



LWC Board Meeting Minutes

October 8, 2020

Via web conference

6:00 Call to order

Wendy Hudson, President

Introductions

Board Members: Wendy Hudson, Dan Farnworth, Dave Ehlers, George Grosch, Scott Youngblood, Jackson Stalley, Karin Stutzman (arrived about 6:30)

Staff: Kristen Larson

Guests: Jerry Paul (Benton SWCD), Matt Malinowski, Judy Maule

Action: *September 10, 2020 minutes approved as presented (Attachment A). Approved by consensus.*

Mission Moment – Wendy had a fun time volunteering at LSNA with the Oct. 7 seeding and spreading event. People seemed to really enjoy getting out and having an in-person event (even if socially distanced). Kristen attended the first event and a guy walking his dog was excited to hear about the project, the work of the LWC, and thanked everyone for helping. He said he was going to tell his friends about the LWC b/c they are looking for places to volunteer.

Questions / Comments on Committee Minutes / Activities – None. Discussion that it is very rare to have someone raise a question or comment here. Suggestion to move or delete this item. **Kristen** will shift to the end with new business / other committee announcements.

Public Comments – Matt M. is volunteering with GIS tasks for the LWC. Thank you, Matt!

Reflections – The Power of Vulnerability video (Brené Brown). Board members were asked to watch this video before the meeting. George shared his own reflections on how this video related to the LWC and our work on Diversity, Equity, and Inclusion (DEI) and invited others to share. It can be scary to make ourselves vulnerable; people might feel fear or shame but by examining feelings and recognizing them, it can help increase LWC's inclusivity and make us more welcoming. Video asked us to think about who we are, who we want to be, and who we are not – as individuals and as an organization. Scary to think about imperfections but helps us improve. This can be uncomfortable for each of us and as a group to talk about. Helps to remember we are vulnerable and being vulnerable helps us to connect with each other.

George and Kristen met with a woman that did a DEI training with a different Board George is on. Have not received follow-ups from her. **George will check in with her about recommendations for a DEI consultant.**

Fundraising Committee

Wendy Hudson, Chair

1 million plants updates – Banner is moving around. Currently in Independence; next in Kings Valley. Working on press release and ad in the newspaper. Got nice comments from Starker Forests on Facebook – is a Business Circle member – and from Kate S. – owner of Indy Commons in downtown Independence. Reminder of the tree planting event on 10/22 at LSNA –

bring gloves and wear a mask. Will be taping for the video. Farnworths, Jackson, and George volunteered to supply champagne and non-alcoholic bubbly. Thank you!

Treasurer and Finance Committee

George Grosch, Treasurer

August 2020 Monthly Report – See Attachment B. Added graphical representations of income and expense values for the month and fiscal year to date. Some Board members appreciate the visual presentation – easier to interpret than a table of numbers! Feedback to add dollar values in titles of graphs. Discussion of challenging funding mechanisms for watershed councils. Some grants come in as 1 large lump sum that is revenue in a given fiscal year but spent down over many fiscal years – creating the appearance in a year that the funds were not received of running a deficit. Other funds come as reimbursement – so LWC spends money upfront and then gets reimbursed. Currently seeing large net loss for FY – is a product of both of these things – spending money received in prior FYs and spending money not yet reimbursed for.

Operating Reserve Policy – See Attachment C. Board saw draft in September. FC revised based on feedback. Presented for approval. **Action:** *Operating Reserve Policy approved as presented (Attachment C). Approved by consensus.*

Executive Committee (EC)

Wendy Hudson

Strategic Plan Review – Internal Goals - See Attachment D. Wendy gave a summary of the Strategic Plan review over the last several months. Board voted to review the plan every 2 years and keep the timeline out to 2023. Annual review of ED is another opportunity to check in on LWC is doing with SP. **Noted to add this to the ED annual review process.** Board will revisit once or twice as things become relevant. Consider it a living document; adapt as needed, keep using it if it is still serving the LWC. No need to create something new if this is still working or can be updated as needed. Plan on a major revisit in 2023 and determine if we still just tweak as needed or do a major overhaul.

At the December Board meeting, leads assigned on the Internal Goals will present proposals for how to make progress on those goals in 2021. Discussion of shifting “annual themes” timelines out to 2027 and keeping themes for 2 years each; a more realistic timeline to make progress on the themes. Agreed. Important to keep these themes front and center of planning each year.

Kristen wants to update the full plan to have an updated document to share with new Board members, funders, etc.

Action: *Revise LWC Strategic Plan with changes as presented in Attachment D; plan full review every 2 years. Approved by consensus.*

Executive Director Update

Kristen Larson, Executive Director

Monthly Activity Report - See Attachment F. – ED provided updates to her workload, calendar events and upcoming grant proposals. Potential lead on IT help and a potential notetaker volunteer. See Attachment F from board meeting packet.



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Executive Session at 7:15pm – Discussion of ED performance for the year.

End Executive Session at 7:30pm. Results of the Annual Review were to give Kristen a 5% raise.

Action: Board voted all in favor of giving Kristen a 5% raise, effective October 1, 2020.

New Business – Karin noted she has seen knotweed at the Kings Valley Highway crossing of the Little Luckiamute bridge. Kristen reported the LWC has funding for knotweed control in 2021 and will hit that location. She will notify Aubrey, but LWC has known that spot to have knotweed in the past.

Meeting Adjourned at 8:00pm.