Board Meeting Minutes

Our Mission

We advance responsible alpaca ownership and breeding through our world-renowned registry, comprehensive education, leadership, and vibrant member community. We build a community, *through member and volunteer support,* where we ensure the long-term sustainability and success of alpaca livestock for current and future generations.

Our Vision

To be the definitive livestock model and global leader advancing all aspects of alpaca ownership—from breeding and health to fleece utilization and business development—while growing a thriving community that champions the alpaca industry's future.

Board of Directors

Jennifer Hack, President
Brian Houchin, Vice-President
Jason Gill, Treasurer
Michael Livingston, Secretary
Gina Glasscock, Director
Scott Miller, Director
Sharon Milligan, Director
Jay Penica, Director
Mike Walsh, Director

Executive Director: Robin Gifford

Meeting: Video Board Meeting
Monday, December 22, 2025; 4:00 PM Pacific/7:00 PM Eastern

1.0 Meeting Opening Hack Call to Order 6:05 CST

2.0 Consent Agenda Hack November minutes approval, Executive Director's report, Dashboard,
and committee reports NOT needing action.
Motion - Scott, Second - Jason All approve.

3.0 Financial Report Gill Document reference: November Financials, Year-to-date financials

3.1 Investment update and changes Penica

Jay reported on a recent meeting with Tom from Wells Fargo. They requested a proposal to restructure investments for both income and long-term growth to better align with short-term budget needs while supporting long-term growth. After reviewing the advisor's performance and proposal, the board agreed to accept the investment strategy focused on safe income generation alongside longer-term growth portfolio designed for most market environments.

3.2 Budget Approval Gill

Jason and Robin presented a revised budget proposal described as realistic and achievable. They kept membership and registrations flat in the budget, though the stretch goal is to reach

1,800 members. The realistic budget projects a loss of $25,000 for the organization by the end of the next year, which was presented as an achievable target.
Motion to accept - Jay, Second - Gina All approve.

4.0 Other Business Hack

4.1 Determine Election Committee for 2026

The board began planning for the 2026 election committee. Previous committee members included Hillary, Leslie, and Beth Turner. Potential election committee members were identified. The goal is to form a committee of five members, with no more than six to keep it manageable.

4.2 Start list for JGKing award. (One whose done a lot for the industry)
Shining Star (One or a group who have been amazing VOLUNTEERS for AOA)

The board initiated planning for the James G. King Award, selected by the board to recognize contributions to the entire alpaca industry, not just AOA. Last year they honored Mike Safley and Dr. Booher. Several potential nominees were mentioned. Jennifer suggested board members come to the January meeting with nominees for discussion and final decision. Robin noted that past winners are listed on the website for reference.

4.3 Discussion of Member Benefits and Discount Programs

Gina reported good conversations with American National and Family Farm Insurance over the past months. They've responded positively but haven't yet provided a formal proposal for comprehensive insurance coverage. The potential insurance offering would be comprehensive for families, including health, dental, farm, and liability coverage for agritourism activities - a frequent question from members about where to obtain such specialized coverage. Significant discount offers were received from Microchip ID Systems for the required 840 chips and Pocket Scanner readers, potentially providing valuable member benefits. Scott suggested exploring the National Federation of Independent Business (NFIB) as a potential resource. They potentially offer umbrella-type arrangements for associations to access benefits already secured for their members.

5.0 Adjournment Hack **Next regular meeting:** January 26, 2026 Motion to adjourn - Scott