have been provided to the Board. (See Appendix A)
4. MOTION - It was moved by Dan Schroer (Dr. Heiman), seconded by Bill Henricksen (Dr. Coffey) and carried to approve the Minutes of the July 16-19-1990 meeting; and the Governing Committee meeting Minutes of August 20, and September 21, 1990.
5. FINAL UPDATE OF 63rd CONVENTION ACTIVITIES - Coleman Harris led a review of the convention staffing plan which was followed by an update of the various convention managers on their areas of operation.

- Program - Tony Hoyt
- Delegate Operations - Marshall Stewart
- Contests - Carol Duval
- Awards - Robert Seefeldt
- Press and Information - Bill Stagg
- Agricultural Career Show - George Verzagt
- Sponsors - Doug Butler
- Registration - Wilson Carnes
- Alumni Association - Woody Cox
- Courtesy Corps - Jack Pitzer
- Supply Service - Dennis Shafer

6. NATIONAL PROFICIENCY AWARD FINALISTS WHO ARE UNABLE TO BE AT THE CONVENTION - Mr. Robert Seefeldt explained the reason why three finalists will not be attending the convention and thus will be unable to receive their awards.

Hunter Drane, Pendelton, Kentucky, winner of the Central Region Forest Management award is currently on active duty in the Military.

MOTION - It was moved by Bill Henricksen (Mr. McClimon), seconded by Brad Lewis (Dr. Coffey) and carried for Hunter Drane to receive the award.

Bobby Jackson, Goodwin, North Carolina, winner of the Eastern Region Diversified Crop Production award is unable to attend the convention due to his father's illness.

MOTION - It was moved by Casey Isom (Mr. Muller), seconded by Bill Henricksen (Mr. McClimon) and carried for Bobby Jackson to receive the award.

Gina Strait, Cantonment, Florida, winner of the Southern Region Wildlife Management award, is not attending the convention to keep up her grade point average.

MOTION - It was moved by Scott Crouch (Mr. Munter), seconded by Dan Schroer (Dr. Coffey) and carried to decline the award for Gina Strait.

7. TREASURER'S REPORT - Mr. Dave Miller, National FFA Treasurer, distributed copies of the 1989-90 Auditor's Report and led an item by item review.
8. FINANCE COMMITTEE REPORT - Dr. Case updated the Board on the organization's current financial condition. The Board, by unanimous consent, agreed to report to the delegate about the the organization's current financial situation.

The National FFA Treasurer, David A. Miller, resigned his position after eight (8) years of service. Two applications were received for the treasurer's position; Charles L. Keel,s, State Supervisor, Agricultural Education, Raleigh, North Carolina; and William L. Deimler, State Supervisor, Agricultural Education, Phoenix, Arizona.

MOTION - It was moved by Dan Schroer (Dr. Coffey), seconded by Bill Henricksen (Dr. Vaughn) and carried that Charles L. Keels, State FFA Advisor in North Carolina be appointed to serve as National Treasurer of FFA, effective January 1, 1991.

9. REPORT BY JAY EUDY, TEXAS STATE FFA ADVISOR - Dr. Case introduced Mr. Mr. Eudy , State Advisor of the Texas Association. Mr. Eudy addressed the Board concerning the equity issue and the proposed constitutional amendment to be presented and voted upon during the 63rd national convention. (See Appendix B)

This matter was discussed at great length. The question arose whether or not the "fixed 400" amendment could be changed to "475" by amending the proposed amendment. The Board felt more time was required to check into the legality of amending the proposed amendment.

MOTION - It was moved by Dan Schroer (Dr. Coffey), seconded by Bill Henricksen (Dr. Heiman) and carried to recess the meeting at 5:45 p.m. until 10:05 p.m.

The meeting was reconvened at 10:15 p.m. with all members of the Boards present.

Discussion on the equity issue continued. Mr. Munter , consultant to the Convention Parliamentarian, reported that in consultation with Dr. Jim Honey, Convention Parliamentarian, and checking Robert's Rules of Order, an amendment to an amendment can be made if notice is given at an open meeting of the delegate assembly, and voted upon at a preceding session.

MOTION - It was moved by Brad Lewis (Dr. Heiman), seconded by Bill Henricksen (Mr. Munter) and carried that a proper motion be given to the delegates to amend the amendment , Article XII, Section B of the National FFA Constitution to read:

"At the national convention an official delegate assembly limited to 475 delegates will convene. This delegate body will consist of two official delegates from each state association to be designated as chair and vice chair of the state delegation, plus additional official delegates based on the individual state association's percentage of national FFA membership." The delegates shall be selected by the state FFA association. A quorum shall exist when both the following conditions are met at the time business is conducted; a majority of the official delegates registered at the national convention are present and at least twenty-six (26) state

associations are represented by official delegates. Business items shall only be considered when approved by a delegate committee, or by a two-thirds vote of the delegate body.

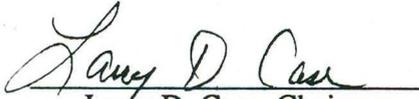
10. REPORT BY THE 1989-90 NATIONAL FFA OFFICERS - The final report 1989-90 report was given by each officer presenting an assigned portion. (See Appendix C)

MOTION - It was moved by Dr. Coffey, seconded by Dr. Heiman and carried to commend the 1989-90 National FFA Officers for a job well done.

MOTION - It was moved by Dan Schroer (Mr. Muller) seconded by Donnell Brown (Dr. Heiman) and carried to adjourn the meeting at 11:35 p.m.



C. Coleman Harris, Secretary



Larry D. Case, Chairman

MINUTES
GOVERNING COMMITTEE
OF THE
NATIONAL FFA BOARD OF DIRECTORS

August 20, 1990

The meeting of the FFA Governing Committee was conducted by conference call on August 20, 1990. Those participating in the call included Mr. C. Coleman Harris, National FFA Executive Secretary, Mr. Les Thompson and Dr. David Coffey, members of the committee.

It was moved by Les Thompson, seconded by David Coffey and carried that Jody Pollak of Williamston, Michigan, be employed as Program Coordinator in Contests and Awards at Grade 9, Step 1, effective August 13, 1990.

Respectfully submitted,



C. Coleman Harris, Secretary

MINUTES
GOVERNING COMMITTEE
OF THE
NATIONAL FFA BOARD OF DIRECTORS

September 21, 1990

The meeting of the FFA Governing Committee was conducted by telephone, September 21, 1990. Those contacted by Dr. Larry Case included: Mr. C. Coleman Harris, National FFA Executive Secretary, Mr. Les Thompson and Dr. David Coffey, members of the committee.

It was moved by Les Thompson, seconded by David Coffey and carried to submit the FFA Mentorship Program proposal to the National FFA Foundation for Special Project funding.

Respectfully submitted,



C. Coleman Harris, Secretary

(Appendix B)

Report
to the
National FFA Board of Directors
by
Jay Eudy, Texas
Kansas City, Missouri
November 5, 1990

- I. I have come here as an experienced person in agricultural education and the FFA. A lead dog always has a few scars.
- II. We have led our State through some very rough waters and survived.
- III. We have paid for more than our share of the bills in relation to the vote allotment we enjoy--more than \$1.15 million in the last seven (7) years. More than \$189,800 last year, while many chapters held back national membership.
- IV. That scene will no longer play.
- V. We are not angry with National FFA nor any of the States. It is time to do it differently. Our students will have to be allowed to participate.
- VI. There is talk of compromise. We did compromise when we accepted the current delegate committee process with work beginning in July and each State having two (2) delegates in that meeting..
- VII. The comment we hear most is that the small States do not trust Texas to have so many votes. We, in Texas, have determined that we have trusted those States to spend our dues money with very little input from us. Now that must be changed.
- VIII. This issue is an old one--60+ years old. We have a different scene now. We have a large number of students; dues; and program recognition that national must have if we are to maintain a strong national presence in agricultural education and the FFA.
- IX. We, in Texas, want a strong national presence but you must protect our students' right to vote.
- X. You have initiated an effort to increase membership. Now you are looking at a reduction of at least 30,000 (and possibly more) members from our State this year. That translates to more than \$100,000. Looks like a poor business arrangement. Settlement of this issue could result in an increase of 20,000+ members rather than a reduction of 30,000.
- XI. One teacher who talked with me on Friday about his membership said he paid about 2/3rds last year, only his officers this year, and probably none

next year. He said his chapter activities reflected no major changes at all, and in two more years his first year students won't even be aware of the National Organization. I tell you, we are at the 11th hour of this issue.

THE ISSUE

1. February 5, 1990, a letter from my office to Texas teachers explained the "Plan B" as it was developed by our task force in Texas.
2. Your April 13 Board conference call referenced our February 5, 1990 letter. A fact finding committee was to go to Texas and report back at your July Board meeting.
3. May 1, 2, 3, 1990, meeting in Texas. Agreement reached. Agreed to "sit on it" until 1991. I shook hands with Dr. Case and the committee. A deal!
4. Less than two weeks later the "Fixed 400 Plan" appeared. Our first indication of that "Plan" came after it was written. It does not agree with the May 1, 2, & 3 meeting.
5. Our teachers and students have been bombarded with the "400 Plan."
6. The July Board meeting minutes did not mention the May 1, 2, 3, fact finding report but did have a detailed report on the "400 Plan" including endorsement.

Question: Who speaks for the National FFA?
Obviously not the group you sent to Texas May 1, 2, & 3.

7. We dealt with the fact finding committee openly and up front.

Question: How have we been dealt with?
Why did you send the committee to Texas?

8. We have not seen a dedicated effort from National FFA to settle this issue. Yes, we have been listened to but you have not taken us seriously.
9. If we pass the "400 Plan" at this convention, the other States will go home thinking we have settled the issue--except for Texas. We will go home but to continue with "Plan B." You have spent a lot of money on the issue and it is about to cost the National Organization dearly.
10. I don't mean to beg; hold you hostage; threaten you with any of those things. I am here for a factual presentation. I want you to know what is in the mill and what will be done.
11. Last year I had a National Officer sit in my room on that Friday night, crying and begging for Texas to wait one more year---he had worked hard against us at the convention. We are here but what has it gotten us? I come with an open hand in an effort to settle this issue.
12. Let us decide here today if we want a national presence and if we want to work it out. Next year is too late.

NATIONAL OFFICER REPORT
NOVEMBER BOARD OF DIRECTORS MEETING

OUR NATIONAL FFA OFFICER TEAM CONSISTING OF DONNELL BROWN, SCOTT CROUCH, BILL HENRICKSEN, CASEY ISOM, DAN SCHROER, AND BRAD LEWIS RESPECTFULLY SUBMITS THE FOLLOWING REPORT.

SINCE OUR REPORT AT THE LAST BOARD MEETING WE HAVE BEEN VERY BUSY. ACTIVITIES INCLUDE: STATE PRESIDENTS CONFERENCE, CONVENTION PLANNING, NATIONAL BOAC CONFERENCE, FALL BUSINESS AND INDUSTRY TOUR, MOORMAN FEED COMPANY LEADERSHIP CONFERENCE, THE BIG E, AND NOW WE ARE HERE FOR THE NATIONAL FFA CONVENTION.

THE STATE PRESIDENTS CONFERENCE WAS A TRUE SUCCESS. THE NEW DELEGATE PROCESS WAS IMPLIMENTED AND WELL RECEIVED. THE FFA ISSUES FORUM WAS LENGTHENED WHICH HELPED CLEAR UP ALOT OF QUESTIONS BEFORE THE COMMITTEE MEETINGS BEGAN. THE DELEGATES HAD TWO SESSIONS TO BEGIN COMMITTEE WORK WHICH CONCLUDES THIS WEEK AT THE CONVENTION. THEY WERE VERY EXCITED AND LIKED THE NEW ELECTION PROCESS FOR COMMITTEE CHAIRS AND VICE CHAIRS. THEY EVEN DECIDED TO SKIP AN EVENING SITE SEEING TOUR OF D.C. TO CONTINUE DELEGATE WORK.

WE EXPRESS OUR THANKS TO THE ADULT COORDINATORS OF EACH PROGRAMATIC COMMITTEE FOR THEIR ASSISTANCE. ALL IN ALL, THE STATE PRESIDENTS CONFERENCE WAS MORE WORK AND LESS PLAY THAN IN YEARS PAST AND THEREFORE WAS MUCH MORE BENEFICIAL FOR THE PARTICIPANTS AND THE ORGANIZATION.

FOUR OF US ATTENDED ZIG ZIGLAR'S "BORN TO WIN" CONFERENCE IN AUGUST. THIS IS AN EXCELLENT OPPORTUNITY FOR THE OFFICERS AND IS GREAT TRAINING. THIS SHOULD NOT TAKE THE PLACE OF THE NECESSARY AND BADLY NEEDED TRAINING FOR THE OFFICERS IN DECEMBER.

NATIONAL FFA CONVENTION PLANNING WAS NEEDED AND BENEFICIAL EVEN THOUGH IT WAS SOMEWHAT DISORGANIZED AND A GREAT DEAL

OF TIME WAS WASTED BECAUSE OF MANAGEMENT. WE RECOMMEND THAT THE CONVENTION PLANNING MEETING BE HELD IN KANSAS CITY TO WORK MORE CLOSELY WITH CONTINENTAL VIDEO AND THE CONVENTION COORDINATORS IN KANSAS CITY. MARSHALL POOLE, THE TECHNICAL DIRECTOR, SHOULD CONTINUE TO ATTEND THE PLANNING MEETING. HAVING THIS MEETING IN KANSAS CITY WILL ELIMINATE THE NEED FOR THE LEADERSHIP SPECIALIST AND A COUPLE OF OFFICERS TO MAKE ANOTHER TRIP TO KANSAS CITY IN THE FALL AND THEREFORE SAVE TIME AND MONEY.

THE NATIONAL BOAC CONFERENCE WENT WELL. THE CONFERENCE SERVES AN EXCELLENT PURPOSE BUT THE BUDGET IS EXTREMELY HIGH. WE RECOMMEND THAT THE CONFERENCE BE MOVED TO A MUCH LESS EXPENSIVE HOTEL AND HAVE FEWER CATERED MEALS. THE CONFERENCE COULD POSSIBLY BE CUT BY ONE DAY AND THE PAID CONSULTANTS CURRENTLY BEING USED FOR THE CONFERENCE ARE NOT NEEDED.

THE FALL BUSINESS AND INDUSTRY TOUR WAS AN EXCELLENT LEARNING EXPERIENCE FOR THE OFFICERS WHILE AT THE SAME TIME AN EXCELLENT WAY TO STRENGTHEN FFA SUPPORT FROM INDUSTRY LEADERS. THE SPRING B-N-I EXPERIENCE GIVES THE OFFICERS AN INDUSTRY PERSPECTIVE THAT IS VERY BENEFICIAL THROUGHOUT THE YEAR. THE FALL B-N-I TOUR FRESHENS THE OFFICERS FOR THE CONVENTION. THIS WAS ONE OF THE MOST REWARDING PARTS OF THE YEAR. WE RECOMMEND B-N-I TOURS REMAIN AS THEY ARE.

THE "BIG E" TWO WEEK TOUR WAS AN EXCELLENT USE OF THE OFFICERS TALENT.

THE MOORMAN FEED CO./ LEADERSHIP CONFERENCE WAS GOOD BUT SHOULD NOT BE PAID FOR OUT OF THE NATIONAL OFFICER TRAVEL BUDGET.

THE AGRICULTURE ISSUES DEVELOPMENT COMMITTEE MEETING WENT WELL AND THE RESULTS SHOULD BENEFIT THE ORGANIZATION IF ACCEPTED BY THE BOARD AND CARRIED THROUGH BY THE STAFF.

WE AS A NATIONAL OFFICER TEAM FEEL THE PERFORMANCE OF THE STAFF IN THE NATIONAL LEADERSHIP DEPARTMENT HAS BEEN EXTREMELY POOR. THERE ARE MAJOR CONCERNS IN THE AREAS OF:

1. FINANCIAL ACCOUNTABILITY
2. TRAINING OF THE NATIONAL OFFICERS
3. PROPER GUIDANCE, ADVISEMENT AND CRITIQUE OF THE NATIONAL OFFICERS
4. TIME MANAGEMENT
5. BUDGETING
6. HIRING AND FIRING OF MFB AND WCP STAFFS.
7. ARE TWO PROFESSIONAL STAFF EMPLOYEES NEEDED TO CARRY OUT THE DUTIES IN THE LEADERSHIP DEPARTMENT

THESE CONCERNS WERE DISCUSSED WITH THE LEADERSHIP SPECIALIST DURING EXIT INTERVIEWS AT THE CENTER IN AUGUST. A WRITTEN COPY OF RECOMMENDATIONS FROM THE NATIONAL PRESIDENT IS ENCLOSED FOR YOUR INFORMATION. (Recommendations for Mr. Tony Hoyt)

LET IT BE KNOWN THAT THESE PROBLEMS STRICTLY CONCERN PERFORMANCE, NOT PERSONS OR PERSONALITIES.

THE MANAGEMENT AT THE CENTER HAS BEEN AWARE OF THESE PROBLEMS FOR MANY YEARS. PREVIOUS NATIONAL OFFICER TEAMS HAVE VOICED THEIR CONCERNS TO THEM TIME AFTER TIME. SINCE POOR PERFORMANCE CONTINUES TO EXIST, IT IS IMPORTANT THAT YOU UNDERSTAND THE PROBLEM; THEREFORE, WE INCLUDE SPECIFIC EXAMPLES.

1. THE LEADERSHIP SPECIALIST IS SELDOM IN THE OFFICE. MANY TIMES THROUGHOUT THE YEAR WE AS OFFICERS NEEDED ASSISTANCE TO FULFILL OUR DUTIES. IN MOST CASES WE HAD TO TURN TO OTHERS FOR ASSISTANCE.
2. ONE OF THE BUSIEST AND MOST CRITICAL TIMES OF THE YEAR FOR NATIONAL OFFICERS IS JUST PRIOR TO AND DURING THE FIRST

WEEK OF NLC SO'S. WHILE PREPARING FOR THE NLC SO'S, ON LOCATION, WE REALIZED NEEDED SUPPLIES ON THE CHECKLIST WERE MISSING FROM THE SUPPLY SHIPMENTS MADE BY THE LEADERSHIP DEPARTMENT. WHEN FOUR OF THE OFFICERS CALLED FOR ASSISTANCE, THEY FOUND THAT THE LEADERSHIP SPECIALIST WAS ON VACATION.

3. TWICE THE AMOUNT OF WREATHES WERE ORDERED DURING THE STATE PRESIDENTS CONFERENCE BECAUSE OF A LACK OF COMMUNICATION WITHIN THE LEADERSHIP DEPARTMENT.

4. DINNER THEATER TICKET COSTS FOR THE OFFICERS TO GO TO A DINNER THEATER DURING THE SPC PLANNING MEETING WERE TAKEN OUT OF FOUNDATION SPONSORS DOLLARS BUDGETED FOR THE STATE PRESIDENTS CONFERENCE. THE COST OF LETTERS FOR A LETTER WRITING CAMPAIGN INVITING PRESIDENT BUSH TO SPEAK AT THE NATIONAL FFA CONVENTION WAS TAKEN FROM THE SAME BUDGET.

5. OFFICERS WERE NOT GIVIN GUIDANCE WITH THEIR BUDGETS. WE NEVER KNEW HOW MUCH WE HAD SPENT OR HOW MUCH WE COULD SPEND. OFFICERS HAVE STAYED AT THE SPRINGFIELD, VA HILTON FOR SEVERAL YEARS AT \$80.00 PER NIGHT WHEN JUST ACROSS THE STREET IS A BEST WESTERN FOR HALF THAT AMOUNT AND BETTER SERVICE. IS THIS A GOOD PRACTICE WHEN OFFICER TEAMS HAVE BEEN OVER BUDGET FOR AT LEAST THREE YEARS IN A ROW? WE AS A NATIONAL OFFICER TEAM INVESTIGATED THIS AND DECIDED TO MOVE TO THE BEST WESTERN HALF WAY THROUGH THE YEAR, SAVING FFA APPROXIMATLY \$2500.

6. OFFICERS WERE ENCOURAGED TO USE THE SAME MATERIALS THAT HAD BEEN USED THE YEAR BEFORE FOR NLC SO HANDBOOKS; THEREFORE, SELDOM IF EVER UTILIZING IDEAS AND TALENTS OF THE CURRENT OFFICER TEAM.

7. THE LEADERSHIP DEPARTMENT STAFF VIEWED EVERY NATIONAL OFFICER PUBLIC PRESENTATION AS EXCELLENT AND SELDOM IF EVER GAVE CONSTRUCTIVE CRITICISM TO HELP THE OFFICERS GROW AND IMPROVE.

8. DURING THE TRAINING/ORIENTATION FOR THE OFFICERS IN DECEMBER, INFORMATION IS PLENTIFUL BUT TEACHING THEM WHAT TO DO WITH THAT INFORMATION IS LACKING HORRIBLY. GENERAL TRAINING MUST BE REPLACED WITH SPECIFIC TRAINING TO PREPARE THE OFFICERS FOR A FULL YEAR OF SERVICE TO THE NATIONAL FFA ORGANIZATION.

DONNELL BROWN SAID, "I LEARNED AND GREW MUCH MORE AS A STATE OFFICER THAN AS A NATIONAL OFFICER. AS A STATE OFFICER I WAS MORE WELL RECEIVED AND HAD MORE TRAINING USEFUL TO MY YEAR OF SERVICE AND FUTURE ENDEAVORS."

AS A NATIONAL OFFICER TEAM, WE HAVE BEEN HEARING MANY MORE REPORTS FROM NUMEROUS PAST NATIONAL OFFICERS. THERE IS MUCH ROOM FOR IMPROVEMENT IN THE ENTIRE LEADERSHIP DEPARTMENT YOU CAN TELL. THESE PROBLEMS ARE VERY REAL AND MUST BE HANDLED IN AN APPROPRIATE MANNER.

WE ARE READY FOR A GREAT CONVENTION AND THIS CONCLUDES OUR REPORT.

RESPECTULLY SUBMITTED TO IMPROVE THE NATIONAL FFA ORGANIZATION,

1990 NATIONAL OFFICERS

RECOMMENDATIONS FOR MR. HOYT

1. Have a computer training session in December to help the officers better understand and more efficiently use the FFA computers.
2. In the letter for NLCSO planning, explain exactly what is expected of the officer team.
 - Don't spend near as much time on the schedule, like we did this year. Utilize the training that national officers have received that helped them to become the leaders they are and attain a national FFA office.
 - Allow the teams to work together to design their own team workshop ideas from their own personal experience as well as information available from past NLCSO's. Let them decide what material they need for each individual NLCSO if it is different.
 - Provide time for them to practice the workshops therefore, giving all three NLCSO teams an idea of what the other is doing and to pick up and share good ideas and material.
 - During SPC planning, let each NLCSO team put all information in the NLCSO notebooks so that they can be sent in full and ready to go. Also allow each team pack and ship all materials needed for their NLCSO.
3. Change NLCSO materials annually to keep the officers up to date and equipped with new ideas. The reason is because state officers at the conferences go back to their respective states and use this material and many times the new state officers, although many have never been to an NLCSO have already seen the material used the year or 2 or 3 before.
4. Order one half the amount of stationary currently ordered for the national officers.
5. Keep good leaderships at SPC. Change presenters so that the leaders of our organization get a mixture of styles and public speaking/leadership information.
6. Bring chairing advisor of the nominating committee to the December training session to help the officers discover and correct their weaknesses. (Many weaknesses appear during the week of interviews in Kansas City but are never conveyed to the officers for correction.)
7. Make sure all material is mailed to NLCSO in full and on time. A little extra time in preparation is much more effective and cost effective compared to federal expressing something to the site on very short notice.

8. When traveling to conventions give them constructive ways to improve their convention and share ideas from other states.
9. Specify non-smoking rooms when making reservations at hotels.
10. Be firm in your authority during meetings. Make sure people are returning from breaks on time and not taking unnecessary breaks.
11. Be available during NLCSO's in case an officer is in need of something or something major breaks down.
12. Officer orientation after we were elected at the convention was excellent. Your sincerity, calmness, and caring attitude was terrific.
13. An asset overused becomes a liability.
14. An officer job description, outlining officers duties will be very beneficial.
15. John Pope does a great job sending the officers highlighted articles that make great speech material. Staying current with issues and and the latest speech material is very difficult with the officers schedule. Especially with major agriculture issues and teen issues.
16. Physical exercise (a great outlet for tension) is seldome scheduled by officers for themselves. Arranging team sport activities helps officers moral and health (physical and mental). Team activities, especially basketball, are great ways to help the officers work better together and also a great way to interact with other staff members and the board of directors.
17. Better communication with the magazine staff and information department will improve working relations in the center and also improve coverage of major activities where the officers are involved.
18. Lead by example. ie. working hard, being responsible, dependable, and financially accountable as well as continually striving to improve speech material especially ag facts.
19. Discuss budget and bills periodically with the officers to ensure that they are staying in the budget.
20. Extra corricular activities such as dinner theaters should not be paid for with Foundation special project budgeted dollars.

21. Phone the officers occasionally to check up on them to see if they are managing their time well enough to cover all duties outlined in job description and are healthy.

22. Family time with the Hoyt's is great but should also be balanced with other activities. ie. physical activities (tension outlet for officers.)

23. Determine officers strengths (Bob Burgess was good but don't exclude other professionals with fresh and new ideas) and let each persons strengths be known by you and all of the team just prior to setting the officers schedules. This will better utilize each officers strengths.

24. Sending officers to the same chapter banquets each year is depriving other chapters of a great opportunity. Advertise to chapters that officers are available for some chapter activities. Also let them know where and when request should be sent.

--over use in one area is like having the convention in KC for so many years in a row. it loses its attention and affectiveness in that area.

25. Provide secretarial assistance at the center for officers correspondence (Quality correspondence requires a great deal of office time to be performed in a professional mannar. Also officers are on the road long stretches at a time and many times speedy correspondence is impossible.)

Thanks for a great year,



Donnell Brown
National FFA President 89-90

cc: Larry Case
Coleman Harris