

The Texas Agricultural Cooperative Council's COMBINED...

# COOPERATIVE BOARD CHAIRMAN'S CONFERENCE

*(Joining board presidents from South Texas, plus those traditionally attending the Ruidoso conference)*

**JANUARY 19-21, 2022 ★ INN ON BARONS CREEK ★ FREDERICKSBURG, TEXAS ★ (830) 990-9202**

## TENTATIVE AGENDA

*(A variety of factors have led to a first – ever & piloted joint meeting of co-op board presidents from South, Central and West Texas on a timely date and central location conducive for all parties. The networking that will result will be even more advantageous in learning new strategies & skills.)*

### WEDNESDAY, JANUARY 19

2:00-5:00 p.m. Registration (*Conference Center Foyer*)

6:00-7:00 p.m. Conference Reception

### THURSDAY, JANUARY 20

8:00-8:45 a.m. Call to Order, Welcome and Introductions

8:45-9:30 a.m. "*Revealing and Use of the Co-op Compensation Study*" — **Greg Taylor**, CPA, D. Williams and Company CPA, Lubbock

Every five years TACC coordinates with the D. Williams and Company --- one of the premier co-op CPA and audit firms in the state --- to conduct a statewide compensation study of all local ag co-op general managers. The study was released some months ago, but the tabulator of the results will take a few minutes to not only reveal what the study says, but also how the information can apply to your co-op. The study is not a required function, but has become a much – requested document by co-op boards during the hiring process and also during the annual CEO performance review.

9:30-9:45 a.m. Break

9:45-10:15 a.m. "*Making More Calculated, Measured, & Accurate Hiring & Business Decisions*"

- **Dr. John Park**, Roy B. Davis Chair, Texas A&M University, College Station
- **Tommy Engelke** and **Christy Lewis**, Texas Agricultural Cooperative Council, Austin

If you operate under the cooperative structure, you are immensely consumed with a people – first oriented business. As such, challenges crop up continually in board rooms across the state --- from hiring a new CEO, to replacing a director, to dealing with an unruly or disengaged director. This session should provide you a tool and some new ammunition to bring resolve to many of those issues.

10:15-11:45 a.m. "Team Gary: Effective Partnership With Your Legal Advisor" — **Gary McLaren**, Attorney, McLaren Law Firm, Lubbock

Once we invited this presenter to this school a number of years ago, it has now become a requirement --- always in hot demand before agribusiness groups. As a board president, you have issues totally separate from the remainder of your director team. Gary is here to not only raise some current hot legal issues with cooperatives statewide, but to also answer some of the more pressing issues occurring in your organization.

11:45-Noon Summary & Conclusion

Noon Conference & Family Luncheon (*all participants & family members invited*)

Afternoon Free time to explore Fredericksburg

## **FRIDAY, JANUARY 21**

8:00-8:10 a.m. Call to Order

8:10-8:50 a.m. "*Launching A New Era: Cracking the Training DNA Code*"

- **Dr. John Park**, Roy B. Davis Chair, Texas A&M University, College Station
- **Tommy Engelke**, Texas Agricultural Cooperative Council, Austin

TACC launched its new fiscal year in October with the theme "Training is a Constant, Education is a Constant, and Learning is a Constant." However, for years they & others have been exploring new forums to get useful information to those serving in high profile positions such a co-op director. One new development tool is a series of education videos co-ops can purchase when a director is replaced with a new inexperienced one, a refresher course on Co-op 101 & a multitude of other disciplines. A brief introduction & sampling, plus some insight, will be made here as well as secure input on needed videos in the future.

8:50-11:45 a.m. "*Instilling a Strategic Culture*" — **Dr. Thomas Field**, Director and Professor, College of Agricultural Sciences and Natural Resources, University of Nebraska, Lincoln, NE

This will be an interesting session on several fronts. First, it is one of the most requested topics in recent years from co-op leadership due to the high – risk, high – dollar & ever – changing nature of co-op businesses that directors must govern in today’s environment. Secondly, the presenter will take nearly three hours to explore, not in a rapid manner, but rather in “workshop” fashion to better flush out the topic. Serving as a director in the future will demand a more engaged and skilled individual, with a much broader array of talents in order to stay relevant.

11:00-Noon Summary, Evaluation & Conclusion