

Record of minutes and actions

Date & Time: 16 May 2023 at 9.00 AM	Location: Board Room and Zoom	Name of Meeting: November Council Meeting
Attendees: Philip Allman – Chairman (PA), Jackie Cooper -Vice Chairman (JC), David Smyth –President (DS), Michael Clark (MC), Sarah Cowle (SC), James Graham (JG), George Harvey (GH) Jimmy Hodge (JH) Martin Jenkins (MJ) Mike Shaw (MS) Non Thorne (NT)		
Staff: Paul Sneyd (PS) Director of Operations		
Zoom: Mark Roberts (MR),		
Apologies: Allen Massey – Vice President, Aled Jones and Angela Kerslake		
Action Points Produced By: PS	Minutes Circulated to: All Council Members.	
Date of the next Council Meeting: Tuesday 12 September 2023		

Item	Agenda Item	Action	Due date for completion	Complete
1.0	To receive apologies Apologies for absence had been received from Allen Massey – Vice President, Aled Jones and Angela Kerslake.			
1.1	Agenda item added in by PA (Chairman) PA stated that he had added an additional item to the agenda regarding Les Cook joining the meeting at 11.00 am as to how we play it with him. He said he would be inclined not to be too impressed with him due to the letter received and as you can see the Fenton/Hall thing has cost the Society another 22k this year and it is just how you all feel about the letter and Paul's draft response so really it is just what are we going to say to Les as we do recognise them and they are not a separate breed as of DEFRA. PS commented that Les has been invited as normal as he comes each May to give an update on the THBC and in Les defence he has had quite a bit of pressure to send the letter and wasn't expecting miracles so please			

Item	Agenda Item	Action	Due date for completion	Complete
	<p>just be cordial and give Les the respect we can and to how we can help him. We need to acknowledge the letter and will send a response back and with Fenton/Hall we cannot do much else. GH said just on that note is this meeting aware that Mr Peter Helen Hall is supposedly trying to acquire some semen from Normanton 1 Laertes so that he can flush a cow in this country. Suspicions are that if he gets a straw of semen, he will get it examined. It has been posted on facebook and it is general knowledge to which PS said he wasn't aware of it. SC said that we can't stop him getting the straws as a cattle society to which GH said the owner of the semen can and we should know it is going on. GH then asked the question as to whether Peter Helen Hall has cattle in this country as him for one doesn't believe him and PS said yes he has cattle registered in this country. GH If he is so much against it why does he want to use it. SC says that the Society has no evidence so can't do anything. DS if he wants to get a straw then he will get one from somewhere. They then proceeded to talk about John Vaughan and the book he wrote which included the statement re Doonbiddie Hustler to which GH said it is only JV opinion. Going back to Les we are going to have to let him know we are not over impressed in view of what is going on with Fenton/Hall and he has to know how much it is costing us. JG said he was embarrassed last year and will probably be more embarrassed today.</p>			
2.0	<p>To confirm the minutes of the meeting of Council held on 14 February 2023 (see attached)</p> <p>There were a few errors mentioned and it was confirmed that they would be rectified and then JH proposed the adoption of the minutes which was seconded by JG.</p>	BT to change	May 2023	May 2023
3.0	<p>Matters arising out of the minutes</p> <p><u>Agenda item 8.0</u></p> <p>To discuss as to whether the new membership fees are having an impact on Membership and Clive Davies letter</p> <p>A letter was sent to Clive Davies to explain that the new membership fees were not having a negative effect</p>			

Item	Agenda Item	Action	Due date for completion	Complete
	<p><u>Agenda item 10.0</u></p> <p>Linear scoring scheme – Meuring joined the meeting to discuss the criteria for the Hereford Breed A fact sheet has been produced to explain the Linear scoring scheme</p> <p><u>Agenda item 11.0</u></p> <p>The Seed Group PS informed The Seed Group we would finish with them at the end of March</p> <p><u>Agenda item 12.0</u></p> <p>NIHBA Agreement PS has organised the transfer of £35,000 as per the agreement.</p> <p><u>Agenda item 17.0</u></p> <p>A.O.B</p> <p>PS to put on the agenda for the March council meeting to discuss HYC</p>			
4.0	<p>To receive an update on registrations and transfers, debtors, levy payments, financial projections and investment portfolio (attached)</p> <p>PS reported that registrations are slightly up, transfers slightly down, scanning incentive remains the same but do believe more and more members are booking in for scanning which is good, and we don't seem to have much up take with the SCS.</p> <p>In terms of the budget sheet the one comment I made in terms of notes is continued expenditure for Fenton/Hall and we hopefully will be able to put it to bed as letter has gone off saying that we are not answering meaningless letters. For all of the work DB has been doing on the articles we will have a bill in for about 10k and not received as to date. Everything else remains the same.</p>			

Item	Agenda Item	Action	Due date for completion	Complete
	<p>In terms of our investment portfolio there has been turmoil within the stock market as it has come down and reflects 35k taken out for NI settlement agreement. There is a report in from James of Canaccord which is worth reading to get up to speed with the market at this moment in time.</p> <p>PS said that you have a hypotrichosis report which you can see, and I will not dwell on it as we had meeting in March</p> <p>PS stated that those are all the reports and PS asked if there were any questions as to which JC asked the question as to whether anyone was going to replace JM on the investment portfolio committee and after discussion it was decided to leave it until the new council and leave James Meysey Thompson (Canaccord) to it as he produces the results.</p> <p>MJ asked could we have an update on the uptake of linear scoring re how many members have booked on. PS said that we can produce a report for each council meeting.</p>	PS to advise on uptake	September 2023	July 2023
5.0	<p>Review of Society's fees</p> <p>PS said that he was proposing to keep fees status quo as we are trying to get linear scoring going etc so keep fees as are as we are not subsidising the linear scoring at present.</p> <p>SC do we have many doing paper registrations – PS said he hasn't got a breakdown at present but a report can be done. We still have several without email address PS stated.</p> <p>PS are we all happy with leaving fees as is?</p> <p>JH said the one concern that he has is the de-registration of 5 male calves per member as it is harsh on the larger herd as they are paying more money into the society and they will be disadvantaged. PA said that it was discussed at great depth when making the decision. PS will give a full report on how many have been de-registered at the September meeting.</p> <p>GH asked PS to have a conversation with the Limousin Society as to how their scheme works.</p> <p>PS we cannot make a decision without figures.</p> <p>Proposed by JC and seconded by MS to leave the fees as is.</p>	<p>PS to report on paper registrations</p> <p>PS to report</p>	<p>September 2023</p> <p>September 2023</p>	<p>July 2023</p> <p>August 2023</p>

Item	Agenda Item	Action	Due date for completion	Complete
6.0	<p>Review of employees remuneration and bonus scheme (enclosed)</p> <p>Staff update</p> <p>PS staff update everyone here knows that LB has put in her resignation and will be leaving on 27 July as her contract is a three-month notice period and has holidays to take.</p> <p>PS is trying to find a replacement for Laura and talking to recruitment company Cultra Connect. Hugh Pocock from the company has a good understanding of the industry and will be good in finding the right person. Laura's role is quite broad, and the job will still be a Breed Development and Marketing role and we will see what candidates we can come up with. In terms of Beverley and Tracey nothing changes there, they were made aware and kept in the loop and knows about the recruitment. One area that needs looking at is in the terms of social media and the marketing person that comes in will have an involvement in that and we need to be more strategic in getting it aligned and current to do it differently and be a bit more efficient and reach out to a few more people. Any questions?</p> <p>JH must be careful not to use too much politics. PS we have had feedback of some social media content to be told a lot of it is historical - we cannot control our members, but we can control what we put up and when we put some good things up, we can get the wrong things back. MS commented that there is also support out there,</p> <p>PA my conversation with Paul is using Pauls preferred recruitment methods and the cost will be about 7k and told him to get on with it. DS are you happy with the job description? and how was Laura performing against the job description to which PS replied the job description is right and I do not want to discuss LB performance as she is leaving the Society. PS we are a small team, and we must work together and there is a bit of overlap and I'm</p> <p>trying to encourage Tracey to take on more responsibility in her area whereby in the past the Breed Secretary may have answered the technical questions, but she is more than capable of doing so.</p> <p>They need to have that autonomy to work else we are not going to get the work done and there is a lot of work to be done. The new person will have a massive role to play in the World Conference organisation etc. – the World Conference is to be discussed later in the meeting.</p> <p>We have now got ripple helping us, we have a beef strategy, and it needs to be out there sooner than later, trying to get linear scoring going, upgrading breedplan and when you look at it everyone has got that responsibility which also includes you as a board.</p>			

Item	Agenda Item	Action	Due date for completion	Complete
	<p>JG does it need breed development manager and as to whether you think the job title is too broad. PS said that the recruitment agency thought it was very good and not to narrow it -PS we will have to see what type of candidate we get. LB was following on from the sustainability project and working with Liz Genever and working with me for Linear Scoring to get the design right and there is still a lot of work to be done with Liz Genever – re workshops which Laura had on her target for this year where we had open days and talks to include Liz Genever and Meuring re Linear scoring and to get Tracey to talk around Breedplan and online registrations and a couple of other outside people to talk. It is still on the agenda for when the new person starts. JG asked is Tracey happy to have more responsibility and PS said she has come a long way over the last two years and he has sat down with all of them on a monthly basis and talked to them about their development and their feelings and as you know there has been a lot of baggage to get through and it has been especially very painful and difficult for Tracey and over the last eight months she hasn't broken down in tears in her meetings with me but at times gets on edge and frustrated but generally she is in a good place and likes the freedom that she can make decisions without getting a bollocking if she cocks up and have told them all not to worry as it can always be put right as we all make mistakes and learn by them. PA you have to appreciate that they have been in a culture for hundreds of years and needs a gently gently step system.</p> <p>PS went on to say that meetings with Beverley and Tracey have been good and they are included in decision making as it makes it easier re their development, but it has been more difficult with Laura. They have come a long way over the last two years and Bev just gets on and manages all the tenants as there is a tremendous number of things she manages and can be difficult decisions to deal with and a lot goes on that nobody sees as she does a lot behind the scenes. JG asked do you think we need to get a junior in to which PS reply was yes, in the next financial year.</p> <p>The question was asked by the recruitment agency as to what salary is available and PS told them 35 – 40k and they didn't think it was too far off but may need to slightly increase it and to find someone in the locality as we want them to be in the office three days per week as it is important to integrate into the team. We don't pay a penny to the recruitment agency until we have got someone through them, and it is for them to get the right person and do the background work before we interview them which is a massive help, and they will interview them at least twice before the Society interviews them. SC how is the fee calculated – fee not paid until they start and if they only last a month, the recruitment agency pays back 80% up until</p>			

Item	Agenda Item	Action	Due date for completion	Complete
	<p>three months. PS will do the first interviews once handed over from the recruitment agency and then himself and PS for second interview and may even do a third interview. PS to ask them in second interview to do a presentation on their strategy on how they see the first three to six months. PS said he would really like someone to come in and challenge us a bit as it will be an opportunity to change as to how we have been doing things. PS we can't be afraid of being challenged. We know that we have some big goals such as we did agree to come up with a bull list and hopefully next month we should have it ready to circulate. GH asked what is a bull list to which PS replied it is a preferred bull list which had previously been discussed with Liz Genever in relation to genetics and where we see the breed.</p> <p>Liz Genever has come on with it but Laura doing background work.</p> <p>PS has also got Tracey going through it and also Brad Crook (ABRI) has done his first evaluation and he has 200 anomalies which doesn't make sense. Tracey thinks a lot of it is explainable. We know there is a lot of jiggery pokery going on when we saw the presentation such as one member putting all his animals in at 45kg for birthweight. Brad did say that he hasn't got too many concerns and the data is pretty accurate. MJ asked how many bulls are likely to be on it and PS said about ten. SC how are you going to do that in line with objects and said that it is incredibly dangerous, and PS said it is up to council as to whether it gets published.</p> <p>GH on the subject of anomalies I think it's time you bring back inspections to which PS said that Pedigree Breed Society Group are trying to do that jointly with the same procedures and use the same inspectors on multi breed farms and then it is independent and away from the Society PS trying to defend ourselves as all will be the same. GH said the Limousin get inspected after success, huge weights, after complaints and on suspicions been reported to them and then they must do all calves born in last year and look at vet bills as a lot of falsification with vet bills not tallying up with it.</p> <p>PA When there was trouble in the Charolais with a couple of members with caesareans, they got moved to seven days reporting and had to register calves within seven days in a bad boy corner.</p> <p>JG said that there should be a valuation on the new employee at certain times and be put on a six-month probation. PS They will be set key objectives and put on a six-month probation, and he will manage them the same way as he does the others.</p>			

Item	Agenda Item	Action	Due date for completion	Complete
	<p>JG asked how the bonuses were calculated to which PS said it is objective for himself and LB and subjective for TT and BT due to the nature of their jobs. PS sets it with PA. SC asked when does it get approved and paid to which PS said January.</p> <p>GH asked who PS is answerable to re the bonus to which PS replied PA the chairman. PA He works all the time doesn't take time off in lieu and doesn't take his holidays and when things are going fine its ok but when it goes bad then it does get on top of you – JG said it's the Councils job to look after him.</p> <p>PA said the difference in PS before he went skiing to when he came back was massively different and went on to say that with Paul in particular it is the crap going around that takes the wind out of his sails, things like the text. SC there is a problem with confidentiality leaks within council and I have spoken to Paul of late regarding a matter caused by confidentiality breaches and would like to say that we all must take this seriously as we are a collective and shouldn't be kicking one another in the groin and causing problems for the team. Someone outside of council said that they had read Laura's resignation letter. SC asked are they lying or fishing or have they actually seen it. PS said he wouldn't think they were lying. DS asked who is privy to the letter to which PS said all council. GH said that people had also said to him about Laura leaving. The conversation then came up regarding Tim Livesey and PS said TL is good at asking questions and pressing the right buttons and perhaps having half a story. PS said TL had made some strong allegations to him over the telephone and PS said he was not going to answer any further questions and asked him where he was getting all of his information from, and he said he has old minutes and was then worried that the conversation had been taped. I was going to say yes but decided better of it and asked him to put the details of the conversation in an email to which he did but it was very watered down. JG went on to say that TL bullied James Sage out of the job and some of his accusations are very strong.</p> <p>PA said now let's get back to the pay increase for the girls and PS would like to give them more than himself</p>			

Item	Agenda Item	Action	Due date for completion	Complete
	<p>MS to replace LB with the new person there will still be 10k difference between them and they will also get a bonus. TT and BT do accept that the new person will be on that much more than them. JH The salary will reflect on their experience ability and qualifications.</p> <p>GH should they start on a low salary and progress through to a higher one. PS said it depends on the type of person and if you have a graduate out of university then you could start them lower but if you are looking for a certain type of calibre and we are not in the position to have someone come in to junior level as we need them on the ground running.</p> <p>GH I never started on the wage that I was going to get eventually - PS going back then it was different, PS job market is very competitive, and their expectations is quite great. PS goes back to saying we will see what type of person we get applying for the position.</p> <p>PS thanked everyone for their support and how he enjoys getting the phone calls from them all and will say that 95% membership when standing around shows and events are really friendly. GH said at the moment all the breed society's talk to one another whereby they never used to. PS replied to this by saying not many Breed Society's have people running the society that have been there more than ten years.</p> <p>MJ asked PS if he has spoken to the agency regarding the salary that they would put on Tracey's job and to whether he thought you would get anyone for 30k PS I really don't think so it would be difficult in the local area. I would do it differently so I would outsource it. MJ said that is what he would do.</p> <p>JG proposed and MS seconded the salary increases.</p> <p>PS talked about his meeting with Laurie Ibbotson of Dovecote Park to hear that unfortunately Waitrose is moving Hereford Beef to come under native breed range – the consumer is not getting what the Hereford is about. Kate Sutton the great advocate of the breed has left.</p> <p>It was discussed that mince and burgers and cheaper cut sales have increased which is expected due to the cost of living. Food inflation is at 38% - the most it has risen in 40 years. The Government are holding a meeting to discuss getting help for farmers to produce more food and Neil Shand is attending this meeting. JG asked did Dovecote have anything positive to say to which PS said the supermarkets are talking about sustainability so have less meat on the shelves.</p> <p>Hereford beef has been in limited stores of Lidl's.</p>			

Item	Agenda Item	Action	Due date for completion	Complete
	<p>PS commented that all we can do is what we are doing at present and try to build our brand as a lot of it is out of our control and agricultural is going to be changing dramatically.</p> <p>PS did say that he had presented to Kepak recently and there is no guarantee but felt that they did want to help regarding the scheme and building a range and is still waiting to hear back from them.</p>			
7.0	<p>New articles to be discussed and agreed by council</p> <ol style="list-style-type: none"> 1. There is to be no separate election to decide which of the area directors will stand for re-election in November. This effectively puts back the commencement of the procedure by 2 years. – this was approved. 2. The area directors appointed in 2023 with the higher number of votes or nominations will decide whether they serve for an initial term of 2 or 4 years, the other area director for that area serving for the period not selected by the person with the most votes. I have inserted provision that they are to decide this in January 2024 and notify the Society – this was approved. 3. If one area director is appointed then they must advise the Society. I have suggested they must do so within the first year of their appointment as to whether they serve for 2 or 4 years. You will see a significant amount of red in clause 4.5.3 which is the transitional arrangements – this was approved. 4. Membership can be terminated if monies due to the Society are not paid within 120 days, which I understand is the practice which has been adopted previously – it needs to be amended to “can be” as it is not automatic. 5. To act as an area director a member must have registered one or more calves in the preceding year – this was approved. 6. I have changed your title within the Articles. I remain concerned that your title of “director” to the outside world suggests that you have authority to act as a director and therefore bind the 			

Item	Agenda Item	Action	Due date for completion	Complete
	<p>Society. Internally, the situation is different in that you would seek Council's approval under the present Articles or the Directors authority under the draft Articles once they have been adopted. This is a comment in passing – this needs further advice and PS feels that there should be an allowance for PS to vote.</p> <p>7. I have inserted provisions such that where scrutineers are dealing with an equality it is on the basis of an equal chance to all candidates – this was approved,</p> <p>8. I have also inserted provision that when voting for Council members each member is entitled to cast up to 2 votes this was approved.</p> <p>PS asked if everyone was happy with the last paragraph as below</p> <p>Provision is made for the qualification that to be appointed director a person must have been a member for 1 year or more, and if they are a representative then the organisation, they represent must have been a member and they must have been the representative for that member for more than 1 year. Note that if they are a representative, and the member they represent revokes that appointment then they will automatically cease to hold office as a director. This would bring about an election for that vacancy and this was approved.</p> <p>PS asked if there were any more comments to which SC there are lots of missing commas and 3.2 should add until termination, 4.1 should have a 4.1.2 and not a 1.2.</p> <p>4.11 needs to specify the number of days' notice before directors meeting PS said it used to be 21 days but to change it to 14 – some zoom meetings were coming up at short notice.</p> <p>A covenant needs to be added in for the trading arm which will be discussed at the hour at the end with PS advice from accountant.</p> <p>SC asked when was the plan to hold the EGM to which PS replied when he gets it all finalised from Derek Backhouse, PS it would be good for all council members to attend the EGM – it needs to be held before election and preference is July. A quorum is seven and the solicitor will need to be in attendance PS said</p>		June 2023	June 2023

Item	Agenda Item	Action	Due date for completion	Complete
	they would ask for questions before the meeting as there are bound to be some questions. PA, we do not need an individual turning up with proxy votes!	PS to work with Derek Backhouse		
8.0	<p>End of year accounts – discussion on how to produce going forward</p> <p>Pedigree certificates – discussion as to whether they should be posted or not</p> <p>PS stated that we normally have the end of year accounts printed in a colourful booklet and send them out by post which proves rather costly. They will still all be printed but emailed out. PS everyone will be informed as the ones who don't have email addresses will be sent hard copies. This was then approved by all present.</p> <p>PS on looking to upgrade breedplan there will be a facility for members to print off their own pedigree certificates. PS said that when discussed a few years ago it was decided to continue printing them in the office.</p> <p>GH said that Limousin are electronic, and you print them off if you want them and markets have access to the system. PS said that you should just print it off when you need it. It will only be accessible to the owner of the animal.</p> <p>PS if the Limousin are doing it why don't we as obviously it is successful. PS have to be sensible with ones that don't have email addresses and supply them with hard copies.</p> <p>JH said that Meurig puts his score and stamp on the back of the certificate.</p> <p>GH moving forward it would be easier to put it on the computer.</p> <p>PS it will be eventually all be in on the computer to print off.</p>			
9.0	<p>October Show and Sale - Judge to be decided due to Ian Wilkinson judging the Scottish National</p> <p>Emma Hodge (Jimmy Hodges niece) was recommended to be the Judge, and this was proposed by MC and seconded by JH</p>			
10.0	<p>Costings for the Shrewsbury show and sale</p> <p>PS stated that advertising was a large cost, and nothing has change by using the minimum number of newspapers that the Society can get away with.</p>			

Item	Agenda Item	Action	Due date for completion	Complete
	<p>DS asked what size adverts were being used to which PS replied A5 and DS said that advertising costs need to be reduced and how to make it more effective and viable.</p> <p>PA Carlisle and Sterling have a low number of cattle entered yet we still advertise it as it is an official sale.</p> <p>PS said he would be criticised for no advert and then criticised for not being in attendance.</p> <p>PS A lot of people that go to Carlisle and Sterling are from Scotland and GH went on to say that the facilities they have are excellent.</p> <p>PS said that advertising costs would be looked at in great depth.</p>	To look at spend for October sale	July 2023	August 2023
11.0	<p>Les Cook to talk with council members about THBC</p> <p>Les thanked everyone for inviting him to the meeting and then went on to say that he had a short list of things that he needed to bring before the attention of Council.</p> <p>The conversation started with the ongoing request about marking potential imported traditional females with an *. We received the letter back from the Society which outlined all, and we seem to have reached an impasse with the issue. There is still interest in the THBC trying to widen the genetic base as much as possible to enable the traditional sector to breed the best cattle which they can which is my aim and most members of the club. The stumbling block is the IBERS test and has there been any further thought on how we can overcome that problem and is the council any closer to accepting findings of the work done at IBERS and is there a belief in council that there are cattle within the wider breed that would qualify if they were tested. The Club has no objection to the test widening the field. I must take some kind of response back to the club on where we are or are we at a red line with it. PS replied that the whole thing is that the IBERS test has never been peer reviewed and as a Society it is not recognised. LC replied by saying that he is not a scientist or an academic but would have thought that this would in time be peer reviewed and should I go back to them and ask that specific question as to has it been peer reviewed and will it be peer reviewed and will it make the results available to the society.</p> <p>PS replied to Les by saying that the Society still has an ongoing legal situation with Fenton/Hall and are under a legal process which has to date cost 90k and we must be careful in how we answer the question.</p>			

Item	Agenda Item	Action	Due date for completion	Complete
	<p>PA totally agreed with PS comments to which LC replied by saying that it is a shame that both of us are caught in this as it is not the wish of the club to cost the Society money and that it is outside of the club. LC onus on Traditional club to move forward.</p> <p>PA asked are we going to recognise the IBERS test to which PS replied you must stress carefully that we are in a legal situation which does not recognise the IBERS test. JG asked when are we going to square this off.</p> <p>LC said THBC can't ignore distance itself from IBERS report and say its happy with *as published in the Herd Book. Of course, we can't then import animals of the lost female families into this country but how can we then recognise with an *. To which SC said you can't as of the definition of the *. LC bit of a loss as to how to go forward as Fenton/Hall heels dug in and suspect they see it as a lever to move HCS into a position that they want. LC commented that it appears that Council is clear in what they want, and I can only take back to the club to see what they want, and the onus is on them on importing animals into the traditional breed into this country. LC not sure what is possible but unless you can suggest anything to me that changes that situation the statement in the letter remains the same. PS went on to say that how DEFRA sees a Hereford as a Hereford and we do acknowledge the traditionals in a sub-section with a * As a Society we are doing everything DEFRA expects us to which LC replied it doesn't affect the Society as we are all different sections H/P/BP/Traditional and live happily under those denominations. LC is much at odds with Fenton/Hall. JH asked any animal reported to which SC relied *no imported bloodlines and if imported would come without the *. JH if not defined when exported we cannot re define it as something we don't know when it arrives here.</p> <p>LC asked Sara as you are a member of the Traditional Club apart from the contents of letter remains the same and council not prepared to move on it do you see anything I can take back. SC said that that is the situation, and it is up to the Traditional Club and LC stated that there will be a war in the club but hope the sensible ones will just move forward and to work with what we have got and good members breeding what they have got.</p> <p>SC said that it totally ringfences the gene pool which is good in some ways and bad in others.</p>			

Item	Agenda Item	Action	Due date for completion	Complete
	<p>JH asked is it certain families to which LC replied that some have died out in this country and still exist in Australia and America to which JH asked as to why they died out.</p> <p>LC numbers fell low as other parts have mated with imported cattle and I don't think that this has been because they have been no good but in the late 80's and 90's as SC says virtually all those families remain in Poll and Horned Herds in this country and not marked with a *and fall outside remit of traditional club.</p> <p>JH They were bred to other sires which they must have reason for this and mated with animals from Canada for size. LC the reason the breed moved in that direction was perfectly valid – only thing said is that the qualities that we look for and sell Hereford on and if by your decisions you weaken the position of a traditional cattle as a section of the herd book you risk the Traditional then you lose core qualities which may affect the breed in years to come. LC Traditional cattle are perfectly viable and still like to think the Hereford Society wants to recognise them. JH everybody can choose what breeding they wish to use.</p> <p>LC I think we are all aware of the position and I will go back to the club and try to impress upon the club the fact that that IBERS report is not going to be recognised. The trouble is the Members who want to use a stick to beat the Society will be further fuelled by it.</p> <p>LC said that the Australian breeder is not so much of a problem as he doesn't have animals in their herd book at present– Mr Fenton has a large herd and a lot of traditional genetics but hasn't stopped a lot of vociferous arguments. It's quite difficult to convey to the polite and very well-mannered members of the club to how difficult the situation of the Fenton/Hall group and the Cattle Society is. Both have immovable positions. LC How do I get those other people to drop their legal action I don't know as I feel that I can't as I've been trying for five years. PA the test is totally overrun by what DEFRA have said. As I understand from DEFRA we have to administer what are Herefords and there is only one Hereford. We must follow the rules DEFRA make. JH If Traditionals import bloodlines from abroad they are not native.</p> <p>JH Fenton/Hall do not accept the answer to which LC replied it is tragedy for the club to have to go through it to which MS asked as to how many are backing Fenton/Hall. LC They do not back Fenton/Hall in anything that undermines the Hereford Society.</p> <p>LC states that he still finds those animals an easy fleshing cattle cheap to keep and lower input. There will always be hobby breeders as it fits in with their system, but it is good quality that they want to maintain, To</p>			

Item	Agenda Item	Action	Due date for completion	Complete
	<p>which GH said the breed stance in general is easy feed etc, LC my traditional cattle can't consume the amount of food that the modern ones do and when on hard ground the Traditional cattle can cope better. GH Scotland held a tour, and they went to three different farms which included a traditional breeder and all were impressed with their breeding. LC isn't that a great strength that we can promote the different strains. MS Two men causing so many problems within themselves and feel that this is getting pointless as we are getting up to spending 100k and how much more are we going to spend. Also causing divides in the Traditional club how much are we going to take off them before they get kicked out PS replied the way DEFRA is going they will still be able to register their cattle if they do get kicked out. LC I will take this message back. MS commented that last year at the Royal Three Counties Show the Traditional breeders all got on with others and there was no divide. GH stated that the Scottish weren't having trouble with Traditional breeders and JH agreed with him that the traditional herd that they visited were very good. MJ asked LC does he let them know that he is not in agreement with them to which he replied yes, he does. LC then talked about the Breeds at risk register.</p> <p>The concern of the traditional members in the event of a disease outbreak is would they be recognised as a breed to risk continuous culling. They want to write to HCS and Rare Breeds in their backing to write to DEFRA to make them recognised. SC They have been on Rare Breeds Register for years.</p> <p>PS – It's not a change in Rare Breeds it is in DEFRA and doubt they will change their mind – their purpose is to be able to trade with Europe and I can assure you Les they will not change their tune as I am having meetings with DEFRA at present over other matters.</p> <p>PS will send an official response to that but will say it is not hopeful.</p> <p>LC then wanted to discuss EBV'S as to whether it would it be possible to ask ABRI to generate figures for the Traditional population. Is it the case of genomics being taken place when DNA is processed to which PS replied yes apart from some Traditional breeders who have asked for their data not to be included.</p> <p>LC Most Traditional breeders have data and find it very interesting. The feeling in the traditional club is that the breed as a whole is larger at 400-600 days and their animals are being cast in a bad light and has resulted in the question I have put forward.</p>			

Item	Agenda Item	Action	Due date for completion	Complete
	<p>PA Are you talking about their Indexes or their individual trait scores to which LC replied Individual trait scores</p> <p>JH You realise EBV's comparison within individual herds not within all herds.</p> <p>DS Can they have a breed average for Traditional population.</p> <p>PS Will ask Brad Crook</p> <p>LC then went on to talk about HCS Grant – the club are hoping that this can be renewed which was agreed.</p> <p>LC then said that the Club will be running an online sale again this year and hope the Society will promote it. The advantage for it being online is– not move off farm, Disadvantage – harder to get interest without getting cattle to look at. Last year was the first time and we need to get more people to take part both vendors and purchasers.</p> <p>LC then said that as many of you are familiar with the name Ted Hewitson and the Rowington herd – his collection of Hereford paraphernalia has fallen on my lap and is now my responsibility and I feel that it needs wider viewing of the membership and how to preserve them. There are show catalogues from nearly every show and scrapbooks that started in 1946 with any news regarding the Hereford and LC would like to make them digitally presentable as they contain so much history of the breed. A few of the scrapbooks were then passed around for viewing.</p>	PS to speak with Brad Crook	September 2023	August 2023
12.0	<p>World Hereford Conference 2028 – To discuss who should be on the organising committee.</p> <p>There will need to be an organising committee to carry through the duration and it could be a committee outside of Council.</p>			

Item	Agenda Item	Action	Due date for completion	Complete
	<p>DS asked the question as to whether the Society are definitely going to be the hosts to which PS replied 2025 is where it will get rubber stamped. Whoever is on the committee must be warned that there will be persuasive people out there who want to do things their way, SC is it just for Council or to invite the whole membership.</p> <p>PS A maximum of 6 to 8 people to include council members.</p> <p>GH said to try to get people who have organised other events as they will be the type that will be beneficial.</p> <p>PA commented that he knows that MR is quite keen to be involved as he has been to the last few conferences and interacts quite well and knows Posy who volunteers for these events.</p> <p>JG Mentioned Robin Irvine</p> <p>PA mentioned Ed Moorhouse</p> <p>MJ mentioned James Ludgate, Ryan Coates, Matthew Rollason</p> <p>JG asked what is Ed Moorhouse bringing to the table as haven't heard that name for three years,</p> <p>PA replied that he is an admin guy.</p> <p>PS said that he will try and put something together re organising a committee.</p>			
13.0	<p>Management letter to be "B" for the period 1st July 2023 – 30th June 2024</p> <p>All agreed management letter to be "B" for the period 1st July 2023 – 30th June 2024.</p>			
14.0	<p>Elect new members</p> <p>A list of new members had been previously circulated to Council members. JG proposed and MS seconded that the new members be elected.</p> <p>It was also decided to remove proposer off the membership form.</p>			
15.0	<p>Vacant South West seat – Gerald Wood has been nominated but has less than 10 calf registrations!</p> <p>A vote took place, and it was unanimously agreed to elect Gerald Wood as council member for the South West.</p>			

Item	Agenda Item	Action	Due date for completion	Complete
16.0	National Poll Show – MacGregors cannot do the photography this year and the only people available is Agri Marketing It was approved for Agri Marketing to be the Society's photographers at the National Poll Show.			
17.0	Sellmylivestock.com – Update No comments were made on the repot and PS said that the growth is very encouraging.			
18.0	Any other business MS gave a report on the UKHY saying that the event held at SC & GL Hartwrights (Spartan) farm was a success as there were 27 participants from different areas. Ryan Coates, Joe Clark and Clive Davies were excellent trainers on the day, and all went very well. They now have a workshop arranged for mainly seniors on 23 rd September to be held at Jonathan Moorhouse (Cato) and another one in the Spring of 2024 (hopefully first or second week of May) at Jimmy Hodge (Fellowhills). Emma has been invited to take a team over to the Danish National Show at the end of June. PS asked who was paying for it to which MS said they were themselves. Emma has got WHC America on her radar for 2025 and has put herself and MS on the selection panel and requires two other volunteers, all area secretaries have been emailed. If either Cara or Oliver apply then Emma will have to take a step back. GH commented regarding the coverage of national shows and who should've put the results up from Balmoral as his daughter complained that she hadn't seen anything on the day of the show. GH went on to say that after the Scottish National last year his daughter-in-law posted photographs of every class. PA asked the question as regards to HCS is that trivia to which GH said no it is not trivia. PS said that he wasn't any good at it and found that people wanted to talk to him and then he missed it, and Balmoral is the only show he is on his own. GH said that it wasn't meant as a dig at PS but it does need to be sorted. SC said that perhaps the organising club should have a nominated person to do it and they need to be someone that is familiar with facebook. PS then talked about asking Emma (UKHY) to get a list of young members and to pay them a few pounds for doing it.			