

# Gloucestershire Old Spots Pig Breeders United INC (GOSPBU)

## Bylaws & Appendices

Effective Date: October 1, 2025

---

### Table of Contents (Optional)

1. Bylaws
  2. Appendix A – Herd Book & Registration Policies
  3. Appendix B – Membership Benefits & Policies (with Official Breed Standard)
  4. Appendix C – Enforcement & Disciplinary Procedures
  5. Appendix D – Conflict of Interest Policy
  6. Appendix E – Whistleblower & Record Retention Policy
  7. Appendix F – Code of Conduct & Ethics
- 

## Bylaws of Gloucestershire Old Spots Pig Breeders United INC (GOSPBU)

Effective Date: October 1, 2025

### Article I – Name & Purpose

#### Section 1 – Name.

The name of this organization shall be *Gloucestershire Old Spots Pig Breeders United INC* (hereinafter referred to as “GOSPBU”).

#### Section 2 – Purpose.

GOSPBU is organized exclusively for charitable, educational, and scientific purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code, including but not limited to:

- Preserving and conserving the Gloucestershire Old Spots (GOS) pig breed.
  - Maintaining accurate breed registries and herd books and the recognized breed standard.
  - Educating the public about heritage livestock, regenerative farming, and breed conservation.
  - Supporting ethical breeding and husbandry practices through outreach, events, and publications.
  - Conducting and supporting research related to GOS pigs and heritage breeds.
-

## Article II – Membership

### Section 1 – Eligibility.

Membership shall be open to any individual or farm operation that supports the mission and purposes of the organization. No person may hold more than one membership (Individual, Farm, or otherwise) for the purpose of obtaining additional votes or privileges.

### Section 2 – Classes of Membership.

- **Individual Membership.**

Open to one (1) adult age 18 or older. May be held as an Annual Membership or a Lifetime Membership. Membership benefits and associated fees are detailed in *Appendix B – Membership Benefits & Policies*.

- **Youth Membership.**

Open to individuals under 18 years of age. Youth Membership benefits and associated fees are detailed in *Appendix B – Membership Benefits & Policies*. **Youth Members are non-voting.**

- **Farm Membership.**

A Farm Membership may be held jointly by spouses, household partners, or co-owners of a farm operating under the same farm name. Multiple names may be listed on contact information, organizational correspondence, and registration paperwork; however, the Farm Membership is entitled to one (1) vote only, regardless of how many adults are named on the membership. Membership benefits and associated fees are detailed in *Appendix B – Membership Benefits & Policies*.

### Section 3 – Rights of Members.

- Each Individual Membership carries one (1) vote.
- Each Farm Membership carries one (1) vote, regardless of the number of adults named.
- Youth Members shall not have voting rights and may not hold office but may participate in designated programs.
- All Members in good standing may serve on committees and participate in organizational programs and activities.

### Section 4 – Termination of Membership.

Membership may be suspended or terminated for violations of the Code of Conduct & Ethics (see *Appendix F – Code of Conduct & Ethics*), in addition to violations outlined in *Appendix C – Enforcement & Disciplinary Procedures*.

---

## Article III – Board of Directors

### Section 1 – Authority.

The affairs of the organization shall be managed by its Board of Directors.

### Section 2 – Composition.

The Board shall consist of not fewer than five (5) and not more than eleven (11) Directors.

### Section 3 – Duties.

Directors shall:

- Ensure the organization operates in compliance with 501(c)(3) requirements.
- Oversee financial stewardship and approve budgets.
- Uphold the herd book, registration system, and the breed standards.
- Establish policies and oversee programs.

### Section 4 – Terms.

Directors shall serve two-year terms and may be re-elected (*Incoming Directors and Officers shall assume their positions by the end of the calendar year, following a transition period with the outgoing member*).

Terms shall be staggered as follows:

- **Chairperson** (*Board Seat A*), **Secretary/Treasurer** (*Board Seat C*), **Board Seat E** are elected in Odd-numbered years. When/If Board Seats G, I and K are added will be included in this election.
- **Vice Chairperson** (*Board Seat B*), **Board Seat D** are elected in Even-numbered years. When/If Board Seats F, H and J are added will be included in this election.

### Section 5 – Compensation.

Directors shall not receive compensation for their services as Directors but may be reimbursed for reasonable expenses incurred on behalf of the organization.

---

## Article IV – Officers

### Section 1 – Officers.

The officers of the organization shall consist of: Chairperson, Vice Chairperson and Secretary/Treasurer. The Registrar is an appointed position designated by the Board of Directors and shall not be considered an elected officer of the organization. The Registrar is an advisory position and does not have a vote in Board matters. Duties of the Registrar are outlined *in Appendix A – Herd Book & Registration Policies*.

### Section 2 – Election.

Officers shall be elected by the Board from among the Directors.

### Section 3 – Duties.

- **Chairperson** (*Board Seat A*).  
Provides leadership, presides at meetings, and acts as the principal representative of the organization.
- **Vice Chairperson** (*Board Seat B*).  
Assists the Chairperson and assumes their duties when the Chair is absent or unable to serve.
- **Secretary/Treasurer** (**Board Seat C**).  
Maintains organizational records, including minutes, membership rolls, and legal documents; manages the organization's funds; prepares financial reports; and ensures compliance with nonprofit financial practices.

## **Section 4 – Combination or Separation of Offices.**

The Board of Directors may, by resolution, combine or separate officer positions as needed for the effective operation of the organization. This authority includes, but is not limited to, the offices of Secretary and Treasurer. Such actions shall not constitute a bylaw amendment and may be implemented without refiling.

---

## **Article V – Quorum & Voting**

### **Section 1 – Quorum.**

A quorum shall consist of a majority of the Directors currently serving on the Board. One of which must include either the Chairperson or the Vice Chairperson. For a five (5) member Board, this shall be three (3) Directors. Participation by telephone, video conference, or other real-time electronic means shall constitute presence at a meeting for purposes of establishing a quorum and voting. If the Board consists of an even number of Directors, the Chairperson shall abstain from voting except in the case of a tie, in which the Chairperson may cast the deciding vote.

### **Section 2 – Board Actions.**

Unless otherwise specified in these bylaws, decisions of the Board shall be made by a majority vote of those Directors present at a meeting at which a quorum is established.

### **Section 3 – Supermajority Votes.**

The following actions require the affirmative vote of two-thirds (2/3) of the entire Board of Directors, rounded up to the nearest whole number (e.g., for a five (5) member Board, four (4) Directors must vote in favor).

- Amendments to the bylaws.
  - Dissolution of the organization.
  - Removal of a Director or Officer for cause.
- 

## **Article VI – Committees**

The Board may establish committees to carry out specific functions of the organization. Committee chairs shall be appointed by the Chair with Board approval.

---

## **Article VII – Meetings**

### **Section 1 – Annual Meeting.**

The organization shall hold an annual meeting of members for elections, reports, and major business. Meetings may be held electronically as allowed by law.

### **Section 2 – Board Meetings.**

The Board shall meet at least quarterly. Meetings may be held electronically as allowed by law. In cases of urgent organizational need, the Board may convene a special electronic meeting, called by the Chairperson or a majority of Directors, with not less than 48 hours' notice, to address officer or registrar succession or other time-sensitive matters.

### **Section 3 – Special Meetings.**

Special meetings may be called by the Chairperson, a majority of the Board, or by petition of 10% of members.

---

## **Article VIII – Finances**

### **Section 1 – Fiscal Year.**

The fiscal year of the organization shall begin on October 1 and end on September 30.

### **Section 2 – Use of Funds.**

All funds shall be used to further the organization's exempt purposes.

### **Section 3 – Private Inurement.**

No part of the net earnings shall inure to the benefit of, or be distributable to, its members, Directors, Officers, or other private persons, except as reasonable compensation for services rendered. The organization shall not carry on any activities not permitted to be carried on by an organization exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code.

### **Section 4 – Recordkeeping.**

The Board shall maintain accurate records of all financial and organizational activity in accordance with *Appendix E - Whistleblower & Record Retention Policy*.

---

## **Article IX – Conflict of Interest**

Directors and Officers shall disclose any financial or personal interest in matters affecting the organization and shall abstain from voting when a conflict exists. The Board shall maintain a written Conflict of Interest Policy, which all Directors, Officers, and committee members must follow (*see Appendix D – Conflict of Interest Policy*).

---

## **Article X – Indemnification**

To the fullest extent permitted by law, the organization shall indemnify its Directors, Officers, employees, and volunteers against expenses and liabilities incurred in connection with their service to the organization, except in cases of willful misconduct.

Indemnification shall be provided in accordance with applicable state law and the organization's internal policies, including those governing recordkeeping, financial oversight, and conflict reporting (*see Appendix D – Conflict of Interest Policy and Appendix E – Whistleblower & Record Retention Policy*).

## **Article XI – Amendments**

These bylaws may be amended by a two-thirds (2/3) vote of the Board at any duly called meeting, provided notice of the proposed amendment is given at least 30 days prior.

---

## **Article XII – Dissolution**

Upon dissolution of the organization, assets shall be distributed for one or more exempt purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code, or to the federal government, or to a state or local government, for a public purpose. Any such assets not so disposed of shall be disposed of by a

Court of Competent Jurisdiction in the county in which the principal office is located, exclusively for such purposes.

---

## **Appendix A – Herd Book & Registration Policies**

### **Gloucestershire Old Spots Pig Breeders United INC (GOSPBU)**

**Effective Date: October 1, 2025**

---

#### **Purpose**

The purpose of the Herd Book & Registration Policies is to maintain the integrity of the breed, provide clear registration standards, and ensure accurate recordkeeping for Gloucestershire Old Spots pigs. These policies support GOSPBU's mission to preserve and promote the breed and uphold the official Breed Standards.

---

#### **Eligibility**

1. Membership in GOSPBU is required to register pigs.
  2. All pigs must meet the breed standards set by GOSPBU to be eligible for registration.
  3. Owners must provide accurate documentation of lineage, including parentage and breeder information.
  4. All registration applications are subject to verification by the Registrar. Incomplete, inaccurate, or unverifiable applications will not be processed until corrected.
- 

#### **Registration Rules & Procedures**

##### **Naming & Prefix**

- Each registered pig must have a unique name and a registered breeder prefix.
- Names and prefixes must comply with GOSPBU naming guidelines.

##### **Application Process**

- Up to four (4) pigs may be registered per online submission. Additional registrations require a separate application.
- Each application must include a scanned, emailed, or mailed copy of the original registration document.
- Only original registration documents issued by GOSA, GOSPBU, or BPA are valid for verification. Members may submit scanned or photographed copies for review, provided they are clear, unaltered, and legible. Any altered, forged, or unofficial documents will be rejected.
- Required documentation includes:
  - Pedigree information
  - Photos of the pig meeting GOSPBU's photo requirements

- Applicable fees: **\$20 (Twenty dollars) for each pig registration or transfer.**
- The Registrar will review each application for accuracy and completeness. Registrations are typically processed within two weeks, but please *allow up to thirty (30) business days for completion.*

### **Transfers of Ownership**

- Ownership transfers may be processed online to the Registrar using the official transfer form.
- Both the current and new owners must sign the transfer form.
- Transfer applications must be accompanied by the applicable transfer fee.

### **DNA & Identification (Optional but Recommended)**

- Members are encouraged to provide DNA verification to ensure breed integrity.
- If DNA verification is required by the Board in the event of a dispute, the applicant bears the cost of testing.
- Acceptable identification methods include ear tags, tattoos, microchips, or ear notches as recorded in the herd book.

### **Breed Standards**

- All pigs registered must meet the physical and behavioral characteristics defined in the official GOSPBUBreed Standard.
- Any pig registration that does not meet the Accepted Breed Standard will be denied.
- The Board of Directors may update breed standards periodically; members will be notified of changes.

### **Registry Integrity**

- All applicants must provide truthful and accurate information.
- Any proven misrepresentation or falsification may result in revocation of registration, suspension of registration privileges, or other disciplinary action as outlined in Appendix C – Enforcement & Disciplinary Procedures.

### **Record Keeping**

- The Registrar will maintain official records, including registration forms, transfers, and pedigree documentation.
- Records shall be securely stored for a minimum of seven (7) years and made available to members upon request, consistent with GOSPBUB privacy policies.

### **Registrar**

- The Registrar is an appointed administrative position established by the Board of Directors. The Registrar is responsible for maintaining the official herd book and overseeing all registration records.
- This position is not an officer of the corporation and is not elected by the membership. The Registrar is appointed by, and serves at the discretion of, the Board of Directors.
- In the event that the Registrar is unable to perform their duties due to resignation, incapacity, or any other urgent reason, the Board of Directors shall appoint an interim Registrar to serve until a permanent appointment is made. The interim appointee shall have full authority to carry out all

Registrar responsibilities to ensure uninterrupted operation of the herd book and registration processes.

### Amendments

- The Board of Directors may amend the Herd Book & Registration Policies as needed.
- All policy amendments are effective only after Board approval and written notice to members, unless otherwise deemed urgent by the Board.

---

## Gloucestershire Old Spots Pig Breeders United INC (GOSPBU)

### British Breed Standard

The Breed Standard is set by the British Pig Association and describes the various elements that make a good pig for breeding or showing. Use the standard judiciously in an effort to only register and breed from the best stock. Don't get too concerned. If you are looking at a piglet of 8 weeks old, you won't be able to detect a heavy jowl but concentrate on the important elements such as the legs, underline (teats) and overall conformation.

The GOS is a large breed, white in colour with a minimum of one distinct black spot. It has lop ears which will almost cover the face of a mature pig.

**Head:** Medium length.

**Nose:** Medium length and slightly dished.

**Ears:** Well set apart, dropping forward to se, not at the sides, nor thick nor coarse, not longer than nose.

**Neck:** Medium length with jowl little pronounced.

**Shoulders:** Fine but not raised.

**Back:** Long and level; should not drop behind shoulders.

**Ribs:** Deep, well sprung.

**Loin:** Very broad.

**Sides:** Deep, presenting straight bottom line. Belly and flank, full thick. Well-filled line from ribs to hams.

**Quarters:** Long and wide with thick tail set well up.

**Hams:** Large and well filled to hocks.

**Legs:** Straight and strong.

**Skin:** Must not show coarseness or wrinkles.

**Coat:** Silky and not curly. No mane bristles. Not less than one clean decisive spot of black hair on black skin. Black should not predominate.

**Underline:** Straight, with a minimum of fourteen sound, evenly spaced and well-placed teats starting well forward.

### OBJECTIONS

**Ears:** Short, thick and elevated.

**Coat:** A rose disqualifies. A line of mane bristles is objectionable. Sandy colour may disqualify.

**Skin:** Serious wrinkles. Blue undertone not associated with a spot.

**Legs:** Crooked.

**Neck:** Heavy jowl objectionable.



---

## Appendix B – Membership Benefits & Policies

### Gloucestershire Old Spots Pig Breeders United INC (GOSPBU)

**Effective Date:** October 1, 2025

---

#### Purpose

The purpose of this document is to define membership categories, benefits, and policies for GOSPBU. It ensures that members understand their rights, responsibilities, and the advantages of participation, while supporting GOSPBU's mission to preserve and promote Gloucestershire Old Spots pigs.

---

#### General Membership Policies

1. All members must remain in good standing by paying dues and adhering to the bylaws, herd book rules, and Code of Conduct.
  2. Membership dues and fees shall be established by the Board of Directors and may be revised as needed.
  3. Memberships are non-transferable and non-refundable.
  4. Each adult member in good standing carries **one (1) vote**, unless participating in a Farm Membership, which is counted as a single vote representing the entire farm unit. Youth members are non-voting.
  5. The Board of Directors reserves the right to verify membership eligibility, and enforce rules regarding multiple memberships. No household or individual may hold more than one active membership for the purpose of obtaining additional votes or privileges.
- 

#### Membership Categories & Benefits

##### Individual Membership

- Open to one (1) adult, age 18 or older.
- Each individual may hold only one membership at a time. Multiple memberships for the purpose of obtaining additional votes or privileges are strictly prohibited.
- **Benefits:**
  - May register pigs in accordance with herd registration rules.
  - May maintain a herd prefix.
  - One (1) vote in membership matters.
  - May participate in programs, serve on committees, and hold office.
- **Dues: \$35 Annual or \$300 Lifetime.**

##### Youth Membership

- Open to one (1) youth, under 18 years of age.
- **Benefits:**
  - May register pigs in accordance with herd registration rules.
  - May maintain a herd prefix
  - Participation in youth programs, contests, and awards.
- **Dues: \$15 Annual**

#### **Farm Membership**

- Includes 2+ members functioning as a single voting unit, representing one farm or household.
- **Benefits:**
  - May register pigs in accordance with herd registration rules.
  - May maintain a herd prefix.
  - One (1) vote in membership matters.
  - All rights and privileges of Individual Membership for each adult, except that voting is shared as a single unit.
  - Each adult may participate independently on committees and programs.
  - Shared recognition on membership records and registration paperwork.
- **Dues: \$50 Annual.**

---

#### **Additional Policies**

- **Code of Conduct & Suspension/Revocation:** Membership may be suspended or revoked by the Board for violations of bylaws, herd book rules, Code of Conduct, or other conduct detrimental to the organization (see Appendix C – Enforcement & Disciplinary Procedures).
- **Refunds & Reinstatement:** Dues are non-refundable. Lapsed members may be reinstated upon payment of current dues and any applicable fees, with prior rights and privileges restored unless otherwise determined by the Board.

---

## **Appendix C – Enforcement & Disciplinary Procedures**

### **Gloucestershire Old Spots Pig Breeders United INC (GOSPBUI)**

**Effective Date:** October 1, 2025

---

#### **Purpose**

The purpose of these procedures is to ensure fairness, accountability, and transparency in the enforcement of GOSPBUI policies. These procedures apply to all members, registrants, and other individuals or entities interacting with the organization.

---

## Grounds for Disciplinary Action

Grounds for enforcement or disciplinary action include, but are not limited to:

1. Submitting false, misleading, or fraudulent information on registration, transfer, or membership applications.
2. Forgery, alteration, or misrepresentation of registration certificates or herd book records.
3. Failure to comply with GOSPBU bylaws, Herd Book & Registration Policies, or official directives of the Board of Directors.
4. Conduct detrimental to the mission, reputation, or integrity of GOSPBU.
5. Failure to transfer ownership records within required timelines.
6. Harassment, abuse, or inappropriate conduct toward other members, officers, or staff.
7. Failure to disclose or appropriately manage a conflict of interest, as outlined in *Appendix D – Conflict of Interest Policy*.

---

## Types of Disciplinary Action

The Board of Directors may impose one or more of the following:

1. **Warning** – Written notice of violation and corrective measures.
2. **Suspension** – Temporary suspension of membership privileges, registration privileges, or both.
3. **Revocation of Registration** – Removal of specific animals or entire herds from the herd book.
4. **Loss of Membership** – Permanent termination of membership status and benefits.
5. **Banning from Registry** – Permanent prohibition from registering, transferring, or certifying pigs with GOSPBU.

---

## Procedures

### 1. Filing of Complaints

- Any member, officer, or Registrar may submit a written complaint of a violation to the Board of Directors.
- Complaints must include supporting documentation (evidence, witness statements, or other relevant material).

### 2. Preliminary Review

- The Board of Directors shall conduct a preliminary review within thirty (30) days of receiving a complaint.
- If the complaint lacks sufficient grounds, it will be dismissed in writing.

### 3. Notice to the Accused

If the complaint is deemed valid, the individual will be notified in writing of:

- The alleged violation(s)
- The evidence provided
- Their right to respond in writing within fifteen (15) days from the date of the written notice.

#### 4. Hearing (If required)

- The Board may convene a hearing (in-person or electronic) to review serious or disputed matters.
- Both the complainant and accused may present evidence or testimony.
- A simple majority quorum of the Board must be present to render a decision.

#### 5. Decision & Enforcement

- The Board's decision shall be issued in writing within fifteen (15) days of the review or hearing.
- Decisions will specify the disciplinary action (if any) and the effective date.
- All decisions of the Board are final and binding, subject only to the limited appeal rights provided herein.

---

### Emergency Powers

In cases of fraud, imminent harm to the registry, or other urgent threats, the Board of Directors may impose immediate temporary suspension of membership or registration privileges. Such action is **without prejudice to the outcome of the full review** under these procedures.

---

### Appeals

1. A disciplined party may request reconsideration only if:
  - New, material evidence is presented that was not reasonably available at the time of the decision, or
  - A material procedural error occurred that likely affected the outcome.
2. Requests for appeal must be submitted in writing within thirty (30) days of the decision.
3. The Board of Directors will determine whether the appeal meets the criteria for reconsideration.
4. The Board's decision on appeal is final.

---

### Confidentiality

All disciplinary proceedings are confidential except for the final outcome. The Board may publish disciplinary actions (revocation, suspension, banning) in official communications if deemed necessary to protect the integrity of the registry.

---

### Amendments

- The Board of Directors may amend these procedures as needed.
  - Members will be notified of changes via official communication channels.
-

# Appendix D – Conflict of Interest Policy

## *Gloucestershire Old Spots Pig Breeders United INC (GOSPBU)*

**Effective Date:** October 1, 2025

---

### **Purpose**

The purpose of this Conflict-of-Interest Policy is to protect the integrity, reputation, and decision-making processes of GOSPBU by ensuring that all actions and decisions are made in the best interests of the organization and its members, free from improper influence or personal gain.

---

### **Definition**

- A conflict of interest arises when a member, officer, director, or representative of GOSPBU has a personal, financial, or professional interest that could interfere with—or appear to interfere with—their ability to act in the best interests of the organization.
  - Conflicts may include, but are not limited to:
    - Engaging in business transactions with GOSPBU where personal financial gain is possible.
    - Promoting animals, products, or services in a way that unfairly benefits an individual member over the collective.
    - Using GOSPBU resources, data, or platforms for personal or commercial advantage.
    - Participating in decisions where family, friends, or business associates have a direct stake.
- 

### **Duty of Loyalty**

Officers, directors, and committee members owe a duty of loyalty to GOSPBU. They must place the interests of the organization above personal or professional interests when acting on behalf of the organization.

---

### **Policy**

#### **1. Disclosure**

- All officers, directors, and committee members must disclose any actual or potential conflicts of interest as soon as they arise.
- Disclosures must be made in writing to the Board of Directors or designated ethics officer.
- Annual disclosure forms shall be completed and signed by all officers and directors.

## 2. **Recusal from Decisions**

Any individual with a conflict must abstain from voting, decision-making, or influencing outcomes on related matters.

## 3. **Transparency**

Conflicts and the manner in which they are addressed shall be documented in the official meeting minutes.

## 4. **Prohibited Activities**

- Members may not represent GOSPBUE in any transaction that benefits them personally unless the Board has reviewed and approved the arrangement in advance.
- Use of GOSPBUE's name, logo, or reputation for personal business gain without prior written consent is strictly prohibited.

## 5. **Consequences of non-disclosure**

Failure to disclose a conflict of interest may result in disciplinary action in accordance with Appendix C – Enforcement & Disciplinary Procedures, including removal from office, suspension of membership privileges, or other remedies deemed appropriate by the Board.

---

## **Member Responsibility**

All members are expected to act with honesty, fairness, and integrity. Upholding this policy ensures that GOSPBUE remains a trusted, transparent, and member-driven organization dedicated to the preservation and promotion of Gloucestershire Old Spots pigs.

---

# **Appendix E – Whistleblower & Record Retention Policy**

## **Gloucestershire Old Spots Pig Breeders United (GOSPBUE)**

**Effective Date:** October 1, 2025

---

## **Purpose**

The purpose of this policy is to protect GOSPBUE and its members by:

- Encouraging reporting of suspected wrongdoing or violations of law, bylaws, or organizational policies.
- Ensuring that organizational records are maintained, stored, and disposed of in a manner that supports legal compliance, operational integrity, and transparency.

---

## Scope

This policy applies to all officers, directors, committee members, employees, and volunteers of GOSPBU. It covers both whistleblower protections and document retention procedures for all organizational records, whether physical or electronic.

---

## Whistleblower Policy

### 1. Reporting Responsibility

- Members and staff are encouraged to report in good faith any suspected violation of laws, bylaws, or organizational policies.
- Reports may include suspected fraud, mismanagement, abuse, or unethical behavior.

### 2. Protection from Retaliation

- No individual who reports a concern in good faith shall face retaliation, harassment, or adverse employment/membership actions.
- Retaliation against anyone who reports misconduct is strictly prohibited.

### 3. Reporting Procedure

- Reports should be submitted in writing to the Board of Directors or a designated ethics officer.
- Reports may remain confidential to the extent possible, consistent with a fair and thorough investigation.

### 4. Investigation & Resolution

- The Board or designated committee will investigate all reported concerns promptly and impartially.
  - Corrective actions will be taken if violations or retaliation confirmed under this policy may also be subject to additional measures under *Appendix C – Enforcement & Disciplinary Procedures* and *Appendix D – Conflict of Interest Policy*.
- 

## Document Retention Policy

### 1. Retention Periods

- **Financial Records:** Retain for seven (7) years.
- **Membership Records:** Retain for the duration of membership plus five (5) years.
- **Herd Book & Registration Documents:** Retain permanently.

- **Board Minutes & Bylaws:** Retain permanently.
  - **General Correspondence & Other Records:** Retain for three (3) years unless otherwise required.
2. **Storage & Security**
- Records must be stored securely, either physically or electronically, to prevent unauthorized access or damage.
  - Digital records must be backed up regularly, with access limited to authorized personnel.
3. **Document Disposal**
- Records past their retention period shall be disposed of securely.
  - Paper records should be shredded, and electronic files permanently deleted.
4. **Access to Records**
- Members may request access to certain organizational records in accordance with bylaws or applicable law.
  - Requests should be submitted in writing to the Board or designated officer. Failure to comply with recordkeeping requirements may result in disciplinary action consistent with *Appendix C – Enforcement & Disciplinary Procedures*.
- 

## Appendix F – Code of Conduct & Ethics

### Gloucestershire Old Spots Pig Breeders United INC (GOSPBUI)

**Effective Date:** October 1, 2025

---

#### Purpose

The purpose of this Code of Conduct & Ethics is to establish clear standards of ethical behavior and professional conduct for all members, officers, directors, and representatives of GOSPBUI. Upholding these standards ensures that the organization remains a trusted, transparent, and member-driven community dedicated to the preservation and promotion of Gloucestershire Old Spots pigs.

---



## Principles

All members are expected to:

1. Act with honesty, fairness, and integrity.
  2. Prioritize the welfare of animals and the integrity of the breed.
  3. Support the mission and reputation of GOSPBU in all activities.
  4. Comply with all applicable laws, bylaws, herd book rules, and policies of the organization.
- 

## Expectations

1. Integrity in Breeding & Registration
  - Provide complete and truthful information on all registration and transfer applications.
  - Maintain accurate records of herd management and breeding.
  - Avoid practices that could harm the integrity of the herd book or misrepresent animal lineage.
2. Animal Welfare
  - Treat all animals humanely and ensure proper care, nutrition, and housing.
  - Avoid neglect, abuse, or inhumane treatment in any form.
  - Support responsible conservation and husbandry practices consistent with breed preservation.
3. Ethical Member Conduct
  - Interact respectfully with fellow members, the Board, and the public.
  - Avoid harassment, discrimination, or conduct that undermines the mission of GOSPBU.
  - Cooperate with fellow members in sharing knowledge and resources.
4. Compliance with Laws & Policies
  - Follow all applicable local, state, and federal laws regarding animal care, transport, and sales.
  - Comply with the bylaws, herd book rules, and policies of GOSPBU.
5. Accountability & Enforcement
  - Violations of this Code may result in disciplinary action, including suspension or revocation of membership, loss of herd book privileges, or other measures deemed appropriate by the Board of Directors.
  - Enforcement will follow the procedures outlined in Appendix C – Enforcement & Disciplinary Procedures.





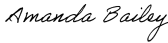
# GLOUCESTERSHIRE OLD SPOTS PIG BREEDERS UNITED INC (GOSPBUI)

## Bylaws & Appendices – Certification & Approval

**Effective Date:** October 1, 2025

We, the undersigned, hereby certify that we have read, reviewed, and approved the Bylaws and Appendices of Gloucestershire Old Spots Pig Breeders United INC (GOSPBUI) in their entirety, effective October 1, 2025. We agree to abide by these Bylaws and Appendices in our service to the organization.

## Board of Directors

Name	BOD Title	Signature	Date
Andy Anderson	Chairperson	 <small>Andrew A. Anderson (Sep 29, 2025 00:50:51 CDT)</small>	
Alexandra Doss	Vice Chairperson	 <small>Alexandra Doss (Sep 29, 2025 06:52:04 EDT)</small>	
Brandi Crunk	Secretary Treasurer	 <small>Brandi Crunk (Sep 29, 2025 08:57:51 CDT)</small>	
Frankie Torres	Board Seat D	 <small>Frankie Torres (Sep 29, 2025 04:42:08 PDT)</small>	
Amanda Bailey	Board Seat E		












# GOSPBU BYLAWS AND APPENDIXES

Final Audit Report

2025-09-29

Created:	2025-09-29
By:	Brandi Crunk (brandievermore@gmail.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAGHcTXhbatyN0rYbQfc1HdnizUSYDCR9J

## "GOSPBU BYLAWS AND APPENDIXES" History

-  Document created by Brandi Crunk (brandievermore@gmail.com)  
2025-09-29 - 5:36:42 AM GMT- IP address: 12.153.198.81
-  Document emailed to summersetfarms.mo@gmail.com for signature  
2025-09-29 - 5:36:52 AM GMT
-  Email viewed by summersetfarms.mo@gmail.com  
2025-09-29 - 5:48:41 AM GMT- IP address: 172.225.216.104
-  Signer summersetfarms.mo@gmail.com entered name at signing as Andrew A. Anderson  
2025-09-29 - 5:50:49 AM GMT- IP address: 64.111.38.157
-  Document e-signed by Andrew A. Anderson (summersetfarms.mo@gmail.com)  
Signature Date: 2025-09-29 - 5:50:51 AM GMT - Time Source: server- IP address: 64.111.38.157
-  Document emailed to alexandra@stellargamebirds.net for signature  
2025-09-29 - 5:50:52 AM GMT
-  Email viewed by alexandra@stellargamebirds.net  
2025-09-29 - 5:51:00 AM GMT- IP address: 74.125.210.34
-  Signer alexandra@stellargamebirds.net entered name at signing as Alexandra Doss  
2025-09-29 - 10:52:02 AM GMT- IP address: 129.222.135.121
-  Document e-signed by Alexandra Doss (alexandra@stellargamebirds.net)  
Signature Date: 2025-09-29 - 10:52:04 AM GMT - Time Source: server- IP address: 129.222.135.121
-  Document emailed to kalakana2025@gmail.com for signature  
2025-09-29 - 10:52:06 AM GMT
-  Email viewed by kalakana2025@gmail.com  
2025-09-29 - 11:35:57 AM GMT- IP address: 66.249.84.225




**Adobe Acrobat Sign**

 Signer kalakana2025@gmail.com entered name at signing as Frankie Torres

2025-09-29 - 11:42:06 AM GMT- IP address: 35.33.179.107

 Document e-signed by Frankie Torres (kalakana2025@gmail.com)


Signature Date: 2025-09-29 - 11:42:08 AM GMT - Time Source: server- IP address: 35.33.179.107

 Document emailed to Amanda Bailey (abailetz1988@gmail.com) for signature


2025-09-29 - 11:42:10 AM GMT

 Email viewed by Amanda Bailey (abailetz1988@gmail.com)

2025-09-29 - 1:48:50 PM GMT- IP address: 66.249.80.32

 Document e-signed by Amanda Bailey (abailetz1988@gmail.com)

Signature Date: 2025-09-29 - 1:49:25 PM GMT - Time Source: server- IP address: 38.128.178.90

 Document emailed to Brandi Crunk (brandievermore@gmail.com) for signature

2025-09-29 - 1:49:26 PM GMT

 Email viewed by Brandi Crunk (brandievermore@gmail.com)

2025-09-29 - 1:52:10 PM GMT- IP address: 174.221.218.32

 Document e-signed by Brandi Crunk (brandievermore@gmail.com)

Signature Date: 2025-09-29 - 1:57:51 PM GMT - Time Source: server- IP address: 173.235.9.158

 Agreement completed.

2025-09-29 - 1:57:51 PM GMT