



## BOARD OF DIRECTORS

Sedona A & B – Wyndham Garden Phoenix Midtown  
3600 N 2<sup>nd</sup> Ave – Phoenix AZ 85013  
Friday – February 16, 2018

### Call to Order

President Candy Pratt called the meeting to order at 9:04 am Arizona/Mountain Time.

### Roll Call

Secretary Ron Trusley called roll; see attached sign-in sheet.

### Adoption of Rules of Debate

Terry Covington moved to adopt the Rules of Debate used in convention. Michael Norman seconded the motion. Motion unanimously carried.

### Approval of Minutes

Terry Covington moved to approve the minutes of the November 09, 2017 and November 12, 2017 Board of Directors Meetings. Amy Griffin seconded the motion. Motion unanimously approved.

Terry Covington moved to approve the minutes of the November 27, 2017 Special Board Meeting Conference Call. Jeffrey Neal seconded the motion. It was noted that in the second section on page 2, it should read that IGRA is not responsible for Annual Convention. Motion unanimously carried.

### Executive Reports

#### *President – Candy Pratt*

Candy said she attended the Connect Regional LSBTQ Sports Events Summit in Portland, Oregon earlier this month. She met many people who provided her with new information about grants, etc.

President Pratt said she looks to everyone for help and guidance.

#### *Vice President – Mary Honeycutt*

The Royalty Team is doing a really good job. The team has set a fund raising goal of \$11,600.00, and so far they have raised almost \$5,000.00.

#### *Secretary – Ron Trusley*

Ron expressed discouragement and concern about information not always getting disseminated to all appropriate people. This stems from the fact that an approved communication tool has never been identified.

#### *Treasurer – David Hill*

David said the December 2017 financials have been posted. As of today, no association owes any money to IGRA.

#### *Trustees Chair – Chuck Browning*

Chuck said he has no official report. He is working on communication issues to try to make sure everyone has information.

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Administrative Reports

*Administrative Assistant – Tommy Channel*

Tommy is unable to attend the meeting and did not submit a written report.

*Corporate Auditor – Ed Barry*

Ed submitted a report early this morning via email. The report covers the period of October through December 2017. None of the unsupported expenses, whether potentially legitimate or not, were the result of the Treasurer cutting a check without support; they were all debit card transactions. Nothing out of the ordinary was noted for any other transaction or person in the sample of IGRA transactions other than those noted.

David Hill read the report. (copy attached)

Committee Reports

*Archives – Roger Bergmann*

Two different documents are attached to these minutes.

Roger proposes moving all of the archives to a storage facility in Las Vegas and requests a \$750.00 budget for the remainder of this year. Amy Griffin moved to approve the budget request. Terry Covington seconded the motion. Motion unanimously carried.

*Hall of Fame – Amy Griffin*

Amy submitted a written report (copy attached). She reminds us that the deadline to submit nominations is March 1, 2018.

*WGRF 2018 – Marcus (Boogie) Hood*

Officials have been selected as follows:

Judges: Jack Morgan, Tom Sheridan, Amy Griffin, Rick Jones

Arena Director: Jeanne McLeod

Chute Coordinator: Denise Reinhart-Stange

Auditor: Bruce Roby

Secretary: Ron Trusley

Scorekeeper: Ed LaBrash

Arena Crew Coordinator: Kami Boles

Announcer: David Smith

Boogie said, after receiving notification that Diamond T Arena in Denton, Texas had been sold, he has been looking at five (5) potential venues in Chickasha, Oklahoma; Expo New Mexico in Albuquerque; Westworld in Scottsdale, Arizona; National Western Complex in Denver, Colorado; and Mesquite Arena in Mesquite, Texas.

After a brief discussion, Jack Morgan moved to table making a decision about the venue for WGRF 2018 until we have all bids and to schedule a special board meeting conference call to review bids and make a decision. Terry Covington seconded the motion. Motion carried.

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Anyone wanting to submit a bid/proposal was instructed to send it to Ron Trusley, IGRA Secretary, by Thursday-February 22, 2018. Ron was directed to schedule the special board meeting conference call for Tuesday-February 27, 2018.

*WGRF 2019 Proposal*

President Pratt had asked Sammy Simpkin to present a proposal from Westworld of Scottsdale for WGRF 2019. Sammy presented the proposal as a power point presentation.

Gene Fraikes moved to approve the proposal to have WGRF 2019 at Westworld of Scottsdale. Amy Griffin seconded the motion. Motion carried.

*Social Media – John Hill*

John discussed the various activities related to Social Media and encouraged everyone to submit news, scheduled events, etc., to him so he can distribute the information.

*Judges – Jack Morgan*

Jack reported the last meeting was January 7, 2018. Calendar of future meetings is available.

*2018 IGRA Annual Convention – Kevin Hillman*

Kevin said the hotel room rate will be \$104.00 plus taxes per night per room. There is no hotel shuttle. The hotel contract is ready to be reviewed.

Unfinished Business

*Corporate Auditor*

Amy Griffin moved to appoint Ed Barry as IGRA Corporate Auditor. Jeffrey Neal seconded the motion. Unanimous approval.

*Public Relations Spokesperson*

Sammy Simpkin nominated Brian Helander. The board unanimously approved appointing Brian Helander as Public Relations Spokesperson.

New Business

*Compete Magazine Proposal*

The submitted proposal was reviewed and a few minor changes were suggested. Some of the language needs to be cleaned up.

Consensus was to table approval of the Agreement and add as an agenda item for the February 27, 2018 Special Board Meeting Conference Call.

A copy of the initial proposal is attached as is a copy of the “revised” and signed Agreement.

*WGRF 2018 Sponsorship Package*

A proposed WGRF 2018 Sponsorship Package prepared by Laura Scott had been previously distributed to board members. Terry Covington moved to approve the Sponsorship Package. Sammy Simpkin seconded the motion. Motion unanimously approved.

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*Use of IGRA Logo*

Discussion ensued about appropriate use of the IGRA logo. Comments made include:

The IGRA logo cannot be used without IGRA Board approval.

Brian Helander reminded us there are two registered trademarks: one for WGRF Finals and one for International Gay Rodeo Association.

*Insurance Seminar*

Bruce Kaliff provided a power point presentation on “Directors & Officers Compliance Guidelines”. (copy attached)

Bruce recommended that IGRA write guidelines for using the IGRA logo. He also said the IGRA Mission Statement should be trademarked. He said “crime coverage” could be purchased with a \$10,000.00 level and \$1,000.00 deductible for a premium of \$772.00 per year.

*Volunteer Incentive Program*

Erica Holter presented a “Volunteer Incentive Program” proposal. After discussion, Janet Stange moved to approve the proposal. Terry Covington seconded the motion. Motion carried.

*Insurance Premium Breakdown*

Chuck Browning moved to approve the 2018 insurance renewal for a total premium of \$10,631.23. Terry Covington seconded the motion. Motion carried.

Michael Norman moved to approve the “point system” in the premium breakdown. Chuck Browning seconded the motion. Motion carried.

The 2017 insurance was extended 40 days to cover the 2018 Arizona Gay Rodeo, and AGRA will pay a premium for the coverage.

*Compete Contract/Agreement*

Chuck Browning moved to approve the Compete Contract/Agreement as revised. Jeffrey Neal seconded the motion. Motion carried.

*IGRA Trademarks*

Terry Covington moved to renew both the IGRA and WGRF trademarked logos for 10 years. Michael Norman seconded the motion. Motion carried.

*IGRA Logo Use*

Discussion took place again about this issue with the consensus that if the logo is used, it should state “In Support of: for rodeo event advertisements.

*Simone Memorial Sportsmanship Buckle*

Amy Griffin had sent an email proposing this award with a commitment of 5 years to be presented at finals. Jeffrey Neal moved to approve the proposal. Michael Norman seconded the motion. Motion carried.

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*IGRA Bucking Bull*

It was reported that Adam Romanik and Mark Larson will pick up the bull, and it will be stored in Pennsylvania. The bull can be used at any of our rodeos.

*RRRA Rodeo School Support Request*

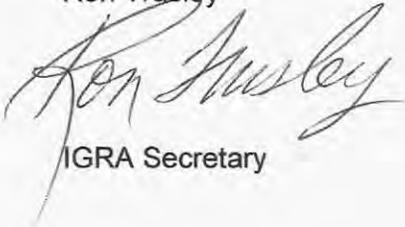
RRRA submitted a Rodeo School Support Request for the school to be held March 17, 2018. Amy Griffin moved to approve the request. Chuck Browning seconded the motion. Motion carried.

Announcements from local associations were made.

Adjournment

The Board of Directors Meeting was adjourned at 4:23 pm Arizona/Mountain Time.

Ron Trusley

A handwritten signature in cursive script that reads "Ron Trusley". The signature is written in black ink and is positioned above the printed name and title.

IGRA Secretary

**IGRA Corporate Auditor Report for the Winter Meeting Meeting at Phoenix Rodeo,  
February 16, 2018**

**REPORT Covering Oct through Dec 2017 – Three Months Reviewed:**

- Prior Report to for the Period Ending 9/30/2017
- Reviewed Oct through Dec 2017
- I had full access to the books and records and related reconciliations of IGRA.
- I reviewed the Oct through Dec 2017 Bank Reconciliations. They reconciled and agreed to the General Ledger.
- I reviewed the Income Statements and Balance Sheets for both months which include a comparison to the prior year. The Income on the Balance Sheets agrees to the Income on the Income Statements and Retained Earnings rolled forward appropriately.
- The Income Statements look reasonable when compared to the activity of the prior year, and activity observed in the General Ledger.
- I reviewed the General Ledger for deposit and cash expense transactions from Oct through Dec 2017
- There were 251 line items of deposits/expenditures. (some deposits/expenditures covered multiple lines of detail)
- Using a random number generator (found at random.org) I ran a random sample covering 10% of deposits/expenditures – rounded up (25) in the reviewed period.
- All of the deposits examined tied to the general ledger as did all transactions for the expenditures in the sample of 25. So all of the deposits and the expenditures appeared to be properly supported, either by receipt or fees found on the bank statement.
- All expenditures, receipts/support conforms to the IRS Publication 463 rules on receipt limits. (i.e. \$75 or higher)
- Additional work performed:
  - Reminder – I had multiple conversations (email and live) with our Treasurer regarding if our former President signed any checks. He did not.
  - Reminder - I asked about other spending mechanisms available to him and he had access to a debit card. After failing to get required receipts and no response from our former President to our Treasurers' emails, calls and texts for the required supporting documentation our Treasurer rightly immediately cancelled our former Presidents access to his IGRA debit card in order to limit any further potential fiscal impact to IGRA.
  - I examined another 10 transactions in addition to the original sample (any transaction that contained "Gros" or "Bruce" in any part of the description)
  - Of the 10, some credits were obtained, the net effect is only \$388.40 in expenses related to Bruce.
  - These transactions are merely a spill over due to "cut-off" dates – meaning they were not "new" they were from 10/6 to 10/11 and simply were the result of bank cut-off dates which is why they were not on the previous report (i.e. they were unknown at that time)
  - Only one was over \$100 the rest around \$25 and David received a refund for \$394.40 on a prepaid hotel. I believe based on Nov and Dec transactions having nothing else in them that this is the end of this event.
  - The risk of those transactions in an IRS audit situation are extremely small to IGRA and its 501 c 3 status.
- Reminder - NONE of the unsupported expenses, whether potentially legitimate or not, were the result of our Treasurer cutting a check without support. They were all debit card indicated.

I am able to report to the IGRA Board of Directors that nothing out of the ordinary was noted for any other transaction or person in the sample of IGRA transactions other than those noted above.

I would like to thank our Treasurer, David Hill for his continued excellent work.

Please note: This is an Internal Review/Audit, as prescribed by the By-Laws and is not, nor is it intended to be, an external independent audit performed in accordance with Generally Accepted Auditing Standards and accordingly no opinion is expressed on the IGRA financial statements in that respect.

**Respectfully Submitted:** Ed Barry, IGRA 2018 Corporate Auditor – 2/16/18

**IGRA Board of Directors Meeting  
Road Runner Regional Rodeo  
Phoenix, AZ  
Friday February 16, 2018**

**IGRA Archives Report**

I want to thank Frank Harrell and his husband, Tom Lott, for the many years that they provided storage for the IGRA Archives. This rodeo weekend is the first since Tom's unexpected passing in January, and his smile, jokes, and laughter will be missed.

Frank has decided to sell his house and literally move on in an RV. This necessitates finding a new home for the storage of the archives. In early February, I loaded my car with about 40% of the archived materials; mostly rodeo programs, posters, videos, and buckles. The floor of my living room is currently covered with rodeo programs, so I have not had time to learn what is in some of the other boxes. I also have 14 boxes of files that I moved from Denver back in November. Nine of those boxes were in Frank and Tom's home, and the other five boxes were in the trailer that IGRA was sharing with CGRA. I am not sure of everything in these boxes, but there are IGRA Convention packets, and numerous files that I have not yet had time to identify. There are currently no files in the CGRA trailer.

The remaining archived materials are currently in a storage unit located in Castle Rock, CO. Frank Harrell is renting the space for some of his personal items, but has enough room for the remaining IGRA materials, as well. Frank and Patrick Terry have access to the storage unit. The items in this storage unit include: t-shirts, jackets, hats, pins, magazines with rodeo articles, and more. IGRA will need to relocate these archived materials when Frank is ready to empty this storage unit.

For the past few years I have wanted to be more involved with the archives by helping to sort and catalog the materials. That was not possible because of the distance. As Chair of the Archives Committee I would like to have IGRA store the entire archives in the Las Vegas area for the immediate future, so that as I find time I can finally do some of that sorting and cataloging.

I have checked out two storage companies near my home, and have the following information:

**PUBLIC STORAGE** is about 0.5 mile from my home.

Even if you pay in advance they do not lock in the price. The monthly price may go up during the year.

5 X 10 Unit is \$55.00/month if you reserve online.

There is a \$24.00 Administration Fee the 1st month.

Insurance is based on the value IGRA places on the contents:

\$11.00/month for \$3,000

\$13.00 month for \$4,000

\$15.00/month for \$5,000

I haven't counted the number of belt buckles, but I am sure their retail value is over \$6,000. However, none of the archived materials can be replaced if they are lost by fire or water damage. Minimum insurance is required though.

Padlock is \$21.62

I have not yet been able to confirm if it is A/C or swamp coolers. There is no heat.

**Estimated cost for one year at Public Storage:**

\$ 24.00 One-time only Administrative Fee

\$ 660.00 12 months at \$55.00

\$ 132.00 12 months of minimum insurance at \$11.00/month

\$ 21.62 Padlock

**\$ 837.62 Estimated cost for one year**

**EXTRA SPACE STORAGE** is about 2.2 miles from my home.

There is a \$24.00 Administration Fee the 1st month.

5 X 10 Unit is \$66./00/month on the 1st floor if you reserve online

\$45.00/month for 2nd floor if you reserve online. They have carts available for use for free.

Unit is cooled with A/C, and has heat available although they have never needed it since units are inside a building.

Insurance: \$11.00/month for \$2,000 coverage; \$16.50/month for \$3,000

1st month storage is FREE

If you pay in advance, the monthly rate is locked in until the year is over, but since there is no contract, if our plans change we can get a full refund on the unused payment.

If we pay monthly the rate may be increased at any time, though usually not more than once every 9 to 12 months.

**Estimated cost for one year at Extra Space Storage:**

\$ 24.00 One-time only Administrative Fee

\$ 495.00 1<sup>st</sup> month free; 11 months at \$45.00

\$ 132.00 12 months of minimum insurance at \$11.00/month

\$ 22.00 Est. Padlock

**\$ 673.00 Estimated cost for one year**

Both storage facilities accept credit cards.

Will also need one or two tables, possibly a small amount of portable shelving, plastic storage containers, file folders, and miscellaneous items.

I am requesting a budget of \$750.00 for the remainder of this year.

New subject:

In January, I came to the realization that IGRA has not been doing enough to reach out and ask for donations of items to our Archives. In August, 2017, the NGRA received a small box with six Rodeo Champion belt buckles enclosed. They had been sent by a woman in Fallon, Nevada. She had also enclosed a brief message that her husband, who was in the PRCA back in the 1980's, had mentored a gay friend who wanted to compete in the National Reno Gay Rodeo. That gay man was named Randy Gray. He won several event buckles in 1981, '82, '83, and '84. When Randy Gray died the buckles were given to this woman's husband. After her husband passed away she found them in the back of a closet. She believed the buckles were important, so she researched and found the NGRA address.

Over the past several years the only effort that IGRA has done to recover memorabilia was to ask the Convention Delegates and IGRA Trustees to go home and ask their members to send us rodeo programs, posters, buckles, pins, etc. From these requests we did receive a number of items, but as the story above indicates, there are probably many more items available to IGRA if we broaden our search.

There are many people who have attended gay rodeos since the early days in Reno back in 1976. Most of those attendees never became involved as a member of an Association, but they may have a rodeo program, pin, t-shirt, or buckle that they may be willing to donate.

This year I want the Archives Committee to prepare written requests for donations of any type of IGRA memorabilia. We need to ask the Member Associations to publish in their online (or print) news, and send to everyone on their email lists. Hopefully, the request can also be posted on IGRA and Member Association's websites. We should also write articles for the gay and straight print media, especially in the locations where there have been gay rodeos over the past 41 years. I am not on Facebook, but from what I understand this may be another way to get out the message. We can also contact the "Gay USA" program which is broadcast on Free Speech TV to request that they mention our search for items that are a part of gay rodeo history.

We need to promote the fact that IGRA is now an I.R.S. approved 501(c)3 charitable organization. We also need to include in our outreach that they can receive an acknowledgement of their donation for tax purposes. **IGRA should write a thank you letter to the woman who sent the buckles, and include a 501(c)3 donation acknowledgement for the six National Reno Gay Rodeo rodeo champion buckles..**

I am ready to work alongside the IGRA Public Relations or Media Spokesperson, or proceed to write articles and make media contacts on my own. **If I am doing this on my own I will need IGRA stationary, and possibly money for envelopes and postage.**

Final topic:

On February 23<sup>rd</sup>, Brian Rogers and I are scheduled to visit the “ONE National Gay and Lesbian Archives located on the University of Southern California (USC) campus. In addition to the building on campus the Archives has a building in West Hollywood where they rotate exhibits every month or so. Brian and I will be asking numerous questions to learn more about this organization to determine if IGRA may want to donate items to them in the future.

Also, I recently learned that the “Gay and Lesbian Rodeo Heritage Foundation” may be interested in eventually obtaining some or all of the IGRA archives which they would hope to be able to place on display.

For the immediate future, IGRA should plan on temporary storage of the archives until there is time to report on all options for a permanent location.

Roger Bergmann  
IGRA Archives Committee Chair.

## Discussion Points for Meeting with ONE Archives

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- The IGRA Archives is extensive and contains both printed materials and physical artifacts like buckles, T-shirts, jackets and rodeo access badges. Does ONE have the storage capacity to house all these materials?
- Where will the materials be permanently housed?
- Does ONE Archives intend to ever mount a display of select materials and if so, would IGRA be invited to attend the display opening?
- Will IGRA still have access to materials for possible research projects?
- Will IGRA be able to 'borrow' items in the event we are staging an exhibition at one of our rodeos or conventions?
- IGRA has already digitized the majority of the collection for online availability. Would ONE archives continue that process?
- What will the process be for continued submission to the collection once it resides at ONE?
- If we mutually agree to move forward:
  - How soon could ONE be prepared to accept the materials
  - What paperwork and/or legal agreements need to be made to facilitate the transfer?
  - It's an important step for us; we would like to invite IGRA leadership to a simple ceremony marking the transfer; Would ONE be able to accommodate that?
  - Who will be our contact for the transference of location?
- As Archivists what are your thoughts on temperature/humidity controlled storage for archives?
  - Do they have it available?
  - Do they believe it is necessary?
  - Or is comfortable room temperature sufficient?

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### From 2017 Report by Frank Harrell:

Here are a few photos showing the current physical archives with some descriptions.

<http://archives.coloradocowboy.us/temp2016/>

I have two Excel spreadsheets with Poster and Buckle inventories but they only include what has already been photographed, catalogued AND stored. They do not contain items that have not been photographed and stored. Most items get added to the inventory when they are sorted and stored. The Excel files are available near the bottom of the root directory at the following link.

This is an open, but unpublished URL: <http://archives.coloradocowboy.us/>

**rtrusley**

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**From:** <canyontrvl@aol.com>  
**Date:** Wednesday, January 31, 2018 1:39 AM  
**To:** <bhr9@comcast.net>; <NewColoradoCowboy@CowboyFrank.net>; <patrick.terry@att.net>; <amazcowboy@cox.net>; <m.norman@sbcglobal.net>; <johnaking81@yahoo.com>; <president@ksgra.org>; <jgallucci60@gmail.com>; <cappaints@aol.com>; <rtrusley@cox.net>; <admin.assistant@igra.com>; <canyontrvl@aol.com>  
**Attach:** Discussion Points for Meeting with ONE Archives.docx  
**Subject:** Fwd: Discussion Points for Meeting with ONE Archives

Hi Everyone - Brian Rogers has put together a list of questions he and I feel are important to ask of the staff at ONE Gay and Lesbian Archives when we visit their facilities at 10:00 am on February 23rd.

If any of you can think of other questions you feel are important please respond to this email.

Also, let Brian Rogers or me know if you plan to attend the tour of ONE Archives on Feb. 23rd.

Roger Bergmann  
626-384-1554

## Brian Rogers

*Casino Manager / Training Director*  
707.588.7320 direct / 702.370.6137 mobile



**rtrusley**

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**From:** <canyontrvl@aol.com>  
**Date:** Wednesday, January 24, 2018 5:51 PM  
**To:** <amazcowboy@cox.net>  
**Cc:** <johnaking81@yahoo.com>; <patrick.terry@att.net>; <bhr9@comcast.net>; <rtrusley@cox.net>; <NewColoradoCowboy@CowboyFrank.net>; <m.norman@sbcglobal.net>; <president@ksgra.org>; <Jgallucci60@gmail.com>; <admin.assistant@igra.com>; <cappaints@aol.com>  
**Subject:** Re: Site Visit to ONE Gay & Lesbian Archives

Thank you Brian Helander!

Everyone - I just got off the phone with Brian Rogers, and it looks like we will have an opportunity to visit the ONE National Gay & Lesbian Archives on Friday, February 23rd. The exact time has not been determined yet, but I am guessing it will begin about 10:00 am. Hopefully, we will start at their main location on the USC Campus, and perhaps after lunch visit their West Hollywood location where they have monthly exhibits open to the public. To be clear - this is an exploratory visit. They are excited about the possibility of receiving the IGRA archives, but this decision will need to be made by the IGRA Board after this committee believes we are ready to make a recommendation!

If any of you would like to join Brian and me on the tour, please let me know. You should plan on being in Los Angeles area on Thursday night so that you do not have a delay at the airport, or get stuck in traffic. LAX is the closest airport, and

the ONE location is : 909 West Adams Blvd., Los Angeles, CA 90007

It is south of downtown LA near the junction of the I-10 and I-110 Freeways.

Roger Bergmann

-----Original Message-----

From: Brian Helander <amazcowboy@cox.net>  
To: canyontrvl <canyontrvl@aol.com>  
Cc: johnaking81 <johnaking81@yahoo.com>; patrick.terry <patrick.terry@att.net>; bhr9 <bhr9@comcast.net>; rtrusley <rtrusley@cox.net>; NewColoradoCowboy <NewColoradoCowboy@CowboyFrank.net>; m.norman <m.norman@sbcglobal.net>; president <president@ksgra.org>; Jgallucci60 <Jgallucci60@gmail.com>; admin.assistant <admin.assistant@igra.com>; cappaints <cappaints@aol.com>  
Sent: Wed, Jan 24, 2018 1:03 pm  
Subject: Re: Archive Committee Update from Roger Bergmann

Also, the GLRHF may be able to provide temporary support, climate controlled storage facility costs on a short term basis, so that clear decisions can be made. I'm not saying they are not, I'm not a fan of decisions made under the gun.

Thank You,  
Brian

On Jan 24, 2018, at 12:26 PM, [canyontrvl@aol.com](mailto:canyontrvl@aol.com) wrote:

Thanks John! I knew without asking that, if necessary, you will be willing to help out!  
Roger

-----Original Message-----

From: John King <[johnaking81@yahoo.com](mailto:johnaking81@yahoo.com)>  
To: Patrick Terry <[patrick.terry@att.net](mailto:patrick.terry@att.net)>

Cc: Brian R <[bhr9@comcast.net](mailto:bhr9@comcast.net)>; Brian Helander <[amazcowboy@cox.net](mailto:amazcowboy@cox.net)>; canyontrvl <[canyontrvl@aol.com](mailto:canyontrvl@aol.com)>; rtrusley <[rtrusley@cox.net](mailto:rtrusley@cox.net)>; NewColoradoCowboy <[NewColoradoCowboy@CowboyFrank.net](mailto:NewColoradoCowboy@CowboyFrank.net)>; m.norman <[m.norman@sbcglobal.net](mailto:m.norman@sbcglobal.net)>; president <[president@ksgra.org](mailto:president@ksgra.org)>; Jgallucci60 <[Jgallucci60@gmail.com](mailto:Jgallucci60@gmail.com)>; admin.assistant <[admin.assistant@igra.com](mailto:admin.assistant@igra.com)>; cappaints <[cappaints@aol.com](mailto:cappaints@aol.com)>  
 Sent: Wed, Jan 24, 2018 10:54 am  
 Subject: Re: Archive Committee Update from Roger Bergmann

You all know that we will find a safe place to temporarily store all the material at one of the Charles properties in Phoenix, if it becomes necessary. JAK

Sent from my iPhone

On Jan 24, 2018, at 10:26 AM, Patrick Terry <[patrick.terry@att.net](mailto:patrick.terry@att.net)> wrote:

We hope to have everything packed up before we leave for the Phoenix Rodeo, February 13<sup>th</sup>. We are going to work on getting all programs sorted and filed, getting the stuff that has been scanned together, and putting the stuff that has not been scanned separately. Any suggestions would greatly be appreciated, but due to the time period, the main objective is to get it all packed up!

Thanks,  
 Patrick

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**From:** Brian R [<mailto:bhr9@comcast.net>]  
**Sent:** Wednesday, January 24, 2018 8:07 AM  
**To:** 'Brian Helander'; [canyontrvl@aol.com](mailto:canyontrvl@aol.com)  
**Cc:** [rtrusley@cox.net](mailto:rtrusley@cox.net); [Patrick.Terry@att.net](mailto:Patrick.Terry@att.net); [NewColoradoCowboy@CowboyFrank.net](mailto:NewColoradoCowboy@CowboyFrank.net); [m.norman@sbcglobal.net](mailto:m.norman@sbcglobal.net); [president@ksgra.org](mailto:president@ksgra.org); [Jgallucci60@gmail.com](mailto:Jgallucci60@gmail.com); [johnaking81@yahoo.com](mailto:johnaking81@yahoo.com); [admin.assistant@igra.com](mailto:admin.assistant@igra.com); [cappaints@aol.com](mailto:cappaints@aol.com)  
**Subject:** RE: Archive Committee Update from Roger Bergmann

I spoke with Michael Olivera of the ONE Archives yesterday. He tells me ONE is very excited to make this happen. I hope to talk to Roger B today and set up a site visit in February. There are some exclusion dates when they have major events, so Roger and I will pick a date we think is most appropriate. If we're ready we can move on this pretty quickly.

Brian

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**From:** Brian Helander [<mailto:amazcowboy@cox.net>]  
**Sent:** Tuesday, January 23, 2018 8:48 PM  
**To:** [canyontrvl@aol.com](mailto:canyontrvl@aol.com)  
**Cc:** [bhr9@comcast.net](mailto:bhr9@comcast.net); [rtrusley@cox.net](mailto:rtrusley@cox.net); [Patrick.Terry@att.net](mailto:Patrick.Terry@att.net); [NewColoradoCowboy@CowboyFrank.net](mailto:NewColoradoCowboy@CowboyFrank.net); [m.norman@sbcglobal.net](mailto:m.norman@sbcglobal.net); [president@ksgra.org](mailto:president@ksgra.org); [Jgallucci60@gmail.com](mailto:Jgallucci60@gmail.com); [johnaking81@yahoo.com](mailto:johnaking81@yahoo.com); [admin.assistant@igra.com](mailto:admin.assistant@igra.com); [cappaints@aol.com](mailto:cappaints@aol.com)  
**Subject:** Re: Archive Committee Update from Roger Bergmann

Could we do something temporary until we evaluate the options and make the best choice?

Brian Helander

On Jan 22, 2018, at 6:48 PM, [canyontrvl@aol.com](mailto:canyontrvl@aol.com) wrote:

Hello Everyone - I have been planning to let all of you know that IGRA President Candy Pratt has asked me to Chair the IGRA Archives Committee this year. I know all of you have expressed interest in this committee in the past, and I hope you continue your desire to be involved.

Not sure if all of you are aware, but Frank Harrell's husband, Tom Lott, passed away on January 18th. I know that all of us express our condolences to Frank. For more info on Tom's passing you can visit:

[www.igra.com](http://www.igra.com) , click on "Complete Menu" and see the Announcements.

In moving forward with his life, Frank has decided to sell his home in Castle Rock, CO where the majority of the IGRA Archives are currently stored. This means that we need to move rapidly to make a recommendation to the IGRA Board regarding the future of the Archives. Hopefully, we will be able to decide on a permanent home before we need to do something temporary. Frank is hoping to sell his home within six months.

The next IGRA Board meetings will be February 16th in Phoenix, and May 11th in Palm Springs. I plan to present an Archives Committee report at both of those meetings. Brian Rogers has been in contact with the ONE National Gay & Lesbian Archives located on the USC campus in Los Angeles. You can visit their website here: <http://one.usc.edu/>. If you spend some time there you will find extensive cataloging and search tools available for the items in their collection.

**BRIAN ROGERS** - I know that you would like to continue looking into ONE National Gay & Lesbian Archives as a permanent home for IGRA Archives. I am sure you realize the need to act quickly. Please let me know if you think you can get away from work sometime soon.

I very much want to tour their facilities with you, if possible. If you are not able to make the trip soon, I will plan on driving to Los Angeles to tour their facilities ASAP, but no later than mid-March.

**EVERYONE** - Once a date is coordinated with ONE, I will let you all know, in case any of you would care to join the tour.

Roger Bergmann  
626-384-1554

-----Original Message-----

From: Brian R <[bhr9@comcast.net](mailto:bhr9@comcast.net)>  
 To: canyontrvl <[canyontrvl@aol.com](mailto:canyontrvl@aol.com)>; cappaints <[cappaints@aol.com](mailto:cappaints@aol.com)>;  
 rtrusley <[rtrusley@cox.net](mailto:rtrusley@cox.net)>; Patrick.Terry <[Patrick.Terry@att.net](mailto:Patrick.Terry@att.net)>;  
 Frank Harrell <[NewColoradoCowboy@CowboyFrank.net](mailto:NewColoradoCowboy@CowboyFrank.net)>  
 Sent: Thu, Nov 23, 2017 11:20 am  
 Subject: Archive Committee Update from Brian Rogers

HAPPY THANKSGIVING!

Thank you, Roger for the update regarding the CGRA storage unit. Sorry for this long email, but I want to update everyone.

Our past President, Bruce had given the Archives Committee the following directives:

- Help Frank get caught up organizing and scanning recent acquisitions
- Find a suitable location to store the archives so it isn't a burden to anyone in terms of taking up space in their home
- Find a suitable academic or cultural institution interested in housing our Archives permanently

Bruce had asked me to chair the committee and I accepted, but when my work schedule didn't permit me to attend meeting or go to Finals or Convention this year, I felt it best I step down as chair. I am still willing to continue working on the permanent repository project if the committee approves. The two criteria that I've been using to guide me are:

1. The recipient of the Archives will catalog them and make the artifacts readily available to researchers
2. The collection won't be cherry-picked by accepting only certain objects resulting in breaking up the collection
3. There is a reasonable chance that some parts of the rodeo collection will be made available to the public via curated displays and/or inclusion in LGBTQI= exhibitions

There were several candidates,

- Smithsonian: There were overtures made to us, but it turned out they only wanted certain times and would not commit to displaying them or making them available. Roger recently report that their LGBTQI funding has dried up under the new administration. I don't see pursuing this right now as viable to meeting our criteria.
- The Autry Museum: They took possession of several boxes of duplicate items. They have no made the material available so far to researchers and when we discovered we had accidentally given them some items that weren't duplicates, they have not been

cooperative in returning them or getting us digital copies.

- The American Heritage Center in Laramie, Wyoming expressed some interest, but very little chance of display or exhibition and the location is very remote.
- My Recommendation: ONE National Gay & Lesbian Archives (part of the University of Southern California system) is very excited to be considered as the permanent repository for the IGRA gay rodeo archives. This would place the IGRA Archives into one of the greatest LGBTQ collection of archives in the world.

I have had several conversations with them. They were aware of gay rodeo and had already started a small collection. Once they saw the work Frank has done organizing, cataloging and digitizing much of our collection on the Gay Rodeo History website, they were completely blown away. You can visit the ONE National Gay & Lesbian Archives website here: <http://one.usc.edu/>. If you spend some time there you will find extensive cataloging and search tools available for the items in their collection.

With the resources on the University backing them, they do numerous online and physical exhibits related to LGBTQ issues. I recommend you sign up to receive their email announcements. They are very interesting.

I've been talking with Michael C. Oliveira, MLIS (Masters of Library & Information Science). I asked him to send me some information about ONE to share with the committee. (attached). Michael says that ONE would be thrilled to be the repository for the IGRA gay Rodeo Archives. They will index all the material and make them digitally available online to researchers through their site. In addition, there is a high probability of inclusion in exhibits that they do.

If there is interest in moving forward, I would like to set up a fact-finding trip to LA. Myself and any others interested can travel there to meet with their staff and ask all our questions. If we like what we see, and the arrangements are suitable to us, we can set up the transfer of the archives to them. If there are costs involved in moving the collection, I suggest we ask the Gay & Lesbian Rodeo Heritage Foundation for a grant.

I look forward to your comments and suggestions.

Brian Rogers

**From:** [canyontrvl@aol.com](mailto:canyontrvl@aol.com) [<mailto:canyontrvl@aol.com>]

**Sent:** Wednesday, November 22, 2017 8:56 AM

**To:** [David.Hill@igra.com](mailto:David.Hill@igra.com)

**Cc:** [cappaints@aol.com](mailto:cappaints@aol.com); [rtrusley@cox.net](mailto:rtrusley@cox.net); [Patrick.Terry@att.net](mailto:Patrick.Terry@att.net);  
[bhr9@comcast.net](mailto:bhr9@comcast.net)

**Subject:** IGRA Payment to CGRA

David - As a member of the Archives Committee I will be sorting through numerous file boxes of IGRA material over the next several months.

Patrick Terry and I removed the last five file boxes from the storage trailer shared with CGRA. The Archives Committee does not plan to return any files to this location, so we strongly recommend that IGRA stop future payments to CGRA for the storage trailer.

Roger Bergmann



Virus-free. [www.avast.com](http://www.avast.com)



## COMMITTEE REPORTING FORM

**Committee Name:** Hall of Fame

**Committee Chair(s):** Amy Griffin

**Committee Members:** Roger Bergmann, Candy Pratt, Michael Vrooman, Patrick Terry

**Date & Time of Last Meeting:** Ongoing electronically and one on one

**Brief Overview of Last Meeting:** Status update:

Deadline for nominations is March 1, 2018.

Nomination form is on the website, please submit nominations.

**Items of Critical Importance (to be discussed at the next BOD meeting):**

n/a

**Items Requiring Action (to be voted on at the next BOD meeting):**

n/a

**No report at this time**

**Respectfully submitted,** Amy Griffin

**2018 Partnership Agreement Section 1.0**

<b>Date</b>	02/01/2018	<b>Customer</b>	IGRA
<b>Expiration</b>	02/21/2018	<b>Customer Contact</b>	Candy Pratt

<b>Product Type</b>	<b>Term</b>	<b>Rate Calculation</b>	<b>Rate</b>
Full-page ad in Compete Magazine; Print and Digital	Mar-April, July-Aug; Sept-Oct (three issues)	\$2,855 @ 3 \$	\$8,565
CompeteNetwork.com IGRA may submit up to one blog each month to appear on CompeteNetwork.com	May-Oct	N/C	N/C
Website ad on CompeteNetwork.com	Mar-Oct	\$320 @ 8 \$2,560	\$2,560
WGRF preview to appear in Compete Magazine featuring two rodeo athletes	Jul-Aug	N/C	N/C
WGRF feature story	Sept-Oct	N/C	N/C
Compete to create a special edition especially for IGRA. Finished size to be approx. 5.5 x 8. Minimum of 1,000 issues.	IGRA to provide up to 12 pages of editorial content and up to 8 sponsor ads.	N/C	N/C
Acknowledgement as 2018 Compete Sports Diversity Awards Tier 5 Sponsor		\$2,500	\$2,500
Special Compete Award to be presented at IGRA Convention		N/C	N/C
	<b>Total Rate Card Rate</b>		\$13,625
	<b>Donated Amount</b>	-\$9,200	
	<b>Total Special Rate</b>	Due 2/26/18	\$ 4,425

## 2018 Partnership Agreement 2.0

Media Out Loud, LLC (Compete Magazine) and International Gay Rodeo (IGRA) shall partner together with the purpose of promoting the World Gay Rodeo Finals (WGRF) and creating a print publication for WGRF.

### **Special Edition Magazine**

Compete Magazine shall have sole rights to plan and execute a first quality print and digital publication especially for IGRA for the 2018 WGRF, with the rights to also produce the 2019 WGRF publication..

Compete Magazine shall sell advertising and partnerships for such publication.

IGRA shall have final approval of the publication prior to printing. Compete Magazine shall deliver the print publication to IGRA at least three (3) days prior to WGRF.

IGRA may provide up to 12 editorial content pages and up to 8 sponsor ads to be included in the publication. All editorial pages are subject to final edit by Compete Magazine. These pages are donated by Compete Magazine to IGRA. All ad placement to be determine by Compete Magazine.

### **Partnerships**

During the course of business, Compete Magazine may encounter sponsors/partners interested in supporting IGRA and/or WGRF. In the instances Compete Magazine secures a sponsor/partner on behalf of the IGRA and/or WGRF then IGRA agrees to pay Compete Magazine a 30% commission on such sponsorship/partnership agreements. All sponsors/partners are subject to final approval by IGRA/WGRF.

Accepted by:

\_\_\_\_\_ Date

\_\_\_\_\_  
Candy Pratt for IGRA

\_\_\_\_\_  
Eric Carlyle for Media Out Loud, LLC

# SPONSORSHIP GUIDE

Produced by the International Gay Rodeo Association

**October 25-28, 2018,  
Denton, Texas**

# FINALS



# 2018

# WORLD GAY RODEO FINALS<sup>®</sup>

**32 Years and Counting  
Two Days of Thrilling Rodeo Competition!**

**Will You Be Seen?**

**Let Us Put You Right in the Middle of all the Action!**

**IGRA brings this premier LGBT sporting event  
to the Lone Star State October 2018.**



## **ABOUT IGRA**

International Gay Rodeo Association



The International Gay Rodeo Association®, has officially been roping and riding since 1985 and currently has over 1,250 members in 19 local associations around North America. We are the largest organization in the world coordinating rodeo events specifically welcoming lesbian, gay, bisexual, transgender as well as heterosexual participants and spectators. In 2018 IGRA member associations will produce 10 rodeos across North America and entertain thousands of rodeo fans.

IGRA is composed of many regional gay rodeo associations, and sanctions a season of rodeo events which culminates in an annual World Gay Rodeo Finals®. IGRA events are intended to allow all contestants, regardless of sexual and gender identity, to compete in rodeo sports without discrimination. The organization helps spread appreciation for Western culture and the sport of rodeo, while serving as a fundraising vehicle benefiting many charitable organizations such as The Trevor Project, Wish With Wings, A Joyful Heart Foundation and 4 Paws 4 Patriots.

Both men and women, regardless of orientation, ride the same class of livestock under the same rules and requirements. Both men and women alike fully compete in bull riding and bareback bronc riding in IGRA, unlike most other rodeo organizations. IGRA is instrumental in providing education, training and support to its competitors, staff and volunteers alike.

Gay rodeo has never been more visible than today. Our association and rodeo events have been featured on The Travel Channel, Bravo, Logo and in numerous other television and print media outlets. IGRA was recently featured in CNN's This is Life with Lisa Ling and in the award winning feature length documentary film Queens & Cowboys: A Straight Year on the Gay Rodeo. Recently our archives was taken in by the Autry Museum in LA as part of their permanent collection.

### **Rodeo Events: Everything You Expect in Rodeo, Yet Much More!**

Each IGRA sanctioned rodeo offers 13 events. Competitors compete for prize money and the title of All-Around Cowboy and Cowgirl at each rodeo. The winners of each event receive trophy buckles.

### **IGRA Rodeo Events: Men and Women compete in all events!**

#### **ROUGH STOCK EVENTS:**

Bareback Bronc Riding, Bull Riding, Chute Dogging and Steer Riding

#### **ROPING EVENTS:**

Calf Roping on Foot, Mounted Breakaway, Roping and Team Roping

#### **SPEED EVENTS:**

Barrel Race, Flag Race and Pole Bending

#### **CAMP EVENTS:**

Goat Dressing, Steer Decorating and Wild Drag Race

For more information about IGRA please visit [www.igra.com](http://www.igra.com)

# WORLD GAY RODEO FINALS AND ROYALTY COMPETITION



The World Gay Rodeo Finals® is the culminating event of the IGRA rodeo year. In 2018, the IGRA's 19 member associations are scheduled to produce 10 local and regional rodeos. IGRA contestants compete for points all season and at season's end the top 20 men, women and teams in each event will receive invitations to perform in the World Gay Rodeo Finals® presented by IGRA.

In addition, IGRA holds its annual Royalty Competition where Mr. Miss, Ms and MsTer are selected from association title holders to represent IGRA nationally and to raise funds for our designated charities.

photos courtesy of: Cowboy Frank

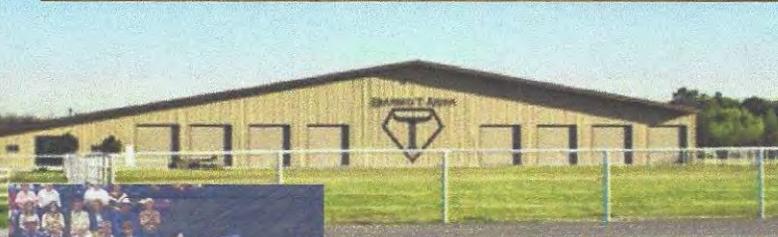
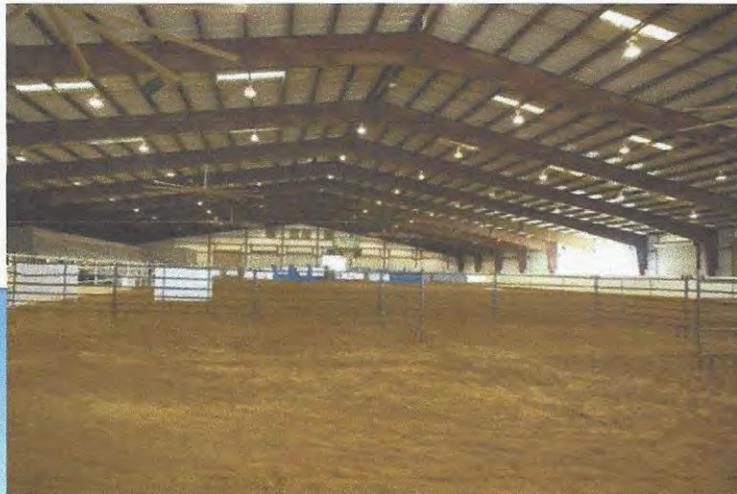




# WORLD GAY RODEO FINALS<sup>®</sup> IS A UNIQUE RODEO

## Rodeo Venue –

- The Diamond T Arena is a 92 acre ranch in Denton, Texas. It has 98 individual horse stalls. It has a covered arena 125 x 235.
- Open for team roping, calf roping, cutting, barrel racing, auctions, benefits, weddings, and many more.
- 5000 square foot dance floor. Excellent for large parties, weddings, receptions, and corporate meetings.
- The arena is conveniently located near several restaurants, hotels, and only 45 minutes from DFW Airport.



# WORLD GAY RODEO FINALS® SPONSORSHIP OPPORTUNITIES



## What We Offer You

Our sponsorship structure is flexible and can be customized to meet your specific needs. Depending on your level of sponsorship, you may choose to receive some or all of these benefits:

- Exclusive use of your products or services at WGRF\*
- Prominent placement for your logo on the WGR website
- Distribution of your promotional materials such as brochure, flyers, coupon or samples at the gate for rodeo attendees
- Your promotional materials such as brochures, flyers, coupon or samples placed in contestant, staff and officials' bags
- Arena and venue banner privileges at WGRF
- Award Buckle and Ribbon sponsorships for WGRF
- World Gay Rodeo Finals rodeo & VIP passes

\* Exclusivity is by specific product type. Details subject to prior agreements.



## Premier Sponsorship Packages:

Package Includes	Title	Platinum	Gold	Silver
Title Rights to the World Gay Rodeo Finals	Yes	N/A	N/A	N/A
Branding Rights to IGRA Royalty Competition	Yes	*If available	N/A	N/A
Extensive Banner and POS Rights at all Venues	Yes	Yes	N/A	N/A
WGRF Rodeo Event Buckle Sponsorship	Yes	Yes	Choice of Buckle or Retail	N/A
Retail Vendor Space	Yes	Yes		
Promotional Announcements During the Rodeo	6 ten second spots per day	4 ten second spots per day	3 ten second spots per day	2 ten second spots per day
Ad in WGRF Rodeo Commemorative Program	Back Page	Full Page	Half Page	Quarter Page
WGRF VIP All-Event Passes	8	6	4	2
WGRF Rodeo VIP Rodeo Passes	6	4	2	N/A
Chute Banner	Yes	N/A	N/A	N/A
Arena Banner	4	3	2	1
Logo in WGRF Commemorative Program	Yes	Yes	Yes	Yes
Some packages have limited availability *In the Event there is no Title Sponsor or that Sponsor Declines	\$15,000	\$10,000	\$5,000	\$1,000



# Additional Sponsorship Opportunities:



**IGRA also offers many lower cost ways to support the World Gay Rodeo Finals.**

Item	Cost	Sponsor Gets
Rodeo Stock	\$5,000	Gold Premier Package + FP ad & 4 arena announcements
Event Championship Buckle or medals (each)	\$300	Listing in Program and Arena Announcements
Event Award Medals (per event)	\$100	Listing in Program and Arena Announcements
Royalty Competition DJ, Audio & Lighting	\$1,000	Silver Premier Package
Rodeo Contestant Back of Chutes - Snacks & Beverage	\$500	Listing in Program and Arena Announcements + business card ad

## We Can Create the Perfect Package for You

In addition to our premier sponsorship packages, the World Gay Rodeo Finals® committee can tailor a package to suit your particular needs. Contact us for more details.

Contact Sponsorship Chair  
Laura Scott  
Sponsorships@IGRA-WGRF.com  
214-563-7440





International Gay Rodeo Association

# Directors & Officers Compliance Guidelines

Presented By:



## Things every Director & Officer Should Know:

Directors and officers owe three basic fiduciary duties to the nonprofit organizations they serve: the duties of **Obedience**, **Loyalty** and **Due Care**.

1. The duty of obedience forbids acts outside corporate powers. The governing board of the organization must comply with state and federal law, and conform to the organization's charter, articles of incorporation and bylaws.
2. The duty of loyalty dictates that officers and directors must act in good faith and must not allow their personal interests to prevail over the interests of the organization.
3. The duty of care requires directors and officers to be diligent and prudent in managing the organization's affairs. The individuals charged with governing must handle the organizational duties with the care that an ordinarily prudent person would use under similar circumstances.

The duties of corporate governance—obedience, loyalty and due care—may seem high-minded. However, the importance of these responsibilities becomes crystal clear when a board member is faced with a lawsuit alleging improper fiduciary oversight or improper oversight of employment practices resulting in allegations of sexual harassment or wrongful termination.

Employment-related suits may allege a wide range of wrongful acts, from Sexual Harassment, to Wrongful Termination, Age Discrimination, Violation of the Americans with Disabilities Act (ADA), or Retaliation for exercising a legal right.

**Many of these lawsuits can be avoided, or at least be dismissed in the early stages of the lawsuit, if the Board Members simply follows its own Personnel Policies.**

Typically, the most expensive part of any lawsuit is the cost of legal defense: Determining the facts, such as whether the Director or Officer acted in good faith, and whether the act was simple or gross negligence.

**Employment claims against  
Directors and Officers  
typically fall into Three  
Major Categories:**

- ❖ Wrongful Termination (including retaliation)
- ❖ Sexual/Non-Sexual Harassment
- ❖ Discrimination

## Wrongful Termination:

**Wrongful dismissal**, also called **wrongful termination** or **wrongful discharge**, is a legal phrase, describing a situation in which an employee's contract of employment has been terminated by the employer if the termination breaches one or more terms of the contract of employment, or a statute provision in employment law. It follows that the scope for wrongful dismissal varies according to the terms of the employment contract, and varies by jurisdiction. The absence of a formal contract of employment does not preclude wrongful dismissal in jurisdictions in which a *de facto* contract is taken to exist by virtue of the employment relationship. Terms of such a contract may include obligations and rights outlined in an employee handbook. Being terminated for any of the items listed below may constitute wrongful termination:

- **Discrimination:** The employer cannot terminate employment because the employee is a certain race, nationality, religion, sex, age, or (in some jurisdictions) sexual orientation.
- **Retaliation:** An employer cannot fire an employee because the employee filed a claim of discrimination or is participating in an investigation for discrimination. In the US, this "retaliation" is forbidden under civil rights law.
- **Employee's refusal to commit an illegal act:** An employer is not permitted to fire an employee because the employee refuses to commit an act that is illegal.
- **Employer is not following own termination procedures:** Often, the employee handbook or company policy outlines a procedure that must be followed before an employee is terminated. If the employer fires an employee without following this procedure, the employee may have a claim for wrongful termination.

# Sexual Harassment Defined:

## **Webster's Definition:**

Uninvited and Unwelcome verbal or physical behavior of a sexual nature especially by a person in authority toward a subordinate (such as an employee or student).

## **Legal Definition:**

Employment discrimination consisting of unwelcome verbal or physical conduct directed at an employee because of his or her sex

# U.S. Equal Employment Opportunity Commission (EEOC)

## Sexual Harassment

- It is unlawful to harass a person (an applicant or employee) because of that person's sex. Harassment can include "sexual harassment" or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.
- Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person's sex. For example, it is illegal to harass a woman by making offensive comments about women in general.
- Both victim and the harasser can be either a woman or a man, and the victim and harasser can be the same sex.
- Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).
- The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.

# Discrimination:

## Webster's Definition:

1. a : The act of making or perceiving a difference : the act of discriminating a bloodhound's scent *discrimination*  
b *psychology* : The process by which two stimuli differing in some aspect are responded to differently
2. The quality or power of finely distinguishing the film viewed by those with *discrimination*
3. a : The act, practice, or an instance of discriminating categorically rather than individually  
b : Prejudiced or prejudicial outlook, action, or treatment racial *discrimination*

# Discrimination Continued:

## Legal Definition:

The unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.

How can you minimize the chances of facing an  
Employment related lawsuit?

## Follow your handbook to THE letter!

This guideline may be the most important of all. If your policies provide for written notice before termination, if you promise to provide a second chance, if you have agreed to respond in 30 days, etc., do just that. You may take a justified personnel action, however, if you do not follow your own policies, this will be used against you in a court of law. If your policies do not represent your practice, then revise the handbook.

## Continued:

- Conduct candid, thorough annual reviews
- Make a prompt, thorough investigation of allegations of harassment or discrimination
- Seek legal advice before taking an adverse employment action

# What board practices are important?

- Informed and regular review of financial statements
- Regular attendance at board meetings
- Clearly understand the board's role in personnel situations
- Avoid conflicts of interest
- Enact and Comply with the Governance Policies Required by Law

## IN SUMMARY:

Prevention and Protection are the Keys

- ❖ The majority of boards of directors of 501(c)(3) nonprofit organizations will never have to face a lawsuit. However, no organization should claim that since it hasn't happened in 100 years, it won't occur. The chances of being sued may be modest, but the consequences of an uninsured lawsuit, no matter how unjustified the allegations, can be devastating.
- ❖ Employee handbooks in compliance with law, with strict adherence to personnel policies, supervisor training, and honest communication with employees can go far to mitigate potential problems. Boards of directors must adopt and stand behind clear anti-discrimination and anti-harassment policies and make sure that management promptly and honestly investigates and thoroughly documents allegations of wrongdoing and takes action. Not all lawsuits can be avoided, but having proper procedures in place and following them can go far toward, providing a strong defense.

Thank You!



International Gay Rodeo Association

# Purpose

IGRA has been having some difficulty in retaining trained volunteers in the arena. Volunteers are feeling under appreciated, over looked, and unimportant even when our rodeos rely heavily on people like them to be successful. The **VIP** will help IGRA on a large scale by boosting volunteer participation, knowledge and ensuring the smooth running of IGRA sanctioned rodeos, while making our volunteers feel appreciated and give them something to look forward to.

This program is a training and reimbursement opportunity that can involve each volunteer faction of the rodeo provided member associations get involved with fundraising. As it would be a new program, the initial focus is on arena crew as they have the most labor intensive jobs in our rodeos, but can branch out to include the other factions as fundraising becomes more lucrative.

# Guidelines

1. New volunteers **MUST** attend a training seminar for their chosen volunteer position.
2. Once training is complete, names of all who attended training will be put in a hat and the recipient will be drawn randomly.
3. A recipient can only be a **VIP** once a rodeo season and reward will expire if not used during the season they are awarded in excluding winners drawn after September 1st of each year.
4. In order to be reimbursed, each winner **MUST** volunteer **BOTH** days of the rodeo of their choice and get the coordinator of their area of service to sign off as well as the Arena Director to verify full completion of their volunteer work.
5. The winner must provide sign offs and travel receipts to the IGRA treasurer who will then issue a check for reimbursement not to exceed \$300.

# Fundraising

While this program will start with the Arena Crew, any faction is welcome to raise funds for **VIP** provided the fundraiser completes the required IGRA fundraising documents and have been approved for it. Specific factions will retain the full amount of money raised for getting volunteers in their specific faction. So if Arena Crew raised \$200 and Chute Crew raises \$2000, chute crew will have \$2000 to get chute crew **VIP** winners reimbursed for travel and arena crew will have \$200. When funds are raised and turned in to the treasurer, it must be earmarked for the

specific faction it was raised for. Fundraising is vital for this program to be successful and will take the support of each member association.

## Training

Ideally, it would be EASY to put on training on the Friday prior to IGRA sanctioned rodeos as well as member association Rodeo Schools. training will include everything including measurements, animal weights and full set up etcetera for the area of service. **ATTENDING A TRAINING SEMINAR WILL NOT COUNT TOWARD THE CERTIFICATION PROCESS FOR OFFICIALS IN ACCORDANCE WITH THE IGRA CERTIFICATION PROGRAM RULES LOCATED ON PAGES 103-125 OF THE RODEO RULE BOOK.** No matter the faction, training must be done for a person to become eligible. NO EXCEPTIONS. Certified officials are ineligible to be a VIP for the faction they are certified in, however, certified officials seeking to learn a new skill set are eligible provided that if they are drawn they volunteer in the area they trained for.

## Goals

The goal of the Volunteer Incentive Program is to train and retain our valuable volunteers while providing IGRA with the opportunity to reward individuals for their dedication. In having these trained volunteers at IGRA sanctioned rodeos, officials will have more time to complete their tasks without having to train during the rodeo. Our officials can concentrate on what the rodeo needs are rather than taking extra time out of the rodeo to train volunteers. In doing this, rodeos will see quicker set up times and smoother operation. Transitions between events will be less time consuming making our contestants happy and perhaps boost contestant participation in our rodeos. This program will have a positive impact in our rodeos on a full scale.

The heart of a  
volunteer is  
never measured  
in size, but by  
the depth of  
the commitment  
to make a difference  
in the lives of  
others.

DeAnn Hollis

# I.G.R.A.

## REVISED PREMIUM BREAK-DOWN

	2017 <u>Limit 3M</u>	2018 <u>Limit 3M</u>	<u>Change</u>
General Liability	\$ 8,003.00	\$ 8,686.00	\$ 683.00
Taxes & Fees	255.00	310.23	\$ 55.23
Commission	500.00	500.00	\$ -
Directors & Officers	866.00	1,155.00	\$ 289.00
<b>Total Amount</b>	<b>\$ 9,624.00</b>	<b>\$ 10,651.23</b>	<b>\$ 1,027.23</b>

## POINT SYSTEM

IGRA	1.0 (1 pt each)	1.0	\$ -
Associations	20.0 (1 pt each)	19.0	\$ (1.00)
Rodeos	13.0 (1 pt each)	11.0	\$ (2.00)
University	0.5 (.5 pt each)	0.5	\$ -
Convention	0.5 (.5 pt each)	0.5	\$ -
Rodeo Schools	0.5 (.5 pt each)	0.5	\$ -
	<u>35.5</u>	<u>32.5</u>	<u>(3.0)</u>

Price per Point	\$ 271.11	\$ 327.74	\$ 56.63
Price per Half Point	\$ 135.56	\$ 163.87	\$ 28.31
Assoc w/o Rodeo	\$ 271.11	\$ 327.74	\$ 56.63
Assoc with a Rodeo	\$ 542.22	\$ 655.48	\$ 113.26
Assoc Limit 5M	\$ 2,318.00	\$ 2,317.50	\$ (0.50)
Directors & Officers Per Association	231.75	231.75	\$ -

## Amy Griffin

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**From:** Amy Griffin  
**Sent:** Wednesday, February 14, 2018 8:05 AM  
**To:** Amy Griffin  
**Subject:** Simone Memorial Sportsmanship Buckle

Commit to 5 years, to be presented at finals. (David Pizutti's parents sponsored a specific buckle for bull riders in David's memory, I seem to recall for 5 years, so there is certainly a precedent)

Eligibility: Female IGRA rough stock contestants who competed with/against Simone in one or more of her of her rough stock events (chute dogging, steer riding, bull riding).

Purpose: To recognize exemplary sportsmanship exhibited by female rough stock contestants, who may or may not have been otherwise recognized for this quality by means of an IGRA Trustee Award.

Process: Recruit a small group of veterans to make recommendations/selection.

My impetus: Debora Simon ("Simone") was the epitome of sportsmanship. Whether loaning equipment, safety gear, clothing or the boots off of her feet without hesitation, gracious willingness to jump in and assist both new and experienced competitors, enthusiastic support of her fellow competitors, she set an outstanding example. This is a way to honor her memory by recognizing the exemplary level of sportsmanship exhibited by female rough stock contestants.



# I.G.R.A. Rodeo School Support Request

Prior to Rodeo School:

The purpose of this program is to support association rodeo schools which provide educational programs to encourage and train new contestants and to improve rodeo-skills for both new contestants and existing rodeo contestants.

I.G.R.A. will support two rodeo schools in each division in the amount of \$500 each.

This request form should be submitted prior to and after the rodeo school has been completed:

Association providing the rodeo school? Red River Rodeo Association

Date of rodeo school? March 17th

Any other pertinent information which is beneficial in your support request?  
We offer all I.G.R.A. rodeo events at our school except  
bronc riding because of the extra cost of pickup men.

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After Rodeo School:

Please indicate which events were made available at the rodeo school.

- |                     |                   |                  |
|---------------------|-------------------|------------------|
| Bull Riding         | Calf Roping       | Flag Race        |
| Bareback Riding     | Break-away Roping | Steer Decorating |
| Saddle Bronc Riding | Team Roping       | Wild Drag Race   |
| Steer Riding        | Barrel Racing     | Goat Dressing    |
| Chute Dogging       | Pole Bending      |                  |

Number of contestants attending the rodeo school? \_\_\_\_\_

How was the rodeo school advertised?  
\_\_\_\_\_  
\_\_\_\_\_

Please submit this form with any additional documentation to the following:

I.G.R.A. Secretary  
4206 S 62<sup>nd</sup> Ln  
Phoenix AZ 85043-1904

IGRA Secretary	Patrusky	Ken Musky
IGRA President	Candy Pratt	Candy Pratt
IGRA Treasurer	David Hill	David Hill
NSGRA Trustee	Gene Fraites	Gene Fraites
RRRA Trustee	Sammy Merriman (Simpk.)	Sammy Merriman
GSRA Trustee	Steven Guidry	Steven Guidry
SGRA Trustee	Charles Brantley	Charles Brantley
KGRA Trustee	Michael Norman	Michael Norman
DSRA Trustee	Lisa Smith	Lisa Smith
ASRA Trustee	MICHAEL LENTZ	D. Muhl
MGRA AIT Trustee	Garland J Rankine	Garland J Rankine
MGRA TRUSTEE	BRIAN HELANDER	Brian Helander
TGRA Trustee	Terry Covington	Terry Covington
ILGRA Trustee	AMY GRIFFIN	Amy Griffin
EGRA Trustee	DARK MORGAN	Dark Morgan
NGRA Trustee	Jeffrey Neal	Jeffrey Neal
IGRA VICE PRESIDENT	MARY HONEYCUTT	Mary Honeycutt

Guests

Printed Name

Signature

Frank Hannell  
Brett Ranger  
Doreen Rue  
SANDY BIDWELL  
ROGER BERGMANN  
Mipsy Mikels  
Christi Mikels  
TAMRA KELLEY  
Phat Patty  
Tre' Brewbaker  
LAURA SCOTT  
JOHN HILL  
Guy Puglisi

~~Frank Hannell~~  
Brett H Ranger  
Sandy Bidwell  
Roger Bergmann  
Christi Mikels  
Phat Patty  
Laura Scott  
John Hill  
Guy Puglisi