

HOLSTEIN CANADA



ANNUAL GENERAL MEETING

MINUTES OF THE 139th ANNUAL GENERAL MEETING OF THE MEMBERS

of Holstein Canada held at the Delta Downtown Saskatoon, SK
and via Zoom on Saturday, April 23, 2022 at 9:00 a.m. Central Time

With the consent of the Members and no objections noted, Elyse Gendron presided as the Chair of the meeting. All present in person and virtually were welcomed and the head table was introduced as follows:

Present:	Elyse Gendron	-	President, Quebec
	Ben Cuthbert	-	1 st Vice President, British Columbia
	Doug Peart	-	2 nd Vice President, Ontario
	Willem Vanderlinde	-	Director, Alberta
	Harold Sweetnam	-	Director, Manitoba
	Karen Versloot	-	Director, New Brunswick
	Nancy Beerwort	-	Director, Ontario
	Dennis Werry	-	Director, Ontario
	Brian Slaughter	-	Director, Ontario
	Gilles Côté	-	Director, Quebec
	Angus MacKinnon	-	Director, Quebec
	Sylvie Mahannah	-	Incoming Director, Quebec
	Benoît Turmel	-	Director, Quebec
Staff:	Vincent Landry	-	CEO
	Jodi Zettler	-	Executive Assistant to the CEO and Board
By Invitation:	Sue Robertson	-	Recording Secretary, MinuteTakers Inc.

1. WELCOME AND NATIONAL ANTHEM

The Chair welcomed all in attendance and asked those that were able to stand, to stand, for the singing of the National Anthem, performed by Holstein Canada employee Melissa Marcoux. Brief housekeeping notes were delivered.

2. CALL TO ORDER

Notice of the 139th Annual General Meeting was delivered to all registered members by paper or electronic means in accordance with the By-Laws of the Association. The meeting was duly called to order at 9:23 a.m. Sue Robertson of MinuteTakers Inc. was appointed as the official Recording Secretary to take the Minutes of the meeting, with no objections noted in this regard.

3. MOMENT OF SILENCE

The Chair called for a moment of silence in memory of the departed members of the Holstein Canada (HC) family and those who are currently suffering.

4. APPROVAL OF THE AGENDA

The Chair advised of a change to the agenda, noting that Item 8 of the draft Agenda is moved to Item 5. It was pointed out that there was also an error on the printed copy regarding the date, and the version onscreen is the official proposed Agenda. The Chair asked for any other additions or amendments to the Agenda.

On Motion by Lysanne Pelletier and seconded by Art Pruij it was:
RESOLVED THAT the Agenda be approved as amended. Motion carried.

5. MINUTES OF THE LAST ANNUAL GENERAL MEETING

The Chair advised the Membership that the Minutes of the last Annual General Meeting held on July 8, 2021 were provided with the meeting materials. Jodi Zettler provided highlights of the meeting.

There being no errors or omissions noted, the Chair requested a Motion that the reading of these Minutes be dispensed with and that same be approved.

On a Motion by Benoît Lafond and seconded by Jon Raymond Dykstra it was:
RESOLVED THAT that the reading of the Minutes of the last Annual General Meeting of Holstein Canada held on July 8, 2021 be adopted and verified as presented. Motion carried.

6. INTRODUCTION OF THE BOARD OF DIRECTORS

The Board of Directors introduced themselves.

7. PRESIDENT'S ADDRESS

Elyse Gendron delivered a report on behalf of the Association with highlights noted as follows:

- (a) *Year in Review* – With the COVID-19 pandemic continuing through 2021, the HC Team showed flexibility in order to be able to deliver all of the farm services with constantly evolving and changing Public Health standards.
- (a...) The Master Breeder event was a resounding success. The Dairy Industry Summit provided HC with an opportunity to work with other Breeds with similar challenges and HC now has a joint vision and an action plan is now underway. A new process to identify candidates for the Cow of the Year Award was also introduced.
- (b) *HC Board of Directors* – As part of the Board's priorities in 2021, efficiencies and inclusiveness for Members were broadened, for example, the use of virtual meetings for Board Committees was implemented. The Board also decided to have a hybrid Annual General Meeting (AGM) to enable more Members to participate.
- (c) *Strategic Plan* – The Board has been working through a Strategic Planning exercise and the plan will be finished this coming Fall and presented to the Members.
- (d) *Acknowledgements* – E. Gendron acknowledged and thanked the Membership for their active participation as several requests led to positive results this past year, for example milking systems data and recording. The HC employees were recognized for their continued efforts to manage very different working conditions.

8. CHIEF EXECUTIVE OFFICER'S REPORT

Vincent Landry delivered a report on behalf of the Association with highlights noted as follows:

- (a) *Member Survey* – V. Landry noted that one of the adverse effects of the pandemic has been fewer opportunities to interact with Members due to the cancellation of many activities. The Member Survey proved to be an effective way to reach out and receive feedback. V. Landry thanked all the respondents who took the time to answer the survey that included over 85 questions. The time and commitment from Members to the process resulted in a high response rate of 19% or 1,379 Members who provided feedback. HC will study and analyze the data carefully as it plans for future services.

- (b) *Year in Review*– HC was fortunate to not have any COVID cases among Field Staff employees during 2021. There were a number of initiatives implemented in an effort to remain an employer of choice, including a Remote Working Policy and a compensation framework, to ensure that salaries remain competitive with the market. With the remote working changes, the in-person office space needs are reduced. HC welcomed two tenants to the building and the rental income covers the costs related to the building.
- (c) *Moving Forward*– HC and the Dairy Industry as a whole are facing challenges. HC had several years of growth in registrations and is now facing a downturn. Membership has declined as dairy producers leave production. The goal is to remain close to Members and HC has a number of ideas and initiatives underway to avoid losing further Members as well as to recruit new ones.
- (c...) Initiatives include collaboration with Holstein Quebec and the Atlantic region, cross training Classification and the Customer Service team. HC staff have and continue to be open to doing things differently and for that they are commended. The Board is considering projections on herds, registrations and classification while performing the Strategic Planning exercise. Going forward, the focus should no longer be on activities, but rather on active Members and their service needs. HC has a number of new tools including genomic testing with a service bundling offer, and new reports available in customer web accounts with a link by text and email will be rolled out shortly. The future application will be aligned to simplify Members' registration request and genomic test submission will be ready in the Fall. Pilot projects are underway and new service options will soon be presented to the Board and Membership.
- (d) *Acceptance of the Report*– The Chair called for any questions on the CEO Report. There being none, the Chair asked for a Motion to accept the report as presented.

On Motion by Pascal Martin and seconded by Brian Leach it was:

RESOLVED that the CEO's Report be accepted as presented. Motion carried as evidenced by a virtual show of hands.

9. FINANCIAL REPORT

9.1 **Audit & Finance Report** – The pre-recorded report from Doug Peart, 2nd Vice President and Chair of the Audit and Finance Committee was presented. Highlights are noted as follows:

- (a) *2021 Audited Financial Statements*– The Association's audited financial statements for the year ending 2021 are available in the Annual Report. The Association received a clean audit letter.

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- (b) *Discussion* – A member queried if the Association’s reserve fund amount is of any concern by the auditors and affect the not for profit status. **Response:** No, this has been raised with the auditors and it is not a concern.
- (c) *Acceptance of the Report* – The Chair called for any further questions on the Audit and Finance Report. There being none, the Chair asked for a Motion to accept the report as presented.

On Motion by Doug Peart and seconded by Harry Van der Linden it was:
RESOLVED that the Audit and Finance Report be accepted as presented. Motion carried.

- 9.2 **2022 Budget** – Doug Peart, 2nd Vice President and Chair of the Audit and Finance Committee presented the 2022 budget for Member information.

9.3 **Appointment of Auditing Firm**

On a Motion by Doug Peart and seconded by Stéphane Alary it was:
RESOLVED THAT the firm of KPMG LLP be re-appointed as Auditor of the Holstein Canada Association for the fiscal period ending December 31, 2022, to hold office until the close of the next Annual General Meeting. Motion carried.

10. **CENTURY OF HOLSTEINS**

The Chair welcomed Brian Slaughter, National Director, to present the Century of Holsteins Certificate to the Roulston family of Beechwood, Ontario.

11. **COMMITTEE REPORTS**

- 11.1 **Classification & Advisory** – The pre-recorded report from Brian Slaughter was presented on behalf of the Classification Advisory Committee with highlights noted as follows:

- (a) *2021 Areas of Focus* – During 2021 there were four recommendations approved by the HC Board and two further actions for data collection to support. These include the following:
- Identification and discrimination on small cows
 - Analyse inclusion with length
 - Discrimination on locomotion
 - Identification of lame cows

- Implementation of a visual report, and
 - Data collection on crampy animals
- (b) *Discussion* – A member asked why the data collection on crampy animals is at the discretion of the producer. **Response:** Lactanet started a blitz last Fall to collect the data and HC decided that it could assist with this on farm visits. Producers cannot be mandated to give data on cattle. **Comment:** It may be more efficient to ask the producer at the beginning of the visit about recording crampy information as it can be done during the visit, as opposed to the end.
- 11.2 **Show and Judging** – The pre-recorded report from Nancy Beerwort was presented on behalf of the Show and Judging Committee with highlights noted as follows:
- (a) *Committee Mandate* – The mandate of the Committee is to advise and engage the Board on issues related to standardization and uniformity of all Holstein Shows across Canada. This includes changes to Show Classes and Awards, Ethics, National Judging Programs and general Show rules and best practices.
- (b) *Show Class Changes* – The main focus of the Committee was reviewing and discussing Show Class changes. N. Beerwort thanked all the Members that took part in the feedback sessions as this was vital to finalizing this process. The new Show Class structure has been approved and is starting in 2022. The complete Class list can be found on the HC website and in the *info Holstein* publication.
- (c) *2021 Shows* – HC managed the 2021 All-Canadian Show for the first time. The rules and regulations for this competition fall under the Show and Judging Committee. The National Judging Conference could not be held in 2021; however, plans are underway for the 2022 Conference later this year. HC managed the Fall National Shows in November 2021. After two years of disruption due to the pandemic, the Member dedication to these Shows was certainly evident.
- (d) *Animal Welfare* – Pascal Martin commented that there is a lot of pressure on animal welfare and it is important to have this on the Committee’s agenda, for example over-bagging. **Response:** Yes, when HC first tackled this several years ago, the judges assumed responsibility and all the exhibitors and judges were taking ownership of this issue and were making strides. The Show and Judging Committee received a report at their January 2022 meeting that the overall uttering issue from the last National Show had increased. This will be a priority for discussion at the Judges’ Conference later in 2022.
- 11.3 **Breed Advisory** – The pre-recorded report from Benoît Turmel was presented on behalf of the Breed Advisory Committee with highlights noted as follows:

- (a) *2021 Focus* – The Breed Advisory Committee provides advice and engages the Board on issues related to improvements to the Holstein Breed. The Committee has been showing leadership in the Industry by sponsoring the development of a research project on the effects of inbreeding. This work included an index review and tools for genetic predictability and improvement. The Committee is working in tandem with the Genetic Evaluation Board to continue this important project and the effects of inbreeding on the Industry.

12. CERTIFICATE OF RECOGNITION

The Chair welcomed National Director, Harold Sweetnam to present the Certificate of Recognition award to Lorne Loveridge. Mr. Loveridge was recognized for his many qualities and activities for example, in the areas of mentorship, leadership and education. These have had both Provincial and Regional impacts. Mr. Loveridge was instrumental and involved in many areas of the Dairy Industry and has gone above and beyond. Lorne Loveridge joined the stage and thanked Holstein Canada and the Saskatchewan Branch for the nomination.

13. CETIFICATE OF SUPERIOR ACCOMPLISHMENT AWARD

The Chair presented the Certificate of Superior Accomplishment award to Keith Flaman. Mr. Flaman joined the stage to accept the award and acknowledged many of the people that provided leadership and mentorship to him.

14. BY-LAW AMENDMENTS

H. Sweetnam and A. MacKinnon presented the proposed By-Law amendments and the addition of a new By-Law. A. MacKinnon noted that the proposed changes are interrelated and the amendments and voting will be conducted as a group. H. Sweetnam introduced the HC Management Team as Scrutineers with Pascal Lemire as Head Scrutineer.

14.1 Suggested By-Law Amendments

- (a) *By-Law 9.11.1* – Repeal the current Section 9.11.1, and replace it with the following:
"The Board shall, at its first meeting in each year, elect by ballot from among its members, a President, a Vice-President and a Chairperson. If the position of Chairperson is assumed by the President or Vice President, the Board shall elect a 3rd member to the Executive."
- (b) *By-Law 9.11.2* – Repeal the current Section 9.11.2 and replace it with the following:
"The President, Vice-President, 3rd member to the executive, Secretary and such other officers as may from time to time be appointed by the Board shall be the officers of the Association."

- (c) *By-Law 9.12.1* – Repeal the current Section 9.12.1 and replace it with the following:
" *The President, Vice-President and 3rd member to the executive of the Association shall hold office for a period of one (1) year, or until their successors are elected or appointed.* "
 - (d) *By-Law 9.16.2* – Repeal the current Section 9.16.2 and replace it with the following:
" *The Vice-President is responsible for assisting the President and replacing him in case of absence or resignation. The Vice-President shall be called upon to represent the Association and to serve on the executive.* "
 - (e) *By-Law 9.16.3* – Repeal the current Section 9.16.3 and replace it with the following:
" *If neither the President nor the Vice-President are able to be present at a meeting of the Board or a meeting of the members of the Association then the third member of the executive shall act in their place.* "
 - (f) *New By-Law: Duties of the Chairperson* – The new by-law will read as follows: " *The Chairperson is responsible for chairing all Board meetings, ensuring that each meeting is planned effectively, conducted according to the constitution and that matters are dealt with in an orderly, efficient manner. The chairperson will be part of the executive.* "
 - (g) *By-Law 9.14.2* – Repeal the current Section 9.14.2 and replace it with the following:
" *The Board may appoint annually an Audit and Finance Committee to assist the Board in the effective discharge of its responsibilities for Committee financial reporting, internal controls, financial risk management and external audit.* "
- 14.2 **By-Law Amendment Discussion** – At this point, the Chair opened the floor for comments and questions. Highlights were noted as follows:
- (a) *Chairperson Role* – A member commented that the process was complicated to follow and asked why HC needs a Chairperson role as the Board Chairperson could chair the meetings. **Response:** A. MacKinnon noted that the role of Chairperson is in line with good governance and this model provides an opportunity for the Board to elect the person best suited for the role to Chair the meetings. Further, with the Board's new way of working with hybrid meetings, this has brought with it new challenges and this will facilitate the Board being able to choose someone that has the right capacity to make the meetings efficient. **Comment:** It appears that the Chairperson could remain in the role for a period of twelve years. **Response:** Yes, it could be possible and it will be up to the Board to make that decision.
 - (b) *Masculine Terminology* – A query was raised regarding the use of masculine terms. **Response:** A. MacKinnon noted that currently all the By-Laws are masculine and a review could be done to change all of them to non-gender bias.

- (c) *Election Process* – A member asked for clarification that the Chairperson is the first elected at the meeting of the Board and once filled, the President and Vice-President are elected. Therefore, the President or Vice-President could be the Chairperson. **Response:** Yes, that is correct. The intent overall is to create continuity on the Executive and the Chairperson being in the role longer.
- (d) *By-Law Effective Date* – In response to a query, V. Landry clarified that the By-Laws come into effect once validated by the Ministry of Agriculture and Agri-Food Canada.
- (e) *Risk Oversight* – A query was raised as to which Committee will oversee Risk. **Response:** V. Landry noted that a new Committee has been established to oversee Risk for the organization. The new Committee is not identified in the By-Laws.
- 14.3 **Approvals** – The Chair noted that two-thirds majority is required to approve the By-Laws. The vote result will be recorded and registered with the Ministry of Agriculture and Agri-Food Canada.
- i) On recommendation by the Holstein Canada Board of Directors, it was:
RESOLVED that the By-Laws be approved as presented to the meeting. Motion carried.
- ii) On recommendation by the Holstein Canada Board of Directors, it was:
RESOLVED that By-Law 9.14.2 be approved as amended. Motion carried.

15. **BREEDS**

The Chair welcomed Mary Ellen Trueman of Ayrshire Canada to speak on behalf of the Canadian Dairy Breeds. Highlights are noted as follows:

- (a) *Accomplishments* – Accomplishments during the past year include:
- Development and presentation of a shared vision statement at the Industry Summit that will help drive a sustainable and thriving Dairy Industry in Canada.
 - Working on including more production data from various milk recording options and sensors. A joint Breeds and Lactanet working committee was established to develop an action plan. Lactanet announced its intention to deliver changes in 2022.
 - Develop a workgroup approach to address the future and common issues
- (b) *Looking Ahead* – All Breed Associations are meeting regularly with Lactanet and helping to provide accountability and maintain timelines. The coherence among the

different Breeds is a testament that the Boards and Staff are focused on the future of the Breeds and the Industry as a whole.

The Chair thanked Mary Ellen Trueman for presenting at the meeting.

16. DAIRY FARMERS OF CANADA (DFC) MESSAGE

E. Gendron introduced Pierre Lampron to deliver a message on behalf of the Dairy Farmers of Canada (DFC). DFC unveiled a goal to reach net-zero greenhouse gas emissions from farm-level dairy production by the year 2050. This is a continuation of efforts by the Dairy Industry as stewards of the land. Much of the work to achieve this goal is already underway as part of the dairy sector's effort to upgrade its green standards. On behalf of DFC, Mr. Lampron acknowledged the producer's commitment to sustainability and the efforts made and that continue to be made to preserve the planet. Mr. Lampron extended congratulations to the producers who were recognized during the 2022 Convention.

At this point in the meeting, a 15 minute break was taken.

17. UNVEILING OF COW OF THE YEAR

Dennis Werry, National Director representing Central and Western Ontario presented the Cow of the Year Award. The 2021 Cow of the Year was awarded to Paquet Kolya Goldwyn.

18. 2021 MEMBER RESOLUTIONS

H. Sweetnam and A. MacKinnon presented the 2021 Member resolutions for approval. The final resolution results will be posted on the HC website after the meeting.

18.1 **Web Service: Registration/Classification [ACCEPTED]**

Submitted by Ontario Branch (2021)

On Motion by Cole Verburg and seconded by James Cranston,
BE IT RESOLVED that Holstein Canada investigate means to provide updated classification results on registration papers, including the option of updating the electronic registration papers following a classification scoring, to enable members to print updated registration papers if preferred.

18.2 **Web Service: Registration Re-Print [ACCEPTED]**

Submitted by New Brunswick Branch (2021)

On Motion by Roy Etheridge and seconded by Matthew Clarke,
BE IT RESOLVED that if the genomic test shows an animal to be heterozygous polled, the single "P" be added to its name on its registration, and if an animal is

tested to be homozygous polled, a double "PP" be added to its name on its registration, at no additional cost to the member. Motion carried.

- 18.3 **Classification: Interval Between Classification Visit and/or The Animal Welfare Evaluation For proAction Certification [ACCEPTED]**
Submitted by Quebec Branch (2021)

On Motion by Benoît Lafond and seconded by Louis St-Aubin,
BE IT RESOLVED to ask Holstein Canada to quickly find solutions to reduce the intervals between visits for members who adhere to the classification mid-round service in Quebec, as well as for the animal welfare evaluations for the proAction certification program. In other words, to keep its commitments and respect a maximum interval of approximately four months between classification rounds and mid-rounds, as well as the interval for the proAction program, so that breeders can get the results of their herd's welfare evaluation at the time of their accreditation. Motion carried.

- 18.4 **Classification: Customized Scoring [DEFEATED]**
Submitted by Quebec Branch (2021)

On Motion by Pascal Martin and seconded by Benoît Lafond,
BE IT RESOLVED to ask Holstein Canada to create a personalized classification service that would be made available on the extranet to the producers wishing to change the weights of each classification criteria, according to their needs. Motion defeated.

- 18.5 **Classification: Virtual Cow-Cow Profile Generator [DEFEATED]**
Submitted by Quebec Branch (2021)

On Motion by Roberto Dufour and seconded by Stéphane Alary,
BE IT RESOLVED to ask Holstein Canada to develop a conformation generator on the ConneXXion platform that would produce a schematic of the cow's conformation to allow comparison of the conformation the cow received to her actual gait. This tool could also be used as an extension tool. Motion defeated.

- 18.6 **Classification: Report Availability [ACCEPTED]**
Submitted by Quebec Branch (2021)

On Motion by Roberto Dufour and seconded by Stéphane Alary,
BE IT RESOLVED to ask Holstein Canada that the breeders have the possibility to receive their visit reports by email or by other means directly at the end of the classification visit. Motion carried.

18.7 DFC/Blue Cow Logo [ACCEPTED]
Submitted by Ontario Branch (2021)

- (a) *Trademark* – A member noted that the milk symbol is a trademark and queried if permission from DFC is required. **Response:** When the resolution was written, it was understood that DFC would be contacted.

On Motion by Cole Verburg and seconded by James Cranston,
BE IT RESOLVED that Holstein Canada and its Branches identify opportunities to promote Canadian dairy and the Canadian milk symbol wherever possible. Motion carried.

18.8 Master Breeder: Criteria Animal Eligibility [ACCEPTED]
Submitted by Quebec Branch (2021)

On Motion by Stéphane Alary and seconded by Hans Broenimann,
BE IT RESOLVED to ask Holstein Canada that an animal that has been registered after one year of age no longer be eligible to contribute points in the calculation of the Master Breeder title. Motion carried.

18.9 Master Breeder: Number of Shields per Master Breeder Category [ACCEPTED]
Submitted by Quebec Branch (2021)

On Motion by Pascal Martin and seconded by Hans Broenimann,
BE IT RESOLVED to ask Holstein Canada to review the distribution of the number of Master Breeder shields, i.e. to have the shields awarded according to the total number of herds per group and not by total number of registrations per category in order to recognize the best breeders more fairly. Motion carried.

18.10 Master Breeder: Point System -Additional Points to Promote Older Cows [ACCEPTED]
Submitted by Quebec Branch (2021)

On Motion by Hans Broenimann and seconded by Louis St-Aubin,
BE IT RESOLVED that Holstein Canada be asked to value these cows by removing the point limit which is now set at 3E and 120,000 kg, to allocate one additional point per EX reclassification and one point per 10,000 kg after 100,000 kg of production, rather than per 20,000 kg as is currently the case. Motion carried.

18.11 Availability of Antibiotics [ACCEPTED]

Submitted by Quebec Branch (2021)

On Motion by Stéphane Alary and seconded by Pascal Martin,
BE IT RESOLVED to ask Holstein Canada to take the necessary steps with all relevant authorities to ensure that the supply issue of antibiotics available to and allowed in cattle breeding advances and be given priority. Motion carried.

18.12 Production Index: Real 305D Milk Value Index [DEFEATED]

Submitted by Quebec Branch (2021)

On Motion by Benoît Lafond and seconded by Louis St-Aubin,
BE IT RESOLVED to ask Holstein Canada and Lactanet to develop an index that shows the performance of the sires sold by the AI centres based exclusively based on raw data collected at the farm (milk volume, components, classification). This would allow breeders to compare bulls according to the income generated by the production of their daughters, which would also be compared to their contemporaries. Motion defeated.

18.13 Publication of the Best Producers in the Award Section of the Holstein Canada Pedigrees [ACCEPTED]

Submitted by Quebec Branch (2021)

On Motion by Louis St-Aubin and seconded by Pascal Martin,
BE IT RESOLVED to ask Holstein Canada to publish on the cow's pedigrees the top three production placings by age for each Holstein club, as well as at the provincial and national levels. Motion carried.

Note: The vote will be validated.

18.14 Non-fat Component Ratios [DEFEATED]

Submitted by Quebec Branch (2021)

On Motion by Stéphane Alary and seconded by Benoît Lafond,
BE IT RESOLVED to ask Holstein Canada and Lactanet to revise the current selection tools in order to accelerate the genetic improvement for fat differential to obtain a SNF/F ratio that is better suited to the industry. Be it also requested that breeders sitting on the boards of our AI centres encourage these centres to improve the promotion of the best sires for this trait. Motion defeated.

18.15 **Show Classes: Intermediate Championship [AMENDED/ACCEPTED]**

Submitted by Quebec Branch (2021)

- (a) *Proposed Resolution* – The following motion was introduced:

On Motion by Pascal Martin and seconded by Louis St-Aubin,
BE IT RESOLVED to ask Holstein Canada to remove the Senior 3-Year-Old class from the Intermediate Championship for all judging during the show season and include this class at the Senior Championship.

- (b) *Discussion on Resolution* – A concern was tabled regarding the exclusion of the 3-year old for all judging during the Show season given the difference between April and November. A proposed amendment to the resolution was requested and it was noted that the amendment would change the resolution from all judging during the show season to removing the 3-year old class from the Royal Show in the Fall. It was clarified that HC is responsible for the Show Classes for the National Show in the Spring and the Royal Show in the Fall.

- (c) *Approval to Amend the Resolution* – The following motion was noted:

On Motion by Benoît Lafond and seconded by Louis St-Aubin,
BE IT RESOLVED that the Membership consent to amend Resolution 15, Show Classes, Intermediate Championship. Motion carried.

- (d) *Amended Resolution* – The following motion was noted:

- Whereas the first calvings are being made at a very young age;
- Whereas there are several classes of yearling females (Intermediate Yearling Calved and 2-year-old Summer Calved);
- Whereas cows at their 3rd calving will compete with cows at their 1st calving;
- Whereas this resolution could speed up the judging of young cows.

On Motion by Benoît Lafond and seconded by Hans Broenimann,
BE IT RESOLVED to ask Holstein Canada to withdraw the Senior 3-Year-Old class from the Intermediate Championship for the Royal Agricultural Winter Fair and present this class at the Senior Championship. Motion carried.

18.16 **National Show: Designation [ACCEPTED]**

Submitted by Alberta Branch (2021)

On Motion by Tim Hummel and seconded by Bob Wreck,

BE IT RESOLVED that Holstein Canada designate the Westerner Dairy Showcase in Red Deer a National Show. Motion carried.

18.17 LPI/Pro\$ FORMULA [ACCEPTED]

Submitted by New Brunswick Branch (2021)

On Motion by Roy Etheridge and seconded by Matthew Clarke,
BE IT RESOLVED that Holstein Canada investigate the feasibility of including important binary traits in the index calculation of the animal. Motion carried.

18.18 Governance: Board Composition [ACCEPTED]

Submitted by Nova Scotia/Newfoundland Branch (2021)

On Motion by Lindsay Greenough and seconded by Ryan Porter,
BE IT RESOLVED that Holstein Canada create a full voting member position on the board of directors for a young person. (Aged 18-30) This position could be filled by the chair of the Young Leaders Committee or by a three-year term (to be held only once) elected by a nation-wide election. Motion carried.

18.19. Fees: Service Pricing – Bundling [ACCEPTED]

Submitted by Nova Scotia/Newfoundland Branch (2021)

On Motion by Lindsay Greenough and seconded by Ryan Porter,
BE IT RESOLVED that Holstein Canada develop more bundling options which could include NLID tags, registration, genomic testing, and First classification. Motion carried.

18.20 BY-LAWS [NEW/ACCEPTED]

Submitted by Ontario Branch (2021)

- (a) *Additional Resolution* – The Chair requested a vote from the membership to accept an additional resolution from the Ontario Branch.

BE IT RESOLVED that the membership consents to the introduction of a resolution from the Ontario Branch. Motion carried.

- (b) *Resolution* – The following motion was noted:

On Motion by Cole Verburg and seconded by James Cranston,
BE IT RESOLVED that Holstein Canada review all the by-laws and policies to reflect gender neutrality. Motion carried. (55 For, 15 Against, 3 Abstained)

19. YOUNG LEADERS ADVISORY COMMITTEE

Ryan Wert, President of the Young Leaders Advisory Committee was welcomed to the meeting to deliver a report. Highlights are noted as follows:

- (a) *Year in Review* – The COVID pandemic brought challenges to the Committee as meetings were changed to a virtual platform. Committee Members participated in several webinars with Industry partner presentations and panel discussions. The inaugural Barn Competition was launched. The Committee met in person in the Fall at the National Show and also had the opportunity to provide their input into the HC Strategic Plan with the Board.
- (b) *Acknowledgements* – Member appreciation was extended for the continued support of the program as those that partake benefit from the experience and gain confidence as producers.

20. **2021 EDUCATION SCHOLARSHIP AWARDS**

K. Versloot and W. Vanderlinde presented the recipients of the educational scholarships.

Cole Radbourne – Allenford, ON
Mickayla Ringelberg – Troy, ON
Alexis Vermette – Saint-Gervais, QC
Gaëlle Bergeron – Saint-Édouard-de-Lotbinière, QC
Mackenzie Shepard – Keswick Ridge, NB
Isaac Boonstoppel – Grunthal, MB

21. **DATA MANAGEMENT STRATEGY FOR HOLSTEIN CANADA**

V. Landry presented an update on the data management strategy that HC has been working on for the last 12 months.

- (a) *Overview*– HC is sensitive to the current inequitable sharing of Members’ data and there is a need for a data management framework that protects the interests of Members and enables Members to share in the value of the data they participate in generating. The main current issue is Members pay to obtain certain data that may be processed by a third party for other purposes without their full knowledge and consent. The Board has approved a plan of action for 2022 to do the following:
 - Development and implementation of good data management practices including an ethical pledge to the Members, and
 - HC to enter into data sharing agreements and/or data processing agreements between HC and its Members.

- (a...) HC is committed to processing Members' data in full transparency, with Members' consent and in accordance with the Industry's best practices. HC is dedicated to promote the Member's best interests in the upcoming negotiation with the different parties involved.
- (b) *Discussion* – A member congratulated the Board for this commitment and queried whether the data agreements will bring more fairness to users within the agreements. **Response:** This first stage of internal work was focused on the data HC collects and shares and to obtain consent from Members and establish which data is owned by producers. The next step will be awareness and education before engaging in discussions with other Industry partners.

22. MEMBERS' INPUT SESSION

E. Gendron opened the floor for questions or Member input. Several Members congratulated HC on the success of the Convention.

E. Gendron congratulated and thanked the organizing committee.

23. 2023 CONVENTION IN QUEBEC

On behalf of the 2023 Convention Organizing Committee, Members were invited to the 2023 Convention in Quebec being held April 13-15, 2023.

24. CLOSING REMARKS

V. Landry acknowledged and thanked E. Gendron for her hard work and dedication and presented her with a parting gift on behalf of the HC Board of Directors.

25. TERMINATION OF MEETING

There being no further business brought before the meeting, the meeting was concluded at 2:36 p.m. Central Time.