

Hello DIII members. I am running for a seat on the ADGA BOD. I am currently a life member and have judged for 20+ years. I currently have a few animals Nigerian, Alpine, and LaMancha. Previously I served one term on the BOD. My background in Nursing is mostly ICU where situations must be assessed quickly and fixed ASAP. I also was a nursing supervisor both in a hospital and a large institution for the mentally handicapped. I did hiring, firing, and discipline, and dealt with three different unions, performance evaluations and if not meeting expectations during the probationary period had to write a plan to help people reach the expected performance. I believe this is not an association as large or well-funded as the Holstein registry which can afford more than ADGA and needs to be run under a business model. It is my belief that the non-profit status we currently have is more of a business model and as such takes away from membership input and representation as what is received from ADGA as a director tells you that first and foremost the association comes first. What this really means is that the membership is kept uninformed (due to legalese threats) and has little input into the workings of the association.

I wish I could say my presence would fix all of ADGA's problems (most of which boil down to the erratic working of NG) and the "interpretation" of guidebook rules by office staff and the programmers and IT. What I promise is this 1. I do not play follow the leader and make decisions based on the information presented and of course what membership tells me. I am not a high-profile person but am available to help by phone or messaging. We need at this time to get our finances up to date and have a functioning computer system that can function with few flaws so that we are able to perform the basic functions of our registry. These things are imperative. We also need to look at our constitution and make sure that the "people in charge" ie the EC has to report to the BOD with major changes as much has been happening that the BOD is unaware of.

If you believe another candidate offers more please vote for them if you think I can serve in a capacity that helps the membership and the association. I would ask you to vote for me. I make no promises I can't keep. Thank you for considering me.

Sincerely,

Richard Grossman 082832