

Pennsylvania FFA Association

Board of Directors Meeting

December 2, 2025

The meeting was called to order by President Sarah Firestone at 1:01 PM and the State Officer Team conducted opening ceremonies. In attendance were: Carole Fay, Ron Frederick, Natalie Barkley, McKayla Plewe, Sherisa Nailor, Anthony Honeycut, Jodie Hoover, Kelly Bier, Chloe Bombgardner, Krista Pontius, Beth Mathie, Sarah Sparks, Brandom Witmer, Cliff Wallace, Curt Turner, Chris Davis, Mike Clark, Melanie Berndston – All virtually with Neil Fellenbaum, Alex Barzydlo, Katie Ranck, Alexis Butler, Jaylene Everhart, Jonathan Bradshaw, Sally Bollinger, Sarah Firestone, Samuel Parks, Leah Flinchbaugh, and Michael Brammer in person.

Welcome provided by President Firestone along with introductions by VP Bollinger and Mrs. Plewe.

MINUTES - *Everhart/Butler moved to accept the minutes presented from the August meeting. Motion passed. Fellenbaum/Clark moved to concur. Motion passed.*

Reports of Officers/Staff

Executive Director & Financial Reports

Brammer presented the financial report. The report will be filed for audit.

State Officer Team Report

Flinchbaugh shared the report.

Standing Committees

CDE/LDE Committee

Barzydlo shared the report. A proposal from the committee was presented to update the Dairy Cattle Evaluation & Management CDE to better align with National FFA. With an implied second, *motion passed. Bradshaw/Butler move to concur. Motion passed.*

SAE Committee

Nailor shared the report. The committee presented three recommendations. (1) An updated proposal was presented to create the Living to Serve award. (2) The committee recommended making AET the official record keeping system for PA FFA. (3) The committee recommended that eligibility for Farm Show Junior Livestock Exhibition be verified using AET records beginning at the 2027 Farm Show. *With an implied second from the committee to accept all 3 recommendations. Motion passes. Everhart/Bradshaw moved to concur. Motion passes.*

Reports of Special Committees

Middle School Programming Committee

No report was presented.

National Chapter Award Committee

Berndtson shared the report. The committee's report detailed ideas to improve involvement in National Chapter Award Applications.

Human Resources

Clark presented the report. The committee presented four recommendations to the board. (1)

Approve salary range based on experience. (2) Approve a benefit package. (3) Approve the recommended selection process. (4) Approve the recommended updated job description to be utilized in advertisement. *With an implied second from the committee to accept all four recommendations. Motion passes. Bradshaw/Flinchbaugh move to concur. Motion passes.*

Leadership Conference Review

Ranck presented the report. The committee asked for feedback on draft recommendations to be updated and reported on at the March board meeting.

Policy Manual Revision Committee

The updated committee members are: Plewe, Berndtson, Nailor, Frederick, Davis, and Witmer. Nailor will schedule a committee meeting and a committee chair will be appointed then.

Strategic Planning Steering Committee

Fellenbaum shared the report. The committee developed a survey and is looking for responses to gauge PA FFA Human Resources and Program Planning Needs.

Unfinished Business

Delegate Process Issue

Everhart shared the report. *Everhart/Bollinger moved to postpone the recommendation for 3 years. Motion passes. Clark/Barzydlo moved to concur. Motion passes.*

Community Service at Conferences and Conventions

Butler shared the report. No action at this time.

Policy Change to the State Officer Selection Process

Bradshaw presented a proposed policy change to the state officer selection process. The proposal asks to change the round robin interviews from 5 to 7 minutes. *Bradshaw/Butler moved to accept the policy change. Motion passes. Fellenbaum/Barzydlo moved to concur. Motion passes.* **This was the second vote. Now POLICY.**

New Business

Keystone State Degree Approval

Parks/Everhart moved to approve all 536 Keystone State Degrees. Motion passes. Barzydlo/Ranck moved to concur. Motion passes.

Parent Award Approval

Bollinger/Flinchbaugh moved to approve the parent awards. Motion passes. Fellenbaum/Ranck moved to concur. Motion passes.

Management Committee Meeting

Brammer asked Hoover for a date for the management committee to meet.

New Policy Change

Flinchbaugh/Bradshaw moved to amend the policy manual by striking out section 5 (V). A. 3. Other Items to be Scored. Motion passes. Ranck/Firestone moved to concur. Motion passes.

This policy change will be brought back to the March board meeting for a second vote and official policy change.

National FFA Designated Events and Endorsed Activities

Berndtson/Ranck moved to have the CDE/LDE committee develop a policy for selection Of teams/individuals to attend these events. Motion passes. Flinchbaugh/Parks moved to concur. Motion passes.

NOTE – Policy already exists for CDE/LDE's not offered in PA.

Good of the Order

Regional Coordinators

Barkley, Wallace, Frederick, and Turner provided an update on their respective regions.

PA Dept of Education

Plewe shared a report on her activity.

Commission for Agriculture Education Excellence

No report.

SAE Specialist

Fay shared a report on her activity.

PAAE

Bier shared a report on PAAE activity.

PA FFA Foundation

Sparks shared a report on Foundation activity.

FFA Alumni

Pontius shared a report on Alumni activity. 1,449 first-year FFA jackets will be awarded this year.

Penn State Agricultural Teacher Education/Center Report

Mrs. Mathie shared a report. 13 Seniors, 12 Juniors, 28 Sophomores, 34 Freshman are currently enrolled in Agricultural Education at PSU.

Announcements

Golden Owl Award application is now live!

Future Board Meetings: 2026

March 11, May 12, (All at the Country Inn & Suites - State College)

June 10 & 11, 2026 (PSU - Convention & Activities Week)

Other Events:

- a) Mid-Winter 2026 - January 12, 2026
- b) ACES - Jan 31-Feb 1, Feb 14-15, Feb 21-22, Feb 28-Mar 1, 2026
- c) SLLC - March 22-24, 2026
- d) State Convention & Activities Week - June 9-11, 2026

Closing Ceremonies were conducted by the State Officer Team. The meeting was adjourned at 4:06 PM.

Respectfully submitted,

Leah Flinchbaugh
FFA State Secretary

Mike Brammer
Executive Director

CDE/LDE Committee

Report for PA FFA Association Board - December 2025

Recommendations to PA FFA Association Board

Following up on these items from August:

1. Dairy Cattle Evaluation & Management
 - a. Remove individual Knowledge Exam Component on Tuesday at States
 - b. Add 3 Individual **Practicum Evaluations** to replace it
 - c. Each Practicum is worth 40 points for a total of 120
 - d. National FFA offers these as Team Practicums, but that would exclude individual participation on Tuesday. In PA, individual results will be pooled toward team scores.
 - e. Three Practicums selected from the National list and announced in April each year.
 - f. Potential Practicum Topics from National FFA
 - i. Herd Records
 - ii. Data Analysis
 - iii. Feed/Nutrition
 - iv. Genomics
 - v. Herd Health
 - vi. Keep/Cull
 - vii. Economics
 - viii. Milking Equipment and Quality
 - ix. Current Issues
 - x. Calf/Heifer Management
 2. Floriculture - No Action Needed
 - a. Upon website update inquiries, the submitted changes were to the calendar year on the documents. No approval required.
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Once approval is finalized for CDEs/LDEs, a slideshow highlighting all updates and changes will be created and sent to all teachers.

Upcoming Projects and Goals

1. Implement Policy and Procedure for new CDEs/LDEs for four previously introduced through Delegate Process (Fruit Judging, Horticulture, Hydroponics, and Spanish Creed)
 - a. The Fruit Judging CDE is preparing for State Pilot at Farm Show in 2027. The Board should expect to see information for this event for approval in August of 2026.
 - b. The invitation led by Nate Moyer for Spanish Creed participants this summer/fall did not garner any responses. We know the timing of this was difficult. Plans are underway to solicit stronger awareness of any existing Spanish Creed events at the local level in PA.
 - c. Some examples of local Horticulture CDEs have been found. Plans are underway to solicit awareness of additional events along this topic at the local level in PA. At this time, it is not yet clear how Hydroponics will align.

CDE/LDE Committee

Report for PA FFA Association Board - December 2025

2. Continue to Update Competitive Events section of PA FFA Website with Chairs - thank you to the PA FFA Foundation for taking the lead on this!
3. Continue to refine Planning Committee Sign-Up Process for each individual CDE/LDE
4. **CDE/LDE Programming for Middle School Members - Feedback Needed**
 - a. Middle School Scoring Divisions at events currently held
 - b. One-Day On Location or Virtual Versions of existing events for middle school only
 - c. Development of New, Specialized CDEs geared toward middle school students
5. Develop a list of “Best Practices” for Chairs and better account for areas of strength and growth to align with Policy.
6. Designate procedures for nominating Chairs for Honorary Keystone and Honorary American Degrees based on years of service in those roles (10 and 20). Data collection in 2026 with initial implementation planned for 2027.

Submitted by Alex Barzydlo

SAE Committee – December 2025
Recommendations to the Board

1. Approve creation of the Living to Serve Award as presented by Lacy Miles/Carole Fay with the following implementation timeline:
 - a. Open Applications – February 1st
 - b. Promote at ACES and SLLC
 - c. Regional Selection Deadline – May 1st
 - d. State Interviews in May
 - e. Announce Winner at Activities Week
 - i. Four finalists on stage – plaques with names
 - ii. Announce winner – plaque without name
2. AET be identified as the official record keeping system for PA FFA Degrees, Award Applications and PA Farm Show Junior Livestock Exhibition Eligibility.
 - a. Effective with 2026 projects and applications, and 2027 PA Farm Show Entries
3. Eligibility for Farm Show Junior Livestock Exhibition will be verified using AET records beginning with 2027 PA Farm Show Entries. All registered exhibitors MUST have current projects for all species and categories of entry (breeding and/or market). Lack of verifying records will result in disqualification of entries to Farm Show, no exceptions and no corrections permitted. AET records will be evaluated after December 1st.
 - a. Members must appear on a current roster – active FFA membership and meet other Farm Show eligibility requirements with residency and age.
 - b. Animals must be documented in inventory as raised, transferred or purchased for resale.
 - c. Reasonable and timely expenses must be present in AET for feed, veterinary costs, and supplies.
 - d. Journal entries should be present and reasonably representative of managing livestock projects.
 - e. Production records (breeding herd manager) are required for breeding projects.

Respectfully Submitted,

Sherisa Nailor
SAE Committee Chair

Board Report ~ Meeting Summary
SAE Committee Meeting
November 20, 2025 ~ Virtual Meeting – 6pm

- I. Call to Order – 6:03pm
- II. Attendance: Brandon Witmer – Western Region, George Dietrich – Eastern Region, Mikara Price – South Central Region, Carole Fay – SAE Specialist, Lacy Miles - Guest, Sherisa Nailor - Chair
- III. Service Award Category (George Dietrich and Brandon Witmer)
 - a. Eligibility: First Responder and Emergency Management
 - b. First presentation at Summer Convention – June 2026
 - i. \$100 and a plaque for each regional winner
 - 1. Selection process by regional coordinator
 - 2. Each chapter can promote one to regional coordinator
 - a. Flexible based on participation
 - ii. \$300 and a plaque for state winner
 - 1. Zoom interview prior to state convention
 - c. Any Junior or Senior with First Responder or EMS Service as Unpaid Placement/Service Learning OUTSIDE of registered class time
 - i. Cannot duplicate hours as unpaid placement and community service
 - ii. MUST be non-profit organization
 - iii. Training and education hours DO qualify – outside of school time
 - iv. MUST be recorded in AET
 - v. Application in AET – Service Learning Project Application
 - 1. Basic Set-up
 - 2. Overall Learning Plan, Advisory/Supervision
 - 3. Safety Plan, Student Essays
 - 4. Records Summary
 - a. Trying to eliminate non-qualifying projects and financials
 - b. Letter of Recommendation – AET Resume
 - 5. Checklist, Signatures
 - d. Sponsor - \$1,000
 - i. TWR Transport – Committed
 - e. Chairperson
 - i. Lacy Miles
 - f. Notes
 - i. Project qualifies for Keystone FFA Degree
 - ii. Project DOES NOT qualify for American FFA Degree
 - iii. NO proficiency award for this category
 - g. Roll Out
 - i. Announce at Farm Show – New Program Coming!!
 - ii. Open Applications – February 1st
 - iii. Promote at ACES and SLLC

- iv. Regional Selection Deadline – May 1st
- v. State Interviews in May
- vi. Announce Winner at Activities Week
 - 1. Four finalists on stage
 - 2. Announce winner

IV. 2025 Keystone Degree Evaluation Review

- a. Process
 - i. Concern with Application
 - 1. Cannot see entries until the application is published
 - a. Encourage teachers to submit AET question
- b. Common Edits Required
 - ~ Checklist #10 (Activities Above the Chapter Level) - 32
 - ~ Checklist #11 (Activities at the Chapter Level) - 69
 - ~ Checklist #12 (Community Service) - 87
 - ~ Checklist #13/#17 (Descriptions and Financial Entries) - 48
 - ~ Checklist #18 (Market Livestock) - 4
 - ~ Checklist #19 (Market Adjustment) - 1
 - ~ Checklist #20 (AFNR Courses) - 73 *many missing current Ag Course Enrollment
- c. Future Recommendations/Thoughts
 - i. How do we notify students they have NOT listed a course for this year – what is the indicator?
 - ii. Should some categories NOT qualify for edits/revisions?
 - iii. Change to 15 Activities at the Chapter Level
 - iv. Change \$\$/Hour Requirements - \$5,000/??
 - v. Community Service
 - 1. What counts or doesn't?
 - 2. School vs. Community
 - 3. Church Events
 - vi. PROMOTE – GO ABOVE and BEYOND
 - 1. Workshop at PAEE
 - a. Community Service
 - b. Successful Award Applications
 - vii. Definition of an SAE
 - 1. Are we saying yes or no??
 - 2. Should there be guidelines or qualifications?
 - a. If teacher says yes, can committee say no

V. Official Record Keeping Platform

Eligibility for Degrees, Awards and Livestock Exhibition at Farm Show (beginning 2027) (Mikara and Brandon)

- a. Verification of Farm Show Projects and Eligibility

Must have current project in species and category registered.

~ Animals in inventory, reasonable expenses (feed, vet, supplies), production records for breeding projects (beginning 2027) (George and Brandon)

Leadership Conference Review Committee

PA FFA Association Board Report

December 2, 2025

1. Last meeting was November 10, 2025 from 3-4pm on Google Meet
2. Committee Members:
 - a. Katie Ranck (Chair), Emily Kerstetter, Jaclyn Martin, Kennady Laird, Kelly Bier, Elizabeth Ebert, Emily Elsbree, Joanna McKelvey, Emily Jay, Harold Dietrich, Michael Brammer

Recommendations from the Committee:

1. Recommendation #1: The ACES Conference allows attendance for 9th and 10th grade FFA members only.
 - a. Reason: enrollment numbers has increased the number of weekends ACES is offered, workshop facilitator burnout
2. Recommendation #2: The SLLC Conference allows attendance for 11th and 12th grade FFA members only.
 - a. Reason: growing number of chapters and space needed for hosting the event and specifically the legislative breakfast
3. Recommendation #3: Each region hosts a Chapter Officer Leadership Training (COLT) the second Saturday in November for chapter officers.
 - a. Reason: provide advanced and additional training for chapter officers as leaders in the organization
 - b. Details:
 - i. State officers facilitate the agenda and trainings per regional goals
 - ii. Two state officers attend each regions conference
 - iii. Regional coordinators assist with location & logistics
4. Considerations:
 - a. Middle School Committee is working on a conference so no recommendation is made on their behalf
5. Recognition if changes are approved:
 - a. Additional tasks to the regional coordinators and state officer team