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Attendees

Audrey Lenz, Baylie Pounds, Billie Ann Caya, Brenna Heidbreder, Cailey Hanneman, Courtney Pierce, Dakia Schneider, Jennifer Lawson, Katie Reiter, MARA NASH, Missy Jansen, Sarah Seney, StaceyAnn Ziemann, Tammy, Trenton Larrieu

Transcript

Jennifer Lawson: Perfect.

Courtney Pierce: Hey Sarah.

Brenna Heidbreder: Hey Guys,

Sarah Seney: Hello.

Courtney Pierce: Hey Brena.

Courtney Pierce: Championship to be stronger.

Courtney Pierce: Hello Stacy, Tammy, Bailey.

StaceyAnn Ziemann: Good evening.

Tammy: Hey, so McKenna messaged me via Facebook and said she is stuck in the mountains with hardly any service, so she's not able to join the meeting. I guess just so that

Courtney Pierce: cannot love. Okay. Thank you.

00:05:00

Courtney Pierce: All right, since it is 7:01, I will call this meeting to order. first off, I would like to nominate Mara to be secretary since we will need a secretary going forward. And since Leah is not on, All in favor in just six in the first and...

StaceyAnn Ziemann: Please second that.

Courtney Pierce: only winter

Courtney Pierce: Okay, you can put your hands down. That passes. Let you get that going there. Stacy and you seconded that.

Courtney Pierce: Correct. Okay.

StaceyAnn Ziemann: I believe so.

Jennifer Lawson: Dillian just texted me and said she can't hear

Courtney Pierce: Hi Dia Billian. Is your volume all the way up? Try to text her real quick.

Jennifer Lawson: Courtney, you may have to text her on driving.

Courtney Pierce: Make sure things are good.

Courtney Pierce: All right, I think we're good All right. So after that we will step into our Q&A with Billian. So if you have a question that you would like to ask, please raise your hand and we will do one at a time here.

00:10:00

Courtney Pierce: months. Baby, you're all good.

Courtney Pierce: I do want to start off with letting everybody reiterating to everyone that Billian was never removed from the drive. So that she has always had access to viewing everything even on her administrative leave here. I know that was brought up. So, I do want to clarify that there has always been and never been removed.

Billie Ann Caya: That is not true. I was not able to get into anything for the whole time,...

Billie Ann Caya: ever since about a week after that suspension or whatever, I could not get into that Google Drive at all.

Courtney Pierce: Good night.

Billie Ann Caya: The only thing I could get into were past files or something, but those are only ones that Stacy had set up so that when things were entered, they could be dropped in there. She did that last summer. And so, in those files, The folder was there, but there was nothing there. So, not from my computer or not from my phone was I able to get into the drive at all.

Courtney Pierce: cuz you've never been removed from the drive.

Courtney Pierce: You've always been in there.

Billie Ann Caya: Somebody must have done something...

Billie Ann Caya: because I also was not able the thing that I should not have been removed from even...

Billie Ann Caya: if you guys had voted on removing me on something was the drive that I shared with Nick Walton because Nick Walton and Katie and I were the only ones that were supposed to be on that and then I gave Kaye access...

Courtney Pierce: That's right.

Billie Ann Caya: because of her hooking it up with the website...

Courtney Pierce: What is

Billie Ann Caya: but I could not even get into that. So I don't know I mean it was before that I had absolutely no trouble getting into any drive either from my computer or my phone and after that I was not

able to do that. The only time that I finally was able to see something was about a couple of weeks ago on my phone, not even on my computer, but on my phone,...

Billie Ann Caya: it popped up the meeting that you guys had a couple weeks ago, which I was not notified. It was the minutes, but other than that, I have not had access to anything.

Courtney Pierce: I have checked numerous months and...

Courtney Pierce: times and you have always still been on the drive. So, I don't know if it's on your end that you can't get in or what cuz you've never been removed from it. But we're gonna move on. Stacy, did you want to add something to that real quick?

StaceyAnn Ziemann: No, Bailey was before me. She can go. You said what I was going to say. When I checked it, it was there, too. Because when I saw that, I was like, when did she get removed? I was going to go in and look at the history, and it never showed any removal.

Courtney Pierce: Bailey. It's

Billie Ann Caya: removal but shut off if that makes sense. if there's a difference there one way or the other because my name would appear but yet I was not able to click into anything

Baylie Pounds: Okay, I just kind of plan to kind of go down the list. so regarding the email and the responses from Billy Anne, So, the first one I'm going to point out is payment regarding the ASEP course. I know that you state that it was supposed to be a stipen for the instructor for their time. Why was this not paid out formally in the form of a check to the instructor, which would have been you at the time, instead of it being cashed and then immediately withdrawn with no explanation or even there was no...

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Baylie Pounds: what like a second party to witness or be there or however I just feel like it could have been done formally and to track your steps versus how it was gone. about.

Billie Ann Caya: Okay. Yeah,...

Billie Ann Caya: I can definitely clear that up. I think a lot of it was answered in there, but I can see why there would be questions. when I spoke to Jerry Reer afterwards and I think I said in that thing too that I had worked with him since 1995 when I became a certified u instructor and throughout the years he was always there whatever and so he was the one that helped me set up the online thing what he said which was true and I was glad that he remembered it the same way I did that it

Billie Ann Caya: was for my work in me setting all of those things up. the reason that it had to be under an association was that they needed to give it an ISBN number and an ISBN number be a personal person. Cannot be a person. It has to be an organization. So that's the way it was set up. as far as the one time I think that it was shown as a deposit and then a withdrawal before when I would get those checks and there again too like I said for many many years I didn't get paid anything nothing and I think that was another reason that Jerry felt that he said that they also had set that up with other states in doing that and that I was not the only person that was getting a stipen like that but

Billie Ann Caya: when I would get the checks, I would take them to the bank. I'd sign them and then endorse them and deposit it in my account. one of the in fact, I think it was the last time that I got that the girl at the bank, I don't know if they started new things or whatever, and she was the main girl that was in charge of the BNC bank down the South Branch, which is the one I always went to. she said because it had both on it, what I had to do is I had to deposit it into the NDCCA account and then do a withdrawal which could be into my account so that it showed both of So that's...

Billie Ann Caya: why it was different that one time or at that time. I never Yep.

Baylie Pounds: No, that so my question No,...

Baylie Pounds: my question would be okay. I understand that it has to be the ISBN number. I understand that and...

Billie Ann Caya: Okay. Yep.

Baylie Pounds: that GAL is correct in my opinion. It should be deposited in the NDCCA account. That is all correct. But when it was then paid out to you, even before this gal pointed it out, there should have been paper trackment of this. It should then be in my opinion paid out formally to the instructor which then was you and so that there is paper trail of this it should have been deposited into the NDCCA and then paid out formally via check to the instructor at that time.

Billie Ann Caya: And okay and I totally agree with The thing is that when again I keep saying in the past, but there is a long past. things with banking weren't the same as they are now. I totally understand why there needs to be a paper trail more now than what there used to be. At that time, again, it was basically me and Brenda that were doing things.

Billie Ann Caya: And so she was I knew what she was doing, etc. That one time I did in fact call Lou and let her know what happened in that thing. And I think Lou backed me in that. But no, I am not disagreeing with you that that's the way it should be handled. I don't think I was wrong when it started in the way it was being handled because that's kind of the way things just were handled then. But I agree with you that there should be more paper trails in this day and age.

Billie Ann Caya: And I'm not adverse to that at all.

Courtney Pierce: Print.

Trenton Larrieu: How many times did that happen where you had to cash a check under one and draw up the other?

Billie Ann Caya: I think just once.

Trenton Larrieu: Because we can look and it's looked like That's my question is there's a lot more that are done exact same way.

Billie Ann Caya: No, There were a lot more that I cashed definitely, but Okay. then there are

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Trenton Larrieu: That's but then that we don't have paper trails that we don't have receipts. We don't have the stuff for that. That's where I'm coming from is if it just looks I'm not saying anything's been done wrong. I'm not saying you did anything wrong. Okay. I'm just saying from the look of it that's the questions that are coming and that are going to be coming from even bigger places is...

Billie Ann Caya: ...

Trenton Larrieu: where did this money go?

Trenton Larrieu: how did it get from here to here? And where's the paper trail? Where are the receipts?

Billie Ann Caya: as far as how much money I took out of the account, you would be able to see the check that was put in and then me taking that same money out. You would be able to see that because that would equal. And if you want me to hunt that down a little bit more as far as my account,...

Billie Ann Caya: I can certainly do that because I bank at the same place.

Trenton Larrieu: But here's the thing.

Trenton Larrieu: We asked that question months and months and months ago and we never got it. And then we said we need all the information and we never got it. And now it's like I can find it but it didn't happen before. And now we're at the end of the year and we're still dealing with the same situation. when all we wanted was just give us the facts, give us the receipts, give us the stuff that could prove that so we can be "Yes, awesome. Thank you, Billy. We appreciate you, giving us what we need not to everybody else that's going to be out there looking and being like, "Hey, what the hell is this? This looks shady as hell. This does not look right." Because

Billie Ann Caya: And I answered that one transaction.

Trenton Larrieu: But it doesn't matter...

Trenton Larrieu: if we ask about one transaction. It's about all of them. We asked for all of it. And you should have known "Hey, they want all of it. I'm just going to give them everything. I don't care. I got nothing to hide." And okay,...

Billie Ann Caya: I don't Trenton,...

Trenton Larrieu: then all we want is cooperation. let's prove that you didn't do anything wrong so we can move on. Instead, we're battling. We've been battling for months about the same storyline. to fight. I don't want this to happen.

Billie Ann Caya: if somebody had asked after I gave my answer to that one at that time, if somebody had said to me, "Billianne, let us know about How did all of these other ones happen?" I definitely would have given it to you,...

Trenton Larrieu: But from my understanding,...

Billie Ann Caya: but I was never asked.

Trenton Larrieu: yes, we provided the one, but we also said, " that Give us all the receipts. Give us everything and you still went to just one." But even there, it's like we sent it all to our attorney to look at.

Trenton Larrieu: But even under a nonprofit, because we're a nonprofit, we can't take nonprofit money for personal use. and that also looks not so well.

Billie Ann Caya: Yes. But...

Billie Ann Caya: but there again, Jerry Reer proved why it was set up that way and how it was and that it was not the only situation that happened.

Trenton Larrieu: But I didn't know Jerry Reer was above the IRS.

Billie Ann Caya: And I know...

Trenton Larrieu: I mean,

Billie Ann Caya: but Jerry Reer worked for ASAP for many many years. He was in one of the executive positions and that organization is a nationwide one that is known quite well and I'm sure that they are going by all of the IRS and all of the tax information. I know they are. No, I'm not.

Trenton Larrieu: But Billy, you're taking stuff for personal gain from IRS or from a nonprofit. That's illegal.

Billie Ann Caya: No, I'm not.

Trenton Larrieu: You just said you did.

Billie Ann Caya: No, I know it's...

Baylie Pounds: It's how it looks.

Billie Ann Caya: how it looks. I understand that.

Trenton Larrieu: That's the whole point, Billy, and we're trying to say it. It doesn't matter believe. It's how it looks from the outside in. And that's what we're worried about...

Trenton Larrieu: because yes, NDCCA is your baby. You created it.

Trenton Larrieu: It's amazing. It's the best thing for North Dakota to cheer 100%. But if we don't protect it from outside looking in, it's going to get destroyed, not by us.

Billie Ann Caya: I agree.

Baylie Pounds: And the transparency should be there for the board and...

Billie Ann Caya: I agree with you.

Baylie Pounds: the general assembly.

Trenton Larrieu: ...

Billie Ann Caya: I agree with you.

Trenton Larrieu: that's the whole point is we just want transparency. We want the truth.

Trenton Larrieu: We don't want anything shady for somebody to come in and...

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Trenton Larrieu: say I want this audited now and if there's any discrepancy NDC or NDHSSA is going to say you're done and I don't want that because I don't want North Dakota cheer to go away from where we are at going back to your sideline no stunting Stand,...

Billie Ann Caya: I am not disagreeing with it at all threatened.

Billie Ann Caya: Like I said, if somebody would have said to me, "Billianne, we want to see the paper trail of all of those payments," I would have given it to you.

Trenton Larrieu: but we shouldn't have to ask you,...

Billie Ann Caya: But I was never ever asked that.

StaceyAnn Ziemann: yourself up.

Trenton Larrieu: we want these specific ones. It should just be, hey, we need all the information you have to cover your butt and the NDCCA butt.

Trenton Larrieu: And you should have been like, "Yep, I got it all right here.

Billie Ann Caya: I did not say I wasn't going to cooperate.

Trenton Larrieu: You're missing anything. Let me know and I will go hunt it down for you." But instead, it was like, "I'm not going to contact. I'm not going to cooperate." That's what the part that's frustrating to us and to the Okay.

Courtney Pierce: Stacy.

StaceyAnn Ziemann: So I'm in a real struggle bus here, but I'm just going by with what I have from the facts. I have the complaint and review that's pulled up, and it says the number one complaint to that was in the letter sent to her attorney said, "ASEAP course payments the contract is with NDCCA and royalty payments are to NDCCA." requests for the royalties payments to NDCCA were 5,400. bank statements that show that the checks were deposited and the cash was immediately withdrawn the same day of the month. So, all of those should have been supplied when that was the request for you to explain the ASAP course and payments. That's all in there. It's Bane statements to show the checks were deposited and the cash was immediately withdrawn for the same day to justify it. So, all of it should have been done regardless.

StaceyAnn Ziemann: And then they put under there as a subcategory from what I'm reading is multiple checks. We're depositing cash out that they had the proof of that, but they wanted you to come and defend that. And that's I think where Trent is going with that is we seen this after it was supplied to us after it went to your lawyer. this was brought to the board and we saw this and we were wanting these things and I think we gave a date for the NDCCA or the ASAP course contract and it was actually emailed to us by ASAP because somebody on the executive board reached out and got the ASEP contract. We

were supposed to have that by September 30th and we never received that. We had to go get the stuff ourselves which we did cuz you said you were going to get that contract.

StaceyAnn Ziemann: but we never got it. But we do have it. And it doesn't show anything in the contract that it's supposed to go to Billy Kaya. It just says NDCCA. I've looked at this cuz I've tried to justify this because if anyone knows, I do have a background with Billanne. to make this all make sense. And I can't make sense of it.

Trenton Larrieu: Billy, it's okay.

Billie Ann Caya: deposits and checks etc etc. I will get those

Trenton Larrieu: Billy, I don't want you to think this is a personal thing. It's not. I like you, Billianne. I really like I think you're great. I think what you've done for North Dakota is a huge thing. I think it's a amazing The thing that I struggle with is how it appears. And it could be anybody on the board. And I would be doing the same thing like we need paper trail. We need proof. We need something to cover that person's butt and the board's and the board and whole NDCCA's. It's not a personal thing. It's really not. I can probably speak for most of the people on this board by saying that

Billie Ann Caya: And there again, it was just a matter of it. I wasn't asked first. I was accused first. And I do not mind being questioned at all. I do not mind being questioned. But when I am I am the way that it was presented was that I was guilty and resign because you're guilty rather than saying can you explain this to us and then make a decision. So, I totally understand where you're coming from and again, I know I've worked with a lot of nonprofits and I understand that things are much different now and that things need to be presented and that's fine.

Billie Ann Caya: if you want me to get it, I'll get it.

Baylie Pounds: In the board's defense, Billy an you actually were questioned in 2023, and 2024. So, it wasn't automatic assumption and accusal. you were questioned. You were given the opportunity. You also agreed to audits, which I cannot find any other than the one that was with or from 2022 that was unofficial. So, in the board's defense, you were questioned multiple times. And then when we didn't receive anything, then the accusations

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Trenton Larrieu: It's been multiple years that I've been going to these coaches clinics and things and every year it's brought up about the can we see the spreadsheet for the year?

Trenton Larrieu: The for the year? Can we see the funds? And all we always ever used to get is a Microsoft document typed up. But that's not legitimate paperwork for funding. So, of course, people are going to ask when we're asking for these things that are supposed to be ran in businesses and nonprofits and they weren't getting done year after year after year.

Billie Ann Caya: And in that there again I know that now there are quickbooks there are more modern better ways to do accounting etc.

Billie Ann Caya: The way I would do it was the old way and by that I mean for example after a competition all of the competition payments the money coming in etc. I have a file such and such your competition

and in that file I still have the receipts what was paid out what was brought in the receipts for everything. So I did keep a count of those things. It was just a matter of that no, I did not do it on one big spreadsheet, but I did keep track of those things so that if anybody ever did question me that I could give what it was and what the answer to that would be. For example, when one of the questions, and people say that I'm kind of a not a hoarder but a historian.

Billie Ann Caya: I always say that I tend to keep things and one of the things was one of the questions which I did answer I think in full where it said it looked like I was double dipping money where it actually was a matter of that to stay under the \$600 a year thing because besides getting the \$500 freeing ex both all executive director treasure competition etc. I had about four or five jobs in just that one payment. But if I attended competition or coaches day or whatever, then I would go over that 600. So what I did is that I would charge gas on the NDCCA credit card and then keep the gas receipts and when I reached the \$500, which is what my payment for that year would have been, then I would quit charging.

Billie Ann Caya: We quit that Couple years ago, I think I still have those receipts. So, if anybody ever wants to look at that. So, I do have proof for the stuff, but it's in a more informal way. And I agree with you 100%. It needs to be more formal and it's just that things have to be more transparent in this day and... age than they used to. And I'm not adverse to that at all.

Billie Ann Caya:

Trenton Larrieu: Okay.

Trenton Larrieu: And then like you say, you have all the receipts and everything like that. When we asked for it, why weren't you willing to just I have it all. Here it is.

Billie Ann Caya: with what receipts.

Trenton Larrieu: All these years we've been asking for the receipts, the documents, where this has gone, where's that is gone.

Trenton Larrieu: Every year at coaches day it's been asked for okay...

Billie Ann Caya: The reason is because it was always asked as a general question. then I would need to bring everything.

Trenton Larrieu: but if somebody's going to ask it year after year after year then you think the next year you'll be prepared and be like yep here it is versus we'll try that's all the answer be specific you need to count for every single penny that is accounted for this ECCA...

Billie Ann Caya: I mean, it's a matter of be specific as to what I should bring. Be specific.

Trenton Larrieu: because NDCCA is not a person. It's not somebody's thing. It is going to affect multiple and hundreds of athletes. And that's what matters. not anybody else on this board. It's the freaking athletes. And for the fact that we've asked for the receipts and we've never got them and now you're like, "Yep, I have them."

Trenton Larrieu: We could have been done with this at the end of the year or even earlier, but we're going in circles again. It's every year we ask for receipts. We never get receipts. We ask

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Billie Ann Caya: In and train on that note, my attorney requested the questions from the board the end of September. We did not get the questions until I think it was November 12th, which is why there was such a delay in...

Trenton Larrieu: Okay, but here's my thing, Billianne. If you truly believe you did nothing wrong, why would you go hire a lawyer? Why wouldn't you just take and say, "Here's everything I have. I did nothing wrong."

Billie Ann Caya:

Billie Ann Caya: But Trenton, look at the email that Jen Lawson sent me where she threatened the police and law. That is when my daughter's boss, his wife is an attorney. And so when I saw that, wait, Let me finish. When I saw that, I called Ramona and I said, "Ramona, what she said, don't say anything. If they're threatening things like that, they're basically threatening. It was a threat that if I didn't resign that they would get a hold of the police and law to check into what I was doing. It was a threat."

Trenton Larrieu: Yes, of course we're going to kick in.

Billie Ann Caya: It wasn't asking me

Trenton Larrieu: Of course,...

Cailey Hanneman: But that was to protect our organization.

Trenton Larrieu: we're going to kick in.

Baylie Pounds: It was Kaylee did before me. I was sorry.

Cailey Hanneman: My question to you, Billian, is you keep saying that you had all these positions over the years, which I noticed when I came into the organization, you did a lot. What I'm wondering is when I look back on meeting minutes, it looks like that there was a person for every position. So I'm wondering why throughout the years you ended up being in all these positions and they weren't elected out or other people in those.

Cailey Hanneman: I'm just kind of curious how the board continued to operate with just you doing everything and there not being much double-checking other than you saying telling someone, "Hey, I did this." I'm just kind of wondering why you filled all of those positions rather than someone else over the years. Okay.

Billie Ann Caya: ctor or I've always done those two. Always. the competition director Stacy, she was at Fargo South. Stacy, somebody help me.

Tammy: Where?

Billie Ann Caya: Thank Stacy was the competition person, but then I don't remember what happened. there was something that happened that she could no longer do it or whatever. So then I ended up taking that over because I was doing half of the stuff that she was like I was getting the judges, I was getting the hotel room, I was getting all that stuff. And so somebody and there is minutes that say this and I have

those minutes too. I've got a printed copy of pretty much all of the minutes from all the past years. and it said, "Well, you're doing this.

Billie Ann Caya: why don't you just go ahead and be the competition person? and so it was never a matter of that I hogged them all. It was just or that they ever came about. and then for the certification stuff, I always did that separate. That's been kind of a different animal. It's been more of a separate thing. Yes, NDCCA is part of it, but yet as far as me doing it,...

Billie Ann Caya: I pretty much did that whole thing and that's why some people have said, why didn't we know this? Why don't we know that?" it was because it was separate and I didn't have answer.

Cailey Hanneman: But that's kind of...

Cailey Hanneman: that's kind of why I'm questioning this because we as an organization are the ones we're the bridge to allow coaches to be certified. It's not you, Billy, that allows them to be certified. It's our organization that does it. So, I'm just kind of wondering why everything is constantly separate or...

Billie Ann Caya:

Cailey Hanneman: why you're the only one that knows what's going on when we're an organization in a board and everyone should be aware of what's going on all the time and not just I know I understand your titles, but everyone should know what's going on. in our board meetings, we talk about I'm doing this and I'm doing that and this is what needs to be taken care of.

Cailey Hanneman: And so I'm just wondering why all of this stuff was just taken care of by you and never brought back to the board to inform everyone on what's going on or an update at least. I mean that's really all it said before transparency is important and it just seems like there has not been transparency because you always took care of it but it just doesn't seem like that's the correct way to operate in a nonprofit organization when we're the ones overseeing these other coaches.

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Cailey Hanneman: Put you in the treasure.

Billie Ann Caya: Yeah. and...

Billie Ann Caya: and I don't disagree with all you're saying. By that I meant the stuff with the certification stuff like I always contacted the NDHSAA. I sent them the coaches that were certified. I took care of the rules meetings. I took care of the rules, tests, those sorts of things. I always did. Nobody questioned me. There was really nothing to question I don't think because I wasn't handling any money. those sort...

Cailey Hanneman: right the whole time like the executive director and treasurer so you I mean have been handling money so my opinion is in an organization there should have been someone that's essentially double-checking and...

Billie Ann Caya: but and...

Cailey Hanneman: everything financial should have been brought back to the board every time we had a competition or whatever it was like currently we now have our activity statements and all the stuff through

QuickBooks but that stuff should have been done years ago and it's not a new thing this is I mean bookkeeping has been around forever.

Billie Ann Caya: I know but also after every competition I do give a report to the board as far as the expenses the costs how much money we take in how much money we spent etc. So I haven't given them to them in an Excel spreadsheet but I have given those and I do have all of those as well in I have a file on my computer treasure report or whatever and I do have all of those in the files basically the competitions were where we spent most of our money through the year where we got our money certification and so on. Yes.

Billie Ann Caya: And then also too, I also have the yellow bank statement or the receipts or whatever of the payments from the bank, whatever. So, yeah, I've taken care of it in probably not the same form that it should be today. And yes, I am not arguing that more people should know what more people are doing.

Baylie Pounds: I have a question.

Billie Ann Caya: Honestly, I will say some years there weren't any people to do some of these jobs where you had to kind of do a couple of different things. But now I'm glad I'm not the treasurer anymore. I mean, I fought it. I mean, and you kind of have to understand also some of my feelings. like I said, for about two years I've been attacked. I have. And I'm not going to get into that because that's, whatever. so there were times that I became defensive and probably more defensive than I ordinarily would be in a situation like that.

Billie Ann Caya: But it hurt and

Cailey Hanneman: I just want to say no one is trying to personally attack you and...

Cailey Hanneman: I understand your point of view where you could feel that way but what we want you to know I guess I can't really speak for everyone I guess but we truly we are all here to better our organization and to better the cheerleader

Cailey Hanneman: And so for us questioning these items, it's only because we want our organization to operate correctly and continue for the next 30 years. So that's why these things are so pressing and it wouldn't matter if it was you or someone else in the position, it would still be questioned of what was going on.

Cailey Hanneman: So I'm very sorry that you feel personally attacked, but this isn't about It's about our organization and how we're going to move forward in a positive way. And for Thank you.

Billie Ann Caya: Yep.

Billie Ann Caya: And I agree with you 100. I mean I agree. I mean I think that there is nothing wrong like I said there is nothing wrong with the questioning me but accusing accusing is much different than being questioned. And that's the main thing. And yes, I mean I would be more than happy to now have more checks and balances and people that are checking things and doing things and...

Cailey Hanneman: Let's see.

Billie Ann Caya: on and so forth. and I'm not going to say I'm perfect. I tried to do the best that I could in the situation. Did I make some mistakes? Of course I did. But also I have for the last 30 years.

Baylie Pounds: Billianne, have you held both positions of treasurer and executive director at the same time? Do you at all in those times ever think that that was a conflict of interest?

Billie Ann Caya: No, I mean in this day and age

Baylie Pounds: Can I understand why you would not think that those two positions being held together by one single person is not a conflict of interest?

Billie Ann Caya: probably be.

Baylie Pounds: You said that you did not deal with money but treasurer is dealing with money and then the director would be also the one who writes off whoever is spending money and this or that and so would the tre So how would those two positions not be a conflict of interest being held by the same person?

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Billie Ann Caya: In the true sense of the word, it probably would be, but again, the beginning of the organization it was Brenda and I. What we were doing is we were not worried about spending money or where the money was going because we didn't have any.

Baylie Pounds: Right. But okay,...

Billie Ann Caya: And Okay.

Baylie Pounds: let's not talk about the 1990s to even 2010 or even 2015. Let's just talk about the last five years even.

Billie Ann Caya: No, because as executive director, I didn't sign off on any money. You know what I mean? The only money that was ever spent or whatever it was, it was transparent. So, no, I never did think it was in that way. Don't heat

Baylie Pounds: So, another point you make that you don't believe that or...

Baylie Pounds: I guess Tammy, go ahead because I'm cutting.

Tammy: Thanks. ...

Tammy: I guess I would just want to say I don't know how long I was on the board before a couple years off. probably sound like a jerk as I usually do, but Billanne had a lot of titles and jobs because a lot of people failed to do theirs. as hey, can we get this clothing order? Yeah, somebody would do it, but then never do it. So then Billanne and I met at Sentry to fulfill all the orders and bag them up and mail them, etc. so it wasn't a dictatorship or anything like that. it was frustrating that Billne wanting to see it succeed would always help.

Tammy: She would go with me to design a t-shirt. We would order other things. we did a lot of other things that people obviously didn't do. She took not the money, she took the position of competition director because she was basically doing the other person's job. and why don't you get paid or whatever for doing what you were doing?

Tammy: instead of that other person. and so in my opinion, that's maybe what some people might see. that was 10 minutes ago that we were talking about that. and then the other part after Brenda, there was another executive director. Correct. I don't know how long Lou was there being the other executive director. But it hasn't just been the maybe the last few years since Lou has been gone. but I guess that's all I wanted to

Billie Ann Caya: below an executive director. but yeah, otherwise she was executive director as well for I'd have to look how many years, but she was Thanks,...

Billie Ann Caya: Tammy, for bringing that up.

Tammy: And...

Tammy: she would also write and sign off checks, too. Or at our board meetings,...

Billie Ann Caya: And we would Yes.

Tammy: she would look at all of them or it would all be presented in front of everybody.

Billie Ann Caya: that it was Lou and...

Billie Ann Caya: I were our checks and balances of each other.

Baylie Pounds: Okay, going off of...

Baylie Pounds: what Tammy said then looking at past general assemble meetings it looks like ample people who have volunteered to be on the board and then there's only been so many positions available. So then only two or three or whoever are voted on. So in these instances, could it not have been if somebody's not doing their job as their board title, couldn't you then call an emergency board meeting and have a new vote like present new members, have a new vote, have all these things so that there's not then again conflict of interest and there's still transparency and you have this paper trail in etc etc.

Billie Ann Caya: I suppose, but the board positions are voted on by the board, not by the whole committee. But yeah, it wasn't a matter of not wanting people to do it. It was the last couple years I would say board. The people that have been on the board have been a lot more helpful and have done a lot more things. So I'm not disagreeing with anything you guys are saying.

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Billie Ann Caya: Basically, I'm just trying to give you some reasons as to why and why it probably at that time wasn't wrong.

Courtney Pierce: Trent.

Trenton Larrieu: So my thing is people say it wasn't wrong back in this day Back then but ethically it's always been wrong to not cover your butt.

Trenton Larrieu: It's always been not the right thing to do to not have paper trails. It's always

Billie Ann Caya: But Trenton,...

Billie Ann Caya: Trenton, I always have in some way or other covered my butt because I know how that stuff goes. And that's why I have kept things in ways. probably not as formally or in a formal way as so but of having my files the way they are etc etc.

Trenton Larrieu: It's not in there. You don't have proof for it.

Trenton Larrieu: Sorry. That's what we're Okay.

Billie Ann Caya: I would...

Billie Ann Caya: because I would have receipts.

Trenton Larrieu: But then receipts You could have just typed them into an Excel and been done. I mean, that's what we're talking about is things and still were not being done right after being asked multiple years in a row for that stuff to be done and then to not like if somebody is not doing their job then to just somebody else step up like that's not how a board works. That's not how a committee works. That's not how a nonprofit works because then there's not transparency and nobody knows what people do when there's not transparency.

Trenton Larrieu: Not saying that things have been done, but it's the transparency and it's your rear end process and the board's rear end and the NDCCA's rear end.

Courtney Pierce: Mars.

Trenton Larrieu: That's what we've been asking.

MARA NASH: So, what I'm just wondering, Billian, is you keep reiterating that you have all of these receipts and all of the documentation, and I've been a part of the NDCCA as a coach since 2019. And I'd sit at these meetings and hear things. And I'm just wondering if you have all of these things that you're saying, why aren't you providing them so that people aren't getting frustrated so we're this meeting? So we're not at the point of getting lawyers and having other coaches in our state question the integrity of our board and wonder what's going on because they read our meeting minutes and they see all of these things happening.

MARA NASH: We as a board want to see those things so we can ease the minds of our other coaches in our state because they are seeing secondhand that these things are going on. They're hearing it because they're reading minutes and we don't have answers for them. And that's our job as a board and honestly as your job keeping track of the money. You should be able to just say, "Hey, yep, Here's everything. Go ahead and read it." But for years, you have not. And I think that's why everybody is getting so frustrated and defensive and maybe why you feel like you're being attacked because everybody's asking and you're not providing it.

Trenton Larrieu: We already have teams that their athletic directors are not letting them come to NDCCA sanctioned events. we're at that point. The next is and they go to the NDHSA SSA board. It doesn't matter who it is. It doesn't matter who it is. The point is it's happening.

Billie Ann Caya: Yeah, it does.

Trenton Larrieu: No, the point that it's happening It does not matter.

Billie Ann Caya: Amara also Mara.

Baylie Pounds: Why does it matter?

Trenton Larrieu: It's that it's happening. It should never happen. That's the point. Because now NDCCA is at risk to being dissolved.

Billie Ann Caya: No, they aren't.

Trenton Larrieu: Billianne. Yes, they are.

Billie Ann Caya:

Billie Ann Caya: No, No, they're not. Okay, Mara, to answer your question, it's anytime there's been the questions at these big meetings, it's been kind of a general thing. If somebody wanted an answer to a specific situation, I I can give it if you guys want to see all of the files that I have or whatever, fine. I can show you the way that I have kept track of the different finances.

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Billie Ann Caya: Again Lou was my check and balance also I have never tried to hide anything. I agree with you that it has to be these Quickbooks and all of this stuff. Yes, that's a formal way of doing things 10 years ago. No, and I'm not saying that it shouldn't have been. I'm not saying QuickBooks weren't around then. I don't know when they started. But I'm just saying about how things have done. I look at how nonprofits have evolved. I'm on a couple nonprofit committees. I know what that's like. And I would be the last person in the world to want people to question what is going on.

Baylie Pounds: I just want

Billie Ann Caya: So questioning is fine. It's not ac Questioning. Yes.

MARA NASH: And I think I appreciate that answer, Lilianne. you keep saying that you're not trying to hide anything, but what I am confused on is if I was in your role and year year after year, coaches were coming and asking so many questions and the board was now asking me questions regarding financials. I would provide every single detail out in the open. No questions Whether it was a specific question or not. if people are wondering about one payment or 12, you need to provide all of that information because if people are wondering about one, they're probably wondering about many more. And people are starting to question it.

MARA NASH: And when year after year there's no evidence of even what they ask for, I think that's...

Billie Ann Caya: Heat

MARA NASH: where people are starting to want to dig more into it and say, " is something being hidden?" Because we're not being given anything. So, I understand not a specific question. However, when you're responsible for thousands and thousands of dollars of money for a program, you have to be transparent down to the penny with every single transaction, not just a specific one that people want to know 000.

Baylie Pounds: I was just going to state QuickBooks has actually been around since 1992. it has been around for quite some time. so it could have been implemented. I get not everyone, was knowledgeable

on computers in 1992 and whatnot, but especially the mid 2000s and up, computers were a big thing. And especially by ...

Baylie Pounds: the later 2000s, I think we could have definitely implemented QuickBooks a lot sooner than we did. I do 100% believe that.

Billie Ann Caya: I won't disagree with it.

Billie Ann Caya: I mean, I just wasn't familiar with them. But there again, too, I don't know. I mean, if somebody had asked me about something, like I said, every competition I gave a statement. I showed what was paid out, what was taken in. So, I gave that complete treasures report. I don't know what I mean again spec if somebody had wanted something other specific about that.

Billie Ann Caya: The only other thing that I basically handled money for was coaches day, either making a payment or writing checks for people and also the certification payments. those that's about it. And so I don't know. And I'm not saying I'm not saying I was totally wrong. I don't know. I have never had a coach call me and say, "Why was this payment being made or what was this payment about?" Or if they had, I don't recall any of them, but if they had, I would have answered it. I would have shown them.

Billie Ann Caya: Even coaches day, I have files where I kept track of what went out, whatever. So, I don't know where the concept is of me hiding it. Yes, I would have somebody at our general assembly meeting yell out pretty much attacking me in my mind. where is that whatever where if there had been a specific thing or whatever I would have answered it I don't know like I said I am the last person in the world that wants this to be drugged through the mud I don't which is the reason same with me with my name where it has not been fun the last two years this just hasn't happened I've been going through this for two

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Billie Ann Caya: years and it has probably been the most stressful thing that I've ever gone through in my life. and people know that I'm not lying about that. Questioning a person is one thing. Attacking a person is another. And yes, you're right. Sometimes people can misunderstand that. But I definitely know I am not misunderstanding some of the attacks that I've come under. But if you guys have some questions or have a specific instance or have a coach that has contacted you, Either that the coach doesn't have to let me know through one of you. Yeah, they want to see this or what happened here. I'll dig it out. But I'm also saying, yes, I know you have to move on.

Billie Ann Caya: you have to do things in a more recent way, a more whatever. And anyway, that's

Courtney Pierce: Did you have something?

Courtney Pierce: And then we'll go back to Bailey.

Tammy: Yes, thank you.

Tammy: So I guess with her being the treasurer and literally knowing us wanting that job just in the years that I was on the board, whatever worked for that treasurer was what we allowed to happen, if you will. I know it took a few years for her to get a debit card or a credit card under NDCCA. but in that sense she was the treasurer. We allowed her to do it the best way she saw or what she wanted to do. is there a way instead of keep going around in circles with people saying the same complaints? Is there any way

Billianne that you can literally scan in every single money document from whatever people want to know from a certain year?

Tammy: Is it from wherever? Can you provide that so we all can stop asking for the same thing? You know what I mean? you are asked about a specific thing.

Tammy: Can you please and whoever has a certain date or whatever timeline in line, can you scan it in, send it through your lawyer whatever so people can look at again it again or every single thing or transaction can be seen.

Billie Ann Caya: Yep.

Billie Ann Caya: Yeah. That's what I'm saying. If anybody has a question or if there's a specific thing, I will then go back through my records or through the bank records and I will show That's absolutely absolutely. And the other thing, just kind of showing you why I wanted a check and balance sort of thing. originally when they talked about having a debit card, that, I think it was when Jen Weisenberger was on the board, she had mentioned getting a debit card and I said I really didn't want a debit card because a debit card would just show you that it was a withdrawal from your account. It wouldn't really show you what it was for.

Billie Ann Caya: where with a credit card or a check, which is the reason why I've written checks for so long, I could indicate on the check line what it was for. and then same with a credit card. I would get the bank statement from the credit card and then I would make sure that I had those receipts for those credit card statements. So, I was doing it in that way rather than doing a debit card because I knew then that you wouldn't really have any proof as to what that payment was for or what it was. So, I was trying

Courtney Pierce: Bailey, go ahead.

Baylie Pounds: Okay, a couple things because I want to feed off of the last thing that was also said but for one, Billian, you keep referring to Lou Burus as having knowledge this and that and you keep referring to the the unofficial audit that was done by Lou and her friend who is labeled SJ. but you answered every single question but not fully some of them were I think it was this I will have to check and get your documentation or I'm pretty sure it was this again I will have to check and get documentation there's quite a few answers to this audit of 2022 that have those responses so even

01:05:00

Billie Ann Caya: I did send her the answers. And if you need me to send I did and...

Baylie Pounds: Okay, I would love to see those responses cuz I couldn't find them.

Billie Ann Caya: If you need me to answer those questions, I definitely will. Okay. Okay.

Baylie Pounds: I looked throughout the share drive, I couldn't find anything. So, I would love the transparency on those questions.

Billie Ann Caya: Send me the copy of that and...

Baylie Pounds: And...

Billie Ann Caya: I will

Baylie Pounds: then in regards to the same audit, there are quite a few checks she references and there's actually no memos. So, you last stated that you tried doing memos on checks and that's why you liked using checks or credit card statements and you would have the documentation on that and you would keep receipts. there's lots of memos or lots of checks with no memos. And a lot of those you referenced, you're like, " I think Let me check." so there's no memos on checks for one or some that is listed.

Baylie Pounds: And then two, for receipts, when you keep all this documentation, I understand you wanting to keep original copies, but why didn't you at least take copies of receipts and this or that to have a file folder for NDCCA so that when any of the questions came about or anything like this and legalities or whatever that it was easily referred upon. my husband has a business and we have a separate folder that has all of his receipts that pertain to his business that we keep separate from our personal stuff so that easily if we were questioned anything or needed to locate anything for the IRS, we can easily locate those documents.

Billie Ann Caya: I have those.

Baylie Pounds: Why is there not Okay,...

Billie Ann Caya: I did. I put...

Baylie Pounds: you have them, but why is it not somewhere that is that other people can? Because we don't know what you have.

Baylie Pounds: We don't know what you have. You can, and I'm not saying that I'm not accusing you of anything, but you can in all reality alter documents. So why is it not in a neutral patient.

Billie Ann Caya: because I've always been the one to do it. That's all it's when you do everything for your organization, you're the one that has it. And I kept it in I said, in each one of the competition folders, I have the receipts for what was spent, what was whatever in there. So, that to me was my file. If somebody said, "Billian, let me see the receipts from 2022."

Billie Ann Caya: Okay, I can go to my file, take it out, and there it is. So, I have it. Maybe I don't have it in the way that you say that I should have it, but I did it in the best way that I thought.

Baylie Pounds: But Stevie's been asking for the past three years at general assembly meetings. Stevie has asked the last three years. I've pulled it up on our general assembly meeting minutes and...

Billie Ann Caya: Yep. No,...

Baylie Pounds: there's been other inquiries and you continuously say that you will bring this documentation, you will provide the proof, but we're going on three years, possibly four now, and we don't have it.

Trenton Larrieu: for NDCCA or for Billy and Kaa So...

Billie Ann Caya:

Billie Ann Caya: it's for Andy CCA. Hey, keep going.

Trenton Larrieu: then why doesn't the NDCCA board have the original copy and have the one that's in the copy? It's not for Billy and Ka because Billy and Kaya is not It's NDCCA's property. It's NDCCA's responsibility. What if there was something that happened to you you had an accident or god forbid something happened to you where nobody else had access to all that? NDCCA would be screwed because they don't have a copy. NDCCA is not Billy and Kaya. NDCCA's own entity. You have created and done a lot for NDCCA, but now NDCACA is gone its own entity. So that's what we're talking about is you can't have everything and the board not have access to it.

Trenton Larrieu: that has to be transparent so that anybody on the board at any time can access it. Otherwise, that is I believe leg illegal. And that's where we are at. That's what we've been asking for for three years. That's what we've been asking for this whole time. And that's what we've been asking for for as long as I've been involved in this cheer. That's what'm to That's I think most of us are trying to

01:10:00

Tammy: I'm gonna take a guess, Billianne, that you have them all in paper file folders in boxes or...

Billie Ann Caya: Yes, I do.

Tammy: tubs somewhere. So,

Billie Ann Caya: Yes, I have it. Yes. And It's the way that I did it. Nobody has ever questioned the way that I did it.

Billie Ann Caya: It isn't wrong that the way I've done It's just not the way that it's done now.

Trenton Larrieu: No, Billy,...

Billie Ann Caya: It Trenton.

Trenton Larrieu: it is wrong.

Billie Ann Caya:

Billie Ann Caya: Just a minute. you're saying it should be where and okay fine so now we've got these QuickBooks whatever fine I understand then everything can go in there that will be a lot less stuff for me to have in my file folders but I did it the best way that I thought it should be done and there again nobody to take care of it I've been the executive director ... if somebody else wants to do these jobs. Yes, do them. But

Billie Ann Caya:

Trenton Larrieu: million. I'm sure there have been people every time that have been more than willing to...

Trenton Larrieu: but nobody has asked. No, like you said You want the specific date? Maybe you need to go out and ask somebody specifically. Hey, would you be the treasurer? Because I don't want to do both. Or hey, could you do this or hey, could you do that? And then I have one more other thing and I'm going to stop talking the rest of the time. is why Tammy m but why are you answering Billianne's questions for her? I thought this was a Q&A with Billianne, not Billianne and whoever else wants to answer. Just my question. Don't need an answer. I don't care. That's my fault.

Courtney Pierce: Let's see.

Billie Ann Caya: saying what the history of it was and why things were done the way they were. That's all.

Trenton Larrieu: But we're asking questions to you,...

Billie Ann Caya: Okay.

Trenton Larrieu: not to the board in general. That's my point.

Courtney Pierce: What's your question?

Missy Jansen: Sorry, I was just going to ask where we would think that these would be held because the problem I see I guess with the backlog is that there is no physical location of NDCCA.

Billie Ann Caya: Yep.

Missy Jansen: So that's where it gets muddy because NDCCA doesn't have a physical location. And I'm very well aware of how these kinds of things happen because the PTO at the school I work in was exactly the same way. it was started with one person and all of these organizations have trouble getting people. So I get that. but I just would like to know where we would want those held.

Courtney Pierce: Can we upload them into files? I'm just like an overall.

Missy Jansen: Are you asking me? I don't know. I mean, I think that would be a very large undertaking, I'm guessing, because it's like 30 years worth of stuff.

Courtney Pierce: Yeah. Mara, last question and...

Courtney Pierce: then we need to move on.

MARA NASH: So I am wondering...

MARA NASH: because I was not a part of the board when the transition where Audrey took over being the treasurer. So, I'm wondering, Billianne, did you provide Audrey with all of this information? Because if the job is now going to someone new, they should be provided all of this information so that when people do ask, they are able to dig up the information and say, Here's the answers to your questions." because from my understanding, it doesn't seem like she has those because I feel like we would have avoided this entire situation.

MARA NASH: So, I'm just wondering if you passed along all of this information when that job roll was switched over.

Billie Ann Caya: as far as giving her all of the files.

Billie Ann Caya: No, I did not give her all of the files. I kept all of those just because that was not something at that time that was needed. It was basically like the bank statements that I had which the other ones she could get from the bank. anything that I had related to the bank. and I think I might have I'm not sure if I gave her the file or not where I have the treasures reports, but I don't remember if I did give her that or not, but I have that in a separate file on my computer and I can give her a copy of that. But as far as all of the basic stuff or whatever, yes, I did pass that over.

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MARA NASH: So, she just has the baseline of...

MARA NASH: where things were when you left the role, but she can't answer any further questions.

Billie Ann Caya: that I'm not sure of.

Billie Ann Caya: I would probably have to, if it was a specific thing from 2020 or something like that. Yeah.

Courtney Pierce: Was there anything else or can we move on? Bailey.

Baylie Pounds: So, I'm still referring to all of the responses from Billy Anne that was sent via her lawyer. I'm just trying to go through dot, eyes, costies. so you on here state that you are paid \$500 a year as for serving as executive director of NDCCA and you had previously spent \$500 a year in gas on NDCCA credit card, debit card, I'm not sure and you use that so that you didn't go above the \$600 a year, so you didn't have to file a 1099.

Baylie Pounds: you also state in this that you did not double dip and you actually list out scenarios in the audit from 2022. There are scenarios where you were paid mileage from either NDHSS or SAA or there was mileage paid out also for comps in November of 2021. And then you also use the card to pay for gas. on both instances, you claim that that's not double dipping because the \$500 is towards your allotted fund for the year.

Baylie Pounds: But in all actuality, it is double dipping because if you are being paid out mileage and you're using the card, then that should actually be then paid out via check because if you were to take it to an IRS agent that is double dipping. I just want to point that out.

Billie Ann Caya: I was paid by check for that. I did not use the credit card my yearly executive payment toward the mileage payment for competition. A check was written for the mileage for competition. Yep. Yep.

Baylie Pounds: So, November 2021 comp it says Billanne was paid \$200 for mileage plus \$50 for board meeting. She also had gas receipts for those same dates charged to the NDCCA credit card 111221 for 1953 and 111921 for \$41.28. Another time check number 4038 to Billy an for mileage indsa meeting also g gas charged to credit card on 62721. So that if you're being paid mileage and then also using the NDCCA credit card for gas you're paying yourself or using it for the same exact thing.

Billie Ann Caya: the mileage payment that's okay now it is and...

Baylie Pounds: Then your yearly payment needs to be paid out via check...

Baylie Pounds: because it is.

Billie Ann Caya: that's why a couple of years ago some of the same things that you're bringing up I think it was even Barb Reese maybe who works with the school district in Stanley is the one that brought it up and said I think it should be that maybe isn't a good thing to do that we should just go ahead and do the check thing and then that's when we started doing the checks

Baylie Pounds: So you feel targeted and it's not just one thing and one subject. It's not just two things like there's multiple instances. So, at any point in time during the time that you have had this in DCCA program, did you ever consult with anyone with the proper way to go about things? Did you ever talk with a bookkeeper? did you talk with an accountant? did you ever try to figure out...

01:20:00

Baylie Pounds: how to appropriately go about these things for a nonprofit or was it all just self-taught?

Billie Ann Caya: First of all,...

Billie Ann Caya: we have only been a nonprofit for the last is it I think three or four years. So therefore, before that, there wasn't anything that had to be dealt with regarding a nonprofit because we were not a nonprofit. We have only been a nonprofit for and I'd have to look it up. I've got it in my file for the last when it was approved. I think it's only three years maybe four and that is when I believe we started or stopped using the credit card again for this and I believe Barb Reese is the one that had mentioned that. So yes, I mean there have been changes made since we've become a nonprofit and yes, I know that now that we are a nonprofit that there are more things and more accountability that there has to be. I am not disagreeing with that.

Billie Ann Caya: It's just a matter of how some of this has been done and how my name has been dragged through the mud by some people not asking but accusing and doing it not only the board but in front of a whole a lot of other organizations and places. And that's the...

Baylie Pounds: Then why wasn't this brought forward when you were asked the first time? You feel like your name is being dragged through the mud and you feel like you're being accused,...

Billie Ann Caya: because I thought everything was answered in the audit that Lou did informally with her lady...

Baylie Pounds: but these are the same things that have been asked for at least the three years that I had can see documentation on.

Billie Ann Caya: who is an auditor, her friend who is an auditor. I thought all of those were questions.

Billie Ann Caya: CB having other questions.

Baylie Pounds: I can send you...

Baylie Pounds: what I have and what's on there.

Billie Ann Caya: Having other questions then it should have been a specific question so I could have dealt with that.

Baylie Pounds: Even okay, so even on the audit though, these questions are not answered fully. Even if we're only addressing the audit, they're not answered fully. I have it printed out in front of me right now. It's not answered in its full capacity.

Billie Ann Caya:

Billie Ann Caya: All I said send it to me and I'll get them answered.

Courtney Pierce: All right.

MARA NASH: that Bill is that we shouldn't have to keep sending you things or keep asking things. People don't need to ask every single detail. People want transparency and that is why people are frustrated and I think that is why you feel targeted and attacked and why you feel like your name is being drugged through the mud because you're not giving transparency. No one wants to accuse you. Everyone in this state is grateful for what you've done and continue to do. But people have questions rise when there is not transparency. And especially when someone says, "Here's part of the answer, but if you want more, you have to ask me a specific question." People want the transparency.

MARA NASH: And when this job was transferred over to another treasurer, it should have been fully handed over, not I'm going to keep all of these things and if you want them, you have to go pay for them or dig yourself or specifically ask me questions. This is a job that needs to be fully transparent. Whether we are a nonprofit organization for just three or...

MARA NASH: four years or not, s are financials. That is a big deal and people are upset about it. Nobody is trying to accuse you, but you are really kind of putting a big wall up and making it look like we have to specifically dig for things because you don't want to share them. That is why it's coming across the way that it is.

Billie Ann Caya: And I have been specifically attacked.

Billie Ann Caya: I have been specifically attacked. not by everybody, but I have. And remember, like I said, I was the treasurer. It's something different. It's always been handled a certain way. I'm not saying it hasn't been, but again, a specific question, I don't know. It's just been the way it's been handled.

Billie Ann Caya: the way it's been handled I don't think has been handled very well and like I said in and originally it was a matter of that I wasn't asked when they had that executive meeting which in the history of NDCCA I don't ever remember there being a separate executive meeting of just the vice president secretary and...

Courtney Pierce: should be right.

01:25:00

Billie Ann Caya: treasurer never I don't remember that ever because I was treasure and I would remember that. But it wasn't a matter of asking me. It was that you did this. If you don't resign,...

Courtney Pierce: Yeah. Yeah.

Billie Ann Caya: we are going to take it whatever. And then I got the email from Jen telling me that she would go to the police and she would have a detective and so on. And so that I felt was an attack.

Billie Ann Caya: And I still do feel that it's an attack. I understand that. I understand things moving on. I'm really glad with the number of people that we have on the board now and the number of people on the board that want to do things because as Tammy said for many years jobs didn't get done and...

Courtney Pierce: Okay.

Billie Ann Caya: other people would end up having to do them. and I'm just telling I'm not right about everything. I'm not saying I am, but in the same manner, it's the perception of it. And my attorney is going to cost me over \$3,000,...

Courtney Pierce: I think

Billie Ann Caya: if not more, to prove that I've done nothing wrong, which I

MARA NASH: Okay, Billian, you're really not answering my question, but to stop you there,...

Courtney Pierce: Hi everyone.

MARA NASH: your attorney fees of \$3,000 or more could have been entirely avoided had this all been handed over. I mean, people just want the transparency. We are not trying to accuse you. I for one very much respect everything that you have done for our state. You are part of the reason why I got to be a cheerleader, why I get to be a coach and love what I do. No one here wants to sit and accuse you. However, you jumped right to getting an attorney rather than here's all of the information. I mean, if you couldn't have put that all in documentation form online yourself, which I don't even think I could do that. It's a lot of stuff. I'm sure you have, but I think people here would have been more than willing to help you because none of us want to accuse you of that.

MARA NASH: But when you don't provide it, that's where it starts looking a little fishy. You're okay.

Billie Ann Caya: And if you need me,...

MARA NASH: But some of

Billie Ann Caya: if you need me to scan and send everything that I've got to somebody, I can certainly do that. I just want I Anyway,...

Courtney Pierce: I'm going to pause this part of the meeting.

Courtney Pierce: Billianne, thank you for taking your time and coming on and doing the Q&A with the board members so that they can get clarification on things.

Courtney Pierce: I appreciate that. at this time, we're just going to have you step out of the meeting so we can discuss whatever we need to discuss and then finish up with our agenda.

Billie Ann Caya: So I thought that I was already back on.

Courtney Pierce: But we have not taken you off of administrative leave.

Billie Ann Caya: And just so I was never notified of that. I mean, back in September, nobody ever notified me. But, okay, just again, I all as I want and again, there's lots of and...

Billie Ann Caya: actually the attorney that I have gave me some suggestions for the board for things that could be done differently and...

Courtney Pierce: That's right.

Billie Ann Caya: so And not in this situation, but just overall. And ...

Courtney Pierce: Is it

Billie Ann Caya: which I can give to you at a later time. But the main thing is just the way these things have been done. and I have been attacked by some people. I honestly have been and...

Billie Ann Caya: that's the main thing.

Courtney Pierce: Taste the game.

Billie Ann Caya: The transparency thing I totally see. I guess if somebody has a direct question ask me if they wanted somebody wanted it was just never clear as to what somebody wanted. If they want everything I can give them everything. So that's all I have.

Courtney Pierce: Thank you, Billian.

Billie Ann Caya: And all as I wanted was an apology. I didn't go after any money thing, anything like that, which I could have, which she said I could. Defamation. I just wanted an apology for the way that this was handled and so on.

01:30:00

Courtney Pierce: All right, with that, now that she has stepped off, I will open the floor for any discussion on how we are going to move forward.

MARA NASH:

StaceyAnn Ziemann: I would like to step in and...

StaceyAnn Ziemann: make a motion not even to keep her on administrative leave till after competition and to revisit this after competition.

Trenton Larrieu: I second Stacy.

StaceyAnn Ziemann: Thanks, Trent.

Courtney Pierce: All in favor, raise your hand, please.

Courtney Pierce: All not in favor, raise your hand. Should say all opposed. So, it has been passed that we will keep her on administrative leave until after competition and we will revisit it after that.

Courtney Pierce: Does anyone want to discuss anything about what we just did with our Q&A?

Audrey Lenz: I would like to just speak on to a few things that were brought up that were maybe community tweeted I feel like on your part we have been a nonprofit no longer than three years. We've been a nonprofit since 2015. I can find that documentation which also wasn't provided to me and we had to go purchase for ourselves to be able to get that documentation. bank statements were not provided to me and she said that I can still get them online. We had to pay for those bank statements to be uploaded.

Audrey Lenz: so just want to make sure everyone is aware of that and you can see that in the records as an expense report that I have provided and I Stacy and myself both requested records to be sent to us and nothing was sent to me but a file folder with about 15 receipts in it, incomplete bank statements and

incomplete financial credit card statements which I also had to go online once she finally gave me access to the credit card so I could pay for the credit card and download all of those onto the drive so that you guys have them. So, if you guys are hellbent on looking through all that, by all means, go for it. I made sure it was all up there for the future treasurer, for whoever wants to be. That's been on there even before I sent my resignation letter. So, just want to make that very clear to all of you that it has been on there and everybody has access.

Audrey Lenz: that you can for sure go through and dig through and find stuff that you want. And if there are any other financial questions, I'm happy to answer.

Courtney Pierce: Thank you, Audrey.

01:35:00

Courtney Pierce: Does anyone else have any questions or statements that they would like to make?

StaceyAnn Ziemann: Is there anyone that wants to revote after hearing what she had to say?

Baylie Pounds: As far as removing her from the board,...

StaceyAnn Ziemann: Yes. Sorry.

Baylie Pounds: I would like to make a motion to remove her from the

Brenna Heidbreder: I'll second that motion.

Courtney Pierce: All right. Bailey has made a motion to revote on the removal of Billion from the board.

Tammy: That seems strong.

Courtney Pierce: Brena has seconded. All in favor, please raise your hand.

Courtney Pierce: I'm waiting until Mara has everybody's name down before. So, please keep your hand up if you have voted that way.

Tammy: allowed to ask a question.

Courtney Pierce: In one second,...

Courtney Pierce: Tammy I want to do if you are not in favor. So if you oppose

Tammy: Good morning.

Courtney Pierce: Okay, you can put your hands down. Tammy, what was your question?

Tammy: I guess I have two if to talk. I'm not sure if I am anymore. but McKenna, is she allowed to not vote? She isn't present or... how does that work? And then I guess I'm confused with the people that turned in and submitted their resignations why they're on here or why they're voting. Just honestly asking.

Tammy:

Courtney Pierce: for the McKenna thing,...

Courtney Pierce: she would not be able to vote since she is not on the meeting. And then with the people that have submitted a resignation, since those resignations have not been voted on, they are technically still a part of the board.

01:40:00

Courtney Pierce: Is there anyone that votes to abstain?

Courtney Pierce: So, as it is listed, we have a 9 to3 vote in favor of removal.

MARA NASH: So, just to make sure I have everything voting wise listed correctly, I have everybody down for a vote besides Missy, it looks like, unless Missy, did I miss your vote.

Missy Jansen: I'm sorry. I stepped away for a little bit and so I came in after whatever the motion was. So I didn't feel like I could vote.

MARA NASH: The motion was after hearing if we want to revote on removing her.

Courtney Pierce: So, do you want to vote either way, Missy, or do you want to abstain?

Missy Jansen: I'll abstain...

Missy Jansen: because I just feel like I missed the conversation too much.

Courtney Pierce: I just want to make sure our notes are clear.

Courtney Pierce: Thank you.

Courtney Pierce: So if my math is correct, we have the correct number for this motion to pass.

01:45:00

Courtney Pierce: Moving the rem review of old minutes. There are a few things that we need to end. the first voting was the names of it listed and the wording of the motion is also incorrect.

Courtney Pierce: Hey, Can you put in our notes the correct wording and...

Audrey Lenz: That was my original motion and...

Audrey Lenz: I never said the words that were stated in the note or in the meeting minutes. I had said that I wanted her suspended indefinitely.

Courtney Pierce: then we can amend the old minutes with that statement in a new color.

MARA NASH: Audrey, could you just say it one more time for me so I get it right?

Audrey Lenz: I had made a motion to suspend her indefinitely and...

Audrey Lenz: not what the meeting minutes say right now, which I think it says termination I think is what it says. So I would just say my motion is that the meeting minutes be amended to state that my motion was to suspend her indefinitely.

Courtney Pierce: And for the votes,...

Courtney Pierce: Jen was put on there instead of Bailey. So, Ba Bailey should be on there, not Jen. Let me see.

Courtney Pierce: And since there was a lot discussed as I was going through the transcript also after that amendment of it we are going to attach the transcript as well. Otherwise there would be a lot to add in.

Courtney Pierce: We'll be going over the three letters of resignation that we have received. The first one on here.

Audrey Lenz: Sorry, Courtney, someone has to second.

Courtney Pierce: Yeah. Yeah. Go ahead.

Audrey Lenz: When you're amending meeting minutes for them to be,...

Courtney Pierce: Remote.

Audrey Lenz: you have to have a second. So, I made a motion to amend the meeting minutes and you're like adding an addendum to that with the transcript also being included. So, I'll do that. So my motion is to amend the meeting minutes, fix my statement to suspend indefinitely and that also the transcript be added to the meeting minutes for clarity. And then somebody has to second that.

Trenton Larrieu: One second.

Audrey Lenz: And because it's meeting minutes, we have to vote on it.

MARA NASH: I think Im

Courtney Pierce: Yeah, sounds like it was a good one.

Courtney Pierce: Okay, I'll let Mara get that typed up first. Hey, Missy.

Missy Jansen: I was just wondering so if we are adding the transcript then any other changes or additions that we have we don't necessarily have to address.

Missy Jansen: Correct that as long as that main one is addressed we're good. Okay.

Courtney Pierce: I believe Great. And then all in favor of approval of the amended minutes.

01:50:00

MARA NASH: Do I need to get everybody's name or just total here?

Courtney Pierce: I would put everyone's name just to be transparent.

MARA NASH: Can you guys leave your hands up for just a moment?

Courtney Pierce: No. Hong Kong.

Courtney Pierce: Are you good, Ma So, then we will go into the resignations that everyone has been sent and they have also been linked in the agenda here. the first one is Leah's any opposed? Sorry for the minutes. ripped it up. Okay. all in favor of Yeah.

Courtney Pierce: one of the ones accepting Leah's resignation.

StaceyAnn Ziemann: Can I make a motion?

Courtney Pierce: Yeah. Go ahead.

StaceyAnn Ziemann: Can I make a motion not to look at resignations to after competition, please?

MARA NASH: tonight. what if I get we're stressed, but I feel like at least with some jobs it's better to have a plan

Trenton Larrieu: Could we see who is wanting to take back the resonation if any of them are willing or not to?

Courtney Pierce: What happened?

Courtney Pierce: Yeah, she said that she would still help.

StaceyAnn Ziemann: I did reach out to Lee.

Tammy: I asked her...

StaceyAnn Ziemann: I think Leah is already helping with competition. She hasn't told me that she's changing that.

Tammy: if she was coming and she said no. So, I assume her resignation will stand or...

StaceyAnn Ziemann: She didn't email the person. She said she would help out.

Tammy: maybe she'll still help and not be on the board. I don't know.

StaceyAnn Ziemann: But I just want to just not look at these till after competition. I just want to get through competition right now.

Courtney Pierce: Yeah. Yeah. Missy I think we should still go through and vote.

Missy Jansen: Can we legally even do that? I just know that we've been questioning the legality of what we're doing here. So, I just want to make sure that we're following things by the book. And I don't know that we can wait if they've already been submitted.

StaceyAnn Ziemann: I think this being a special meeting though, it was different. It was literally called in order to the BA was the reason this meeting was called.

Courtney Pierce: Few minutes left.

StaceyAnn Ziemann: It's not our normal monthly meeting.

Audrey Lenz: I do think that Missy is right though, Stacy. the ones that have submitted letters,...

StaceyAnn Ziemann: I'm looking right now.

Audrey Lenz: but I do think you do have to vote on the ones that have officially because they have to officially submit a letter in writing for it to be an official resignation. So, technically that's mine, Leah, and Bailey, I believe, are the only ones that have submitted letters.

Courtney Pierce: I think we should go forward with reviewing and approving the resignations that have been submitted. So since Leah's is first, show of hands if you approve her resignation.

01:55:00

StaceyAnn Ziemann: And yes, Leah is still helping out. She just responded back to me.

Courtney Pierce: All oppose.

Courtney Pierce: With that, Leah's resignation has been accepted by the board.

Courtney Pierce: Audrey and Bailey, since you two are on the call, before we vote on yours, do either of you want to retract your resignation.

Audrey Lenz: Honestly, I need time to think on that. So, if you guys need to vote on it, you need to vote on it and I'm fine with that. I'm supposed to be in doing birthday singing with my little kid right now and I'm not. So, This has been a head night. So,

Courtney Pierce: All opposed of Audrey's resignation.

Audrey Lenz: I'm abstaining.

Courtney Pierce: for Audrea's resignation. There were four in favor of accepting and six Majority is opposed. Audrey's resignation is not accepted at this time.

02:00:00

Courtney Pierce: Bailey, yours is next. Would you like us to vote or do you want to remove your resignation?

Baylie Pounds: I kind of am at a standstill like Audrey to be honest. I don't know.

Courtney Pierce: We will go ahead and vote on Bailey's resignation. All in favor, please raise your hand.

Courtney Pierce: All opposed of Bailey's resignation.

Courtney Pierce: And those opposed with Bailey's resignation. There were four in favor, six opposed. At this time, Bailey's resignation is not accepted by the board.

Courtney Pierce: Stacey, do you have a question?

StaceyAnn Ziemann: No, I just forget how to lower my hand.

Courtney Pierce: That is all that is on the agenda. We can set up our next meeting for probably before competition. Is everyone good with Sunday, February 2nd or...

MARA NASH: Either date is good with me.

Courtney Pierce: Does anyone have anything going on? I think Sunday the 9th is Super Bowl, isn't it? So, we should probably not do it that day. Is everyone good with February 2nd?

02:05:00

Courtney Pierce: days other than Sundays.

Trenton Larrieu: I agree.

Baylie Pounds: I

Courtney Pierce: So, we'll just keep that one and then starting in March, we will find a different day if that works for everyone. Thank you to everyone that came on tonight for the Q&A and to get through everything. I know it was not an easy meeting to get through, but I appreciate everyone coming on and either asking or so on. Hopefully we can get through competition with ease and have this board move on in a positive direction.

Courtney Pierce: Miss, what was your question on it?

Missy Jansen: I just wondered about the open records requests. I don't know if that's something we can talk about at this meeting or if it just needs to wait. I was just wondering when they would be receiving that and how we're going forward with that as all.

Courtney Pierce: the open records they just have to have it within 10 days and...

Courtney Pierce: then they just have that information.

Missy Jansen: So, do we get a copy of...

Missy Jansen: what was sent to them as a board?

Courtney Pierce: What was sent is everything that the board has received.

Missy Jansen: Okay. Thank you.

Courtney Pierce: Yep. Yes,...

Sarah Seney: Can I make a motion to adjourn the

Courtney Pierce: I will second that. So, thank you again everyone for coming on tonight. I know it was not easy.

MARA NASH: Courtney, was that seconded it? Okay.

Courtney Pierce: Yep. Thank you. All a motion to end this meeting. Perfect. Everyone have a good night and we will talk soon.

MARA NASH: Sorry, I'm not getting off. I'm still trying to finish taping.

Meeting ended after 02:08:25 🙌

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