

# DIRECTIONS

THE NEWSLETTER OF THE NATIONAL JUNIOR ANGUS ASSOCIATION

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Spring 2016



**NATIONAL JUNIOR ANGUS SHOW**  
**JULY 3-9; GRAND ISLAND, NEB.**

# Take Your Time

This last year, the speed limit in South Dakota was raised to 80 mph. Now, I can get from college to home pretty quickly. Getting from point A to point B as fast as possible appears to be the goal today. However, the backroad trip to pick up feed with my dog is a much better drive (she likes to come for the elevator's popcorn).



spread thin by our speedy forms of communication. We have been physiologically conditioned to pick up our phones when we hear a vibration, sound or a familiar ringtone. I feel like I'm

Pavlov's dog drooling every time I hear a bell or whistle.

The realization hit with a group of friends I saw for dinner last night. I was looking forward to catching up with them. We were all together, but they were blankly gazing at their phones. It was sad for me to notice that what they saw on Facebook ranked higher than being present in conversation and actually enjoying dinner together.

Don't drop all your social media or stop communication with your peers, but instead try to live more in the moment.

I look back on moments in my short life where I wish I remembered a voice, absorbed the perfect view, and taken advice more seriously.

To conclude, take your time when you can. Roll the windows down, look at the blue sky, and take it

**"Life moves pretty fast. If you don't stop and look around once in a while, you could miss it."**

**Ferris Bueller**

in — whether it's a drive or time with your friends and family.

Enjoy the ride!

— by Alex Rogen

## Introducing the Extended Intern

Hi! I'm Caitlyn Brandt, the extended intern with the Events and Education Department. I recently graduated from South Dakota State University in December 2015 with a degree in ag business and ag leadership with an animal science minor.

I'm going to admit that I never showed cattle, but I did show pigs and sheep in 4-H. I did grow up on a diversified family farm near Clear Lake, S.D., where we raise commercial cow-calf pairs along with managing a hog-finishing and row-crop operation.

During my time in 4-H and growing up on a farm, I found that my true passions were agriculture and working

with young people. I am really looking forward to meeting producers and junior members involved in the industry through the different shows and conferences that I am able to attend!

Best of luck with all your Angus events this year!

— by Caitlyn Brandt



### NJAA BOARD OF DIRECTORS

#### TERMS UP IN 2016

- ALEX ROGEN**, South Dakota, **chairman**, alex.rogen@jacks.sdstate.edu
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- REESE TUCKWILLER**, West Virginia, reeset94@gmail.com

# New Face



Greetings! I am Chelsey Smith, the new assistant director of events and education.

I am thrilled to be here at the American Angus Association, and I look forward to the new experiences this role has in store for me. Since I will be working with the NJAA at numerous shows and events, you might enjoy getting to know me a little better.

I grew up in Hays, Kan., where my family is involved in a commercial cow-calf operation along with a diversified crop operation. I grew up in 4-H showing mostly hogs but found my true passion for agriculture and cattle in high school through FFA. This passion led me to Kansas State University (K-State) where I graduated in December with my bachelor's degree in animal sciences and industry with a business option.

Some of you might recognize me from several shows and events where I've been a part of the Angus team. Serving as one of the 2014 Events and Education interns provided me numerous opportunities to be a part of shows and events such as Beef Leader's Institute, the National Junior Angus Show and Leaders Engaged in Angus Development (LEAD) Conference.

One of the things I am most looking forward to here at Angus is the family atmosphere this Association provides its members. Coming from K-State where we truly believe in family, I am excited to become a part of the Angus family. I am looking forward to meeting each of you and welcoming you to be a part of my Angus family!

"Find your tribe. Love them hard," is one of my favorite quotes and I believe it speaks volumes for the Angus breed. This breed is full of people to love, guide and mentor you. Find the people who share your passions and push you to achieve your fullest potential. Allow them to fill you with knowledge and wisdom, but don't forget to thank them for the incredible impact they've had in your journey.

— by Chelsey Smith

# Meet the new American Angus Association CEO, Allen Moczygemba

Allen Moczygemba, a San Antonio, Texas, native, began serving as the chief executive officer for the Association on Dec. 1, 2015. He comes to the Association after nearly three decades of experience in the cattle business, managing business units, overseeing brands and building strategic relationships across the beef industry.

Allen took the time to answer a few questions for us!



## **Did you grow up showing cattle? If so, what breed, and what did you enjoy most about the experience?**

Unfortunately, I never had the opportunity to show cattle growing up. While I didn't get to show cattle, I had a number of friends who did. As a result, I got to see up close the long hours they put into preparing their cattle to show along with the experiences and friendships they gained by showing cattle. It was an experience that I didn't get to experience and frankly regret that I didn't show cattle.

## **What is your favorite farm machinery color?**

All the tractor manufacturers make really good tractors nowadays but I've always been biased toward green. In fact, it's my second favorite color next to black!

## **What are you looking forward to seeing at junior nationals this year in Grand Island?**

I'm looking forward to seeing, in person, the largest, single-breed cattle show in the country. Of course, the chance to spend a week with our junior members, watching them compete in the various events is something that I'm particularly excited about.

## **What advice would you give to our junior members wanting to grow in the agricultural industry?**

Experience as many different segments of the livestock industry as possible. There are two reasons for my advice. First, the more you experience the more you will know, and that will ultimately help you in your own operation. Second, experiencing other segments of the industry will allow you to better understand the diversity of the livestock industry while at the same time providing you an opportunity to meet a lot of great people.

Please join me in welcoming Allen to the National Junior Angus Association family!

— by Jake Heimsoth

# Q&A With Miss American Angus

**I**n November, Jera Pipkin, a fifth-generation Angus breeder, was crowned the 2016 Miss American Angus. Jera, the daughter of Jim and Joann Pipkin, has been raised on her family's operation just outside Springfield, Mo. She currently attends Oklahoma State University where she double majors in agricultural communications and animal science. Here are a few questions she was able to answer for us.

## What or who inspired you to become Miss American Angus?

Growing up, I was fortunate enough to have been around four Miss American Angus queens, each of whom I looked up to as a role model. Paige Wallace, Lindsey, Whitney and Mallory Trosper were all from my home state, so I saw them everywhere. With young eyes, I watched as their infectious smiles greeted me as I exited the showring. Outside of the showring, they provided friendship and advice. I am sure they had no idea they were changing my life and the lives of others, but they were. They showed me that no matter the color of the ribbon, everyone was a winner. They showed me that the Angus breed is filled with amazing people who want to help you in all that you do. Miss American Angus showed me the true meaning of the cattle business and that is something I wanted to help share with others.

## What has been your favorite part of being MAA so far?

To me, there has been nothing as rewarding as meeting all of the people that I have come in contact with. During my reign as Miss American Angus, I've met industry leaders, outstanding breeders and amazing young women. The connections I have made and the people I have met are second to none. I have really enjoyed getting to go out and



At the 2015 National Angus Convention, Jera Pipkin was crowned the 2016 Miss American Angus.

share my story with people as well. I have read to my brother's first-grade class and had great chats with people next to me on the airplane. No doubt, the people are the best part of this position.

## What are your goals moving forward as MAA?

As I move forward, one of my biggest goals is to meet all of the people I can. From juniors to breeders to industry leaders, I truly believe one of the best parts of this position is all the people I get to meet. I want to take full advantage of this opportunity. Another thing I am looking forward to is doing some advocacy programs in my hometown. I come from a very urban school system and they are very eager to learn about how agriculture works in all aspects. My plan is to do Ag in the Classroom visits as much as I can, while also taking visits into classrooms and reading to some of the younger kids like I have already done. I definitely think one of the biggest roles in this position is to share your story and

I am definitely looking forward to doing that.

## How do you stay connected with your peers and the juniors of the association?

Throughout my reign, I have been remaining very active on social media. I have started my own blog, <http://missamericanangus.wordpress.com>, which gives updates after I attend events. The posts usually describe everything I did, who helped me out, and even some funny moments I encountered throughout my trip. In addition to my blog, I have started an Instagram account, [@2016missamericanangus](https://www.instagram.com/2016missamericanangus), to share some of my favorite photos of me in action throughout my reign and at various events. Social media is definitely a very popular outreach tool, but not the only avenue I use. In addition, I try to get out in the barn as much as possible and talk to the juniors. Without a doubt, I love talking to each and every person I get a chance to. So, subscribe to my blog, follow me, or just say hi! I always love to chat.

## What hobbies do you have outside of being involved in the cattle industry?

Not surprisingly, the majority of my life actually does revolve around the cattle industry. In high school, I was a member of the varsity volleyball team and played club volleyball, as well. I was actually fortunate enough to attend the Junior National Volleyball Championships two years in a row with teams that I played on. Besides volleyball, I am very grounded in my faith and like to spend time going to church and participating in our local youth group. Usually, though, you can find me on the road fulfilling my duties as Miss American Angus, at school at Oklahoma State, or at home feeding cows. The cattle industry is my passion, so I try to give it my whole heart.

— by Braden Henricks



# Green Coats: Coast to Coast!

Spring has sprung, and these green jackets are ready to go! The other eleven junior board members and I would like to encourage you and your state association to request a Green Coats: Coast to Coast (GCCC) in your state.

That's right, this junior board is willing to travel north, south, east and west to help build leadership skills and facilitate team building in your state association. This program gives state associations the chance to have a junior board member attend one of your state's events and work with your members on a more personal level.

Over the past few years, there have been GCCCs hosted in various states, all of which have been very successful. Last June, Michael Cropp and I had the opportunity to attend the Michigan Preview Show and host a GCCC with Michigan juniors. We presented a workshop on finding your own personality traits and

how to use those to work with your team. We also had juniors participate in several icebreakers and they had just as much fun as we did!

The possible workshop topics are endless — some of which include industry knowledge, breed information, leadership, team building, contest prep, National Junior Recognition Program information, college 101 and many more.

We hope you are excited about the opportunities available for leadership training, life-skill development, and mentoring through the Green Coats: Coast to Coast program. Our goal is building today's youth into the best and brightest of tomorrow's leaders. If you are interested in setting up a GCCC in your state or have any questions, feel free to contact me at [katy.tunstill@okstate.edu](mailto:katy.tunstill@okstate.edu) or Jaclyn Clark at [jclark@angus.org](mailto:jclark@angus.org). Hope to see y'all soon!

— by *Katy Tunstill*

# What Does it Take to be an Ambassador?

The Angus Ambassador program is an exciting opportunity designed to recognize an outstanding junior Angus member who is willing to support and advocate for the Angus breed while experiencing the beef industry in the best way possible. Through the course of the ambassador's one-year term, he or she is tasked with representing the organization at cattle events and meets throughout the United States and Canada. In attending different educational conferences and seminars, the ambassador will be able to reach both national and international producers. This Angus opportunity cannot be found anywhere else.

Fortunately, I had an opportunity to tap into the knowledge and experience of the current 2015-2016 Angus Ambassador, Will Pohlman. He is a lifelong member of the American Angus Association, hailing from the Ozark mountains of northwest Arkansas. Will is currently a junior at the University of Arkansas with a dual major in biochemistry and animal science. Despite Pohlman staying busy in the classroom, he is still able to fulfill his role promoting and educating others about the Angus breed and genetics.



Will Pohlman, a junior at the University of Arkansas double majoring in biochemistry and animal science, was named the new Angus Ambassador during a competition hosted July 23 at the American Angus Association headquarters in Saint Joseph, Mo.

## Ambassador's point of view

**Where do you see the Angus breed in the future?**

I see the breed further growing in popularity as we utilize cutting-edge genetic tests to select for and improve the quality traits that the breed is already known for.

**What is your role as Ambassador?**

My main obligation is to promote the Angus breed. I also travel to different industry events to represent the Angus breed and talk with producers about what Angus genetics have to offer.

**What is your favorite part about being an Ambassador?**

I enjoy the flexibility the position has to offer. Because the position is still so new, I have the opportunity to make it my own, and attend the events that interest me and will benefit the association the most.

— by Reese Tuckwiller

**Right:** A panel of five judges awarded Will Pohlman the title of Angus Ambassador. Pictured are (from left) Adam Conover, Kasey Brown, Pohlman, Brian Pine, Corbitt Wall and Tom Burke.





# Attention All Juniors: Tips for earning awards and scholarships

Merriam-Webster defines a scholarship as “an amount of money that is given by a school, an organization, etc., to a student to help pay for the student’s education.” However, the real definition of a scholarship is an opportunity; an opportunity to attend a college you have dreamed of attending, an opportunity to minimize student debt and save your money for after you graduate.

All junior Angus members have major opportunities through applying for the Angus Foundation scholarships. However, before you can start applying for Angus Foundation scholarships your senior year of high school, you must receive your Bronze and Silver Awards. This application can be found on the NJAA website along with the NJAA Recordbook. The NJAA Recordbook is a resourceful way to keep track of your herd records and your individual junior activities within your state association and the NJAA.

## Bronze and Silver Award tips

- ➔ Start your NJAA Recordbook when you start showing Angus cattle, so when the time comes to fill out your Bronze and Silver Award applications, you have all of your needed information.
- ➔ Make sure to read and follow the directions!

## Scholarships tips

- ➔ Start looking for scholarships to apply for your junior year of high school or earlier.
- ➔ Read the requirements of the scholarship and make sure to follow them.
- ➔ Don’t miss the deadlines. Use a planner and mark the deadlines of all the scholarships you plan to apply for. Organization is key.
- ➔ If you can receive the scholarship more than once, consider reapplying if you are still eligible.

— by *Macy Perry*

# Strive to Improve Your Communication Habits

Communication as a whole is something I am good at, yet it is an area I always strive to improve. I have been often criticized for breaking things into more detail than necessary. However, I feel that if everything is transparent, there is less room for error.

Most communication seems to happen just as much in the form of text messages, phone calls and emails as it does in face-to-face contact. When sending emails or text messages, proofread everything! If you are asking a question, be clear on what you need answered. A good way to make questions clear in an email is to ask the question, skip a line and then continue typing.

Another area that is becoming less of common knowledge is the proper format for writing a professional letter. Eventually, you will need to provide a cover letter for a future job, internship or graduate school. Below is a sample letter for an internship. Note that a cover letter should only be one page. Don’t try to state all of you accomplishments because that is what the résumé is designed to do. Also, be sure to sign your cover letter.

— by *Michael Cropp*

Michael Cropp  
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Manhattan, KS 66502  
(188) 301-1234  
mscropp@ksu.edu

February 20, 2016

Jaclyn Clark  
Events & Education  
American Angus Association  
3201 Frederick Ave.  
Saint Joseph, MO 64506

RE: National Junior Angus Association Summer Internship

Dear Jaclyn:

First paragraph should have personal background information.

Second paragraph should contain reasons why you should be selected for the position.

Third paragraph should offer a quick summary to tie everything together. Then, thank the association, company, farm, ranch, etc., for considering you.

Sincerely,

*Signature*

Michael S. Cropp

# Acing an Interview

**I**n the livestock industry, nobody seems to know a stranger. We are more than comfortable talking to just about anybody that crosses our path in the barns as though we have known them all of our lives. Unfortunately, many of us lose this persona once we walk into a formal interview. Even though we may suddenly feel anxious, scared and unconfident, we have to overcome these emotions and show the evaluators our true personality and potential to serve the role of the position we are seeking. This may be an interview for school, a scholarship or your dream job. Regardless the reason behind the interview, we normally have just fifteen crucial minutes to make or break our chances at these opportunities. With that being said, here are a few tips on how to stay calm, cool and collected during your next interview.

## Practice

We all know that famous saying, “Practice makes perfect,” and it could not be more true when it comes to interviews. In an interview we should be prepared on how to walk in the room, how to greet the committee interviewing you, how to exemplify your own personality and how to leave on a positive note. Even if this means standing in front of a mirror for hours answering your rehearsed questions, it will only help you perfect your body language and gestures before the big day. Practice will not only help you carry yourself in a more presentable manner, it will also make you feel more confident in your ability to conquer the task that lies ahead. You can never practice too much for an interview!

## Research

You should be well educated on the basis of the foundation, company or school interviewing you. There is a reason for the position or scholarship you are seeking, and the committee will likely ask you what you know about this. You can often talk to previous recipients of the scholarship or search the company or organization’s website to gain this information. The panel of judges will be impressed if you have educated yourself on the background information of the donation or employer, and it further shows them your dedication to the given opportunity.

## Be unique

This is one of the most essential parts of an interview. You have to separate yourself from

the rest of the candidates by showing the panel of judges or interviewer your own personality and highlight your abilities that separate you from your peers. Don’t be afraid to make them laugh either. It will often help break the ice and make everybody in the room feel more comfortable with the interview. With that being said, don’t stress yourself out trying to be funny or search for a joke on the Internet. Simply be a relatable human being that excels not only on paper, but also face-to-face.

## Get ready

Be sure to know the expected dress or attire you must wear to an interview. Your attire should be neat, tidy and appropriate for the type of organization or employer you are interviewing with. Interview committee expectations may vary, but it is always a safe bet to bring a nice portfolio with copies of your resume inside of it.

## Be on time

It is *never* okay to be late to an interview. Arriving to an interview on time shows the committee that you prioritize the opportunity at hand and that you are a responsible young adult. Always try to arrive to the location no less than fifteen minutes before the scheduled interview time. It is also important to know the exact location in which you are supposed to report for the interview to avoid additional time delays. Some people may think arriving too early is just a waste of time, but I assure you nobody has ever been denied a scholarship or job because they arrived too early!

## Say thank you

The power of a thank you is unmatched. Always be sure to thank the committee at the end of your interview, as well as

the organizations behind the scenes for providing you with such an incredible opportunity. If you receive a scholarship, be sure to write a personalized handwritten thank-you note to the donors and supporters of the funds you recently received. When donors personally hear about how you benefitted from their generous donations, it not only makes them feel appreciated, but also encourages them to continue supporting youth just like you.

—by Lauren Grimes



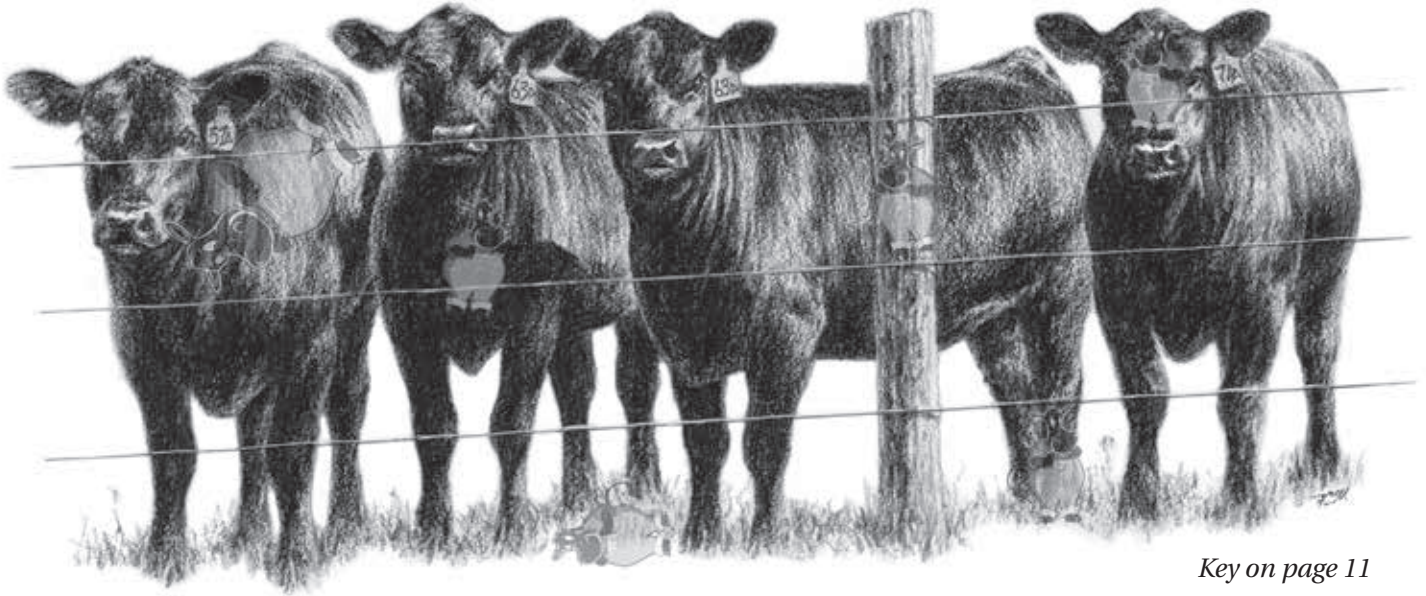




# Where's Angus Andy?

Can you spot the six hidden Andys?

— by *Tim Mardesen*



Key on page 11



## Raising the Bar on Fundraising

When it comes to running a club or organization, you can have all the leadership it takes to run the organization, but there is one thing that might not always be as accessible. Funding is often what restricts an organization from reaching its full capacity and potential, which is why many groups use different fundraising ideas to obtain the funds they need to run their organization or put on excellent events to try to reach their full potential.

Over the years of my involvement with many different organizations, I have seen or taken part in numerous fundraising efforts:

- ➔ organization dues
- ➔ donation live auctions
- ➔ bake sales
- ➔ donation silent auctions
- ➔ magazine sales
- ➔ sponsorships
- ➔ fruit and meat sales
- ➔ labor auctions (where patrons purchase members for a day of work)
- ➔ candle sales
- ➔ wreath sales
- ➔ raffles

We all know that sometimes it can be difficult to ask folks to open their wallets for your cause. Here are some tips to be more successful. There will always be the people that tell you, “No,” or “Not today.” Just remember not to be rude or pushy. Simply be genuine and thank them for their time and realize that there may be a fundraiser later that he or she might be willing or able to support. Additionally, remember that even if someone always says yes, don’t ask them to support every fundraiser. They will likely get burnt out and might not support you again.

Another interesting aspect of fundraising is the life skills you can practice over and over. In a way, fundraising is like selling your product, selling yourself to an employer or competing in the team sales contest at junior nationals. I have had numerous people ask me to explain the fundraiser I was involved with in great detail and also to give them a reason that they should support it. Fundraising has definitely helped me develop my professional skills. I hope that you all have success with your next fundraiser by hopefully using some new ideas and skills!

— by *Evan Woodbury*

# How much does a polar bear weigh? Enough to break the ice!



Getting involved on a city, state or national level is always something that we as the National Junior Angus Board try to promote. However, at times, pushing younger members to be more involved can be a challenge. As a kid, I can remember not wanting to stray outside of my group of friends. It was familiar, comfortable and something that I would have to be forced out of. I have found more times than not that when given an option, kids will stick to their core circle of friends.

As leaders and future leaders, we are called to set an example and increase the youth involvement within the NJAA and American Angus Association. Most of the time, getting out of our comfort zones is the most difficult part of making new friendships! In order to break through these comfort zones, we use icebreakers or games. Here are a few of the junior board's favorites that you may not see every day.

1. Skittles® in the feed pan — Simply mix Skittles and some feed in a couple of feed pans and have a race to see who can find the Skittles the fastest!
2. Feed sack race — Okay, so maybe you've seen this one, but it is still tons of fun, especially when combined with the Skittles game to make a relay race!
3. Who am I? — Place a sticky note on each person's back with an object, character or event and the person is only allowed to ask yes or no questions until they figure out who or what they are!



NJAA members participating in icebreakers and team building activities during Raising the Bar and LEAD.

- 4. Who can build the tallest tower? —**  
 Each team is given a manila envelope of equal supplies that consists of one letter-sized piece of cardstock, various sizes and weights of paper, three plastic straws, three pipe cleaners, and tape of equal amounts. The tallest tower in 10 minutes without falling is the winner!
- 5. Tennis ball tongue tied —** Each team starts off in a circle about arms-width apart, the person who starts will say their name and throw the ball to one person. The ball cannot go back to that original person until the very end. Following, the person will say their name along with the person prior's name. Once the entire circle is completed and back to the first person, you can add things like colors and animals to the list. The faster you go, the harder it is to remember everything! The first group to finish wins. This helps everyone learn something about one another.

By introducing a few or all of these games into a meeting, camp or event, friendships are in the making and connections are being formed. It seems like a little thing, but icebreakers push people out of their shells. After all, as Alfred Tennyson said, "The shell must break before the bird can fly."

— by *Katelyn Corsentino*



# Communication Technologies

Within our state associations, there are many ways to help communicate and inform members of upcoming events and activities. Many state associations have already begun to take advantage of social media platforms like Facebook and Snapchat in addition to corresponding via text message and email. However, we forget that there are so many more applications and programs that can be helpful, too. Here are three of some of the newest apps that can be downloaded and used by an entire state association, 4-H group or FFA chapter.

## 1. GroupMe

We all know that group text messaging between different cell phone brands can sometimes be difficult. GroupMe takes those complications away! With GroupMe, users are able to create large or small group conversation, which works awesomely with the different teams and committees in our state associations.



## 2. Team App

Team App is a completely personalized app that allows a team, group or organization to create a homepage. On the group's homepage, there can be sections that could include group photos, news updates, a schedule of upcoming events and group contact page. Once a group has a personalized page on Team App, other members must request to have access to view the page and its recent updates, which ensures that not just anyone can have access to your page.



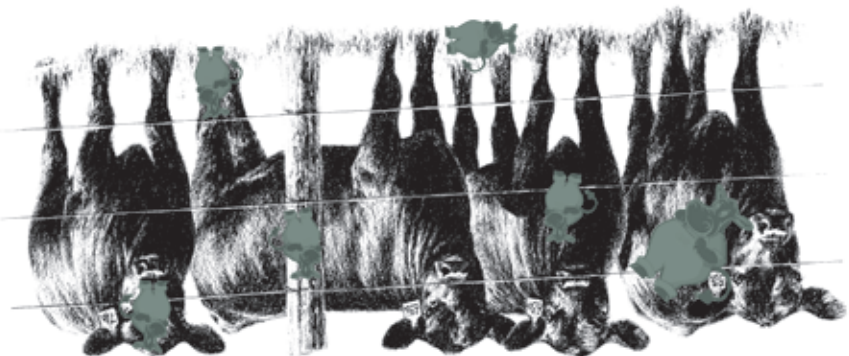
## 3. Google Drive

Google Docs is a website and application that could serve as a huge asset in contest preparation and sharing of documents. Google Docs, Google Sheets and Google Slides are all included within Google Drive. The biggest advantage to using Google Drive is that many people can access, upload, view and edit specific documents within Google Drive. Google Drive can be utilized on mobile devices, which is also a huge benefit.



— by *Gabrielle Lemenager*

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# DIRECTIONS

**NATIONAL JUNIOR ANGUS ASSOCIATION**

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## Important Dates and Deadlines for Juniors

### MARCH 2016

1 Deadline for Honorary Angus Foundation and Advisor of the Year nominations

Raising the Bar: SDSU Registration Deadline

3-6 Raising the Bar: University of Arkansas

11-13 MAJAC Show; Harrisonburg, Va.

### APRIL 2016

1-3 Western Regional Junior Angus Show; Reno, N.V.

7-10 Raising the Bar: South Dakota State University

15 Ownership and entry deadlines for the Atlantic National Junior Angus Show

### MAY 2016

1 Deadline for Gold Award applications

Outstanding Leadership Award applications due

Ownership and entry deadline for Eastern Regional Preview Show

Ownership and entry deadline for Northwest Regional Preview Show

CAB/NJAA Scholarship applications due

Angus Foundation Scholarship applications due

3 Entry deadline for American Angus Breeders' Futurity Junior Angus Show

15 Ownership deadline for the American Angus Breeders' Futurity Junior Angus Show

Ownership and early entry deadline for National Junior Angus Show

Entry deadline for NJAA Creative Writing, NJAA/*Angus Journal* Photography, and NJAA Graphic Design

Entry and recipe deadline for All-American *Certified Angus Beef*® Cook-Off

25 Deadline for NJAA Public Speaking Contest speech outlines

Deadline for Career Development Contest résumés

Late entry deadline for National Junior Angus Show (online only)

26-29 Atlantic National Junior Angus Show; Timonium, Md.

### JUNE 2016

1 NJAA Board Candidates information due

Deadline for submitting names of state delegates and showmanship contest for NJAA elections

10-12 The American Breeders' Futurity Junior Preview Show; Louisville, Ky.

15 Angus Ambassador applications due

Early registration deadline for LEAD

16-19 Eastern Regional; Harrisburg, Pa.

22-24 Northwest Regional Preview Junior Angus Show; Prineville, Ore.

### JULY 2016

3-9 National Junior Angus Show; Grand Island, Neb.

15 LEAD registration deadline (if not already full)

### AUGUST 2016

6-9 LEAD Conference; Phoenix, Ariz.

