



# Luckiamute Watershed Council Board Meeting Minutes

November 11, 2021

Via web conference

## **Call to Order:**

The meeting was called to order at 6:00 PM by George Grosch

## **Introductions:**

Board Members: George Grosch, Britton Castor, Scott Youngblood, David Ehlers

Staff: Kristen Larson

Guests: Amy Pinkley-Wernz

## **Approval of Minutes:**

*George Grosch*

The October 14, 2021 minutes were distributed prior to the meeting (**Attachment A**).

- *The board approved the October 14, 2021 meeting minutes unanimously.*

## **Committee Announcements:**

EnO Committee will provide its annual report to the Board at the December meeting. They are working on drafting it.

The November 1, 2021 Finance Committee minutes were not ready for this packet, they will be out soon.

## **Public Comments:**

None.

## **Mission Moments:**

Kristen was out in the field last week with Aubrey working on the bed elevation monitoring in South Fork Pedee Creek. The large wood placement project looks great, has accumulated a lot of material, and is functioning as intended. The conifer and disturbance area plantings from early 2020 are looking good, too.

## **Executive Committee**

*George Grosch*

- Per LWC bylaws, officer terms are one year for the calendar year, with elections held annually in December. Wendy stepped down as President when she moved, George accepted President for the remainder of her 2021 term.
- George had sent out an email to the Board requesting folks to speak up if they are interested or willing to be President or other officer. No one is interested or willing.
- What are the barriers? Mostly time – attending Board members feel they don't have the time to add this to their schedules. Points to the need for additional Board recruitment to get folks on the Board and oriented for future service as an officer. Takes time to get oriented and be committed to taking that on.
- Additional time of being an officer is attending the Executive Committee (EC) meeting between Board meetings. For President, review draft agenda before packet goes out. Serve as point of contact for the ED for time off or other personnel policy issues. Major duty is to facilitate the Board meetings.
- By law, must have President, Treasurer, and Secretary positions filled. George willing to be named President. Are people willing to rotate meeting facilitation duties? Currently 6 Board members, each person facilitate 2 meetings. Also attend EC meetings before / after Board meetings for continuity. Simplify if facilitate 2 meetings in a row; then will attend 3 EC meetings total. EC meeting is typically last Tuesday from 3-5pm. Can shift schedule as needed to accommodate rotating facilitator.
- Already agreed to rotate EDI topic facilitation. Can pair these tasks and scheduling.
- Will review plan at next EC meeting. Folks will sign up at the December meeting for the 2022 EDI / meeting facilitation schedule.



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### Equity, Diversity, and Inclusion

**Kristen Larson**

Group Agreements, *Attachment B*, ACTION ITEM. ACTION ITEM. **Proposed action:** Adopt Group Agreements.

- The group reviewed Attachment B. Discussed their interpretation and understanding of the items in the list of Group Agreements. No modifications, no additions to the proposed list. Approved by consensus.

*Ladder of Inference* video. Link provided in agenda, Board and staff viewed prior to the meeting.

- Board members and Kristen shared reflections of the *Ladder of Inference* video.
- A helpful reminder to be mindful if we are making assumptions about people or situations. Our brains are constantly processing information whether we are aware or not. Our prior experiences and information we have absorbed consciously and unconsciously feed into our assumptions and interpretations of situations and people. Important to be aware of this. One person can never truly know what another person is thinking or meaning – best to ask and clarify.

As follow-up from last month's meeting and EDI discussion (*Attachment E* in the 10/14/2021 meeting packet), Scott noted that his colleague at Oregon State Parks, Steve H., is on the Board for Straub Outdoors. The summary of Group Discussions from EDI Dialogue #2 and proposed next steps highlighted the Board's interest in working with schools and youth and the idea of partnering with those that are already doing these things, such as Straub Outdoors. This is a potential connection to pursue that conversation. Before COVID-19, Mid-Valley River Connections had consulted with Straub Outdoors' ED to learn from their EDI journey. The ED had told Kristen that she is interested in connecting with Central School District 13J in Independence / Monmouth, but the discussion was put on hold due to the pandemic. One area to revisit.

### Finance Committee & Treasurer Report

**George Grosch**

September 2021 Financial Report, *Attachment C*.

- George shared that LWC continues on track. Approaching the last quarter of the fiscal year. Kristen will be working on reimbursement requests and the 2022 budget.

### Fundraising Committee

**Kristen Larson**

Spiritopia event results

- Kristen shared that the 2 nights of the Spiritopia fundraising event resulted in \$790 in donations and \$790 in matching donation from Spiritopia for a total of \$1780 in unrestricted donations raised. Thank you very much to Business Circle Member Spiritopia and to all attendees and donors at the event!

End-of-Year (EOY) Campaign timeline, next steps

- The fundraising committee is meeting again and working on planning for 2022.
- EOY campaign is the push for existing Friends of the LWC to renew for 2022 and recruit people to join the Friends of the LWC.
- For the 2021 EOY campaign, this is largely staff driven. Suzanne is prepping a draft letter, Kristen will review. Mailing will occur after Thanksgiving to existing donors and non-donors with a connection to the LWC (have attended events, on email list, etc.). A few reminder emails will go out in December.
- At the February Board meeting, Kristen and Board will review list of people who were Friends in 2021 and have not yet reviewed by that time. Board members will be assigned a few people to check in with via email or phone to encourage / remind them to renew for 2022.

### Executive Director Update

**Kristen Larson, Executive Director**

Monthly Activity Report/ Minutes Highlights, *Attachment D*

- Kristen touched on several items in monthly activity report.



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- Primary focus right now is hiring and orienting the new Monitoring Coordinator. Interviews were completed yesterday. Kristen, Suzanne, and Aubrey served as interview panel. Had clear top candidate from the 3 interviewees. Kristen is working on reference checks for top candidate. Hopes to make an offer tomorrow and have new employee starting after Thanksgiving holiday.
- Other major focus is financials – reimbursement requests and 2022 budget. Due to workload, the draft budget will not be ready at the Dec. Board meeting. Will review in January.

### **Topics for Future Consideration**

None.

Meeting adjourned around 7:30pm.