

Monday, April 8, 2024
6:00-7:30 PM Board Meeting
To join Zoom Video Conference:



<https://us02web.zoom.us/j/84468250202?pwd=Rk5sRERSZXI6WVVOUmJIWEFBcDIHUT09>
Phone: 1-669-900-6833
Meeting ID: 844 6825 0202
Passcode: 640956

BOARD OF DIRECTORS MEETING MINUTES

In Attendance

Board Members Present: David Barron, Nate Johnson, Marcella Henkels, Kerry Hastings, Greg Jones, Eliza Mason, Aubrey Cloud

Board Members Absent: Henry Storch (Emeritus)

Associate Directors Present: Rana Foster

Staff Present: Holly Crosson, Michael Ahr, Teresa Matteson, Donna Schmitz, Candace Mackey (minutes) Sara Roberts

Call to Order - Johnson (6:02pm)

Introductions, Public Comments, Announcements, Additions/Changes to Agenda

Introductions: None

Public Comment: None

Announcement: Soil health meeting May 8th presentation 7:30am-1pm

This event will connect farmer field observations with scientists' research. Topics include:

- Soil Health Assessments - Dr. Markus Kleber, OSU
- Conservation Cover for Hazelnut Orchards - Dr. Lauren Hallett, University of Oregon
- Soil Nitrate Leaching Management - Dr. Jana Compton, Environmental Protection Agency
- Trialing Pollinator Plants - Ian Silvernail, PMC
- Lunch provided.

Please register. For more information contact Teresa Matteson.

Addition to agenda: None

CONSENT AGENDA

- **Approve draft Minutes from March 11, 2024, Regular Board Meeting**
- **Approve Financials (2/29/24)**

Discussion: None

MOTION: Move to Approve Consent Agenda: Nate Johnson Second: Greg Jones

Results: Pass 7/0

REGULAR AGENDA

- **2024 Native Plant Sale Summary**

Michael Ahr presented slides from both Native Plant Sales in 2024. September Native Bulb and Seed Sale in September of 2023 and February of 2024. Overview of gross sales, volunteers, and inventory presented at each sale. Financial profit and loss for each sale presented. Exceeded costs with sales, excepting personnel cost. Survey of plant sale customers was completed, with suggestions made to improve moving forward noted. Board members also contributed

suggestions for improvement as well. Perhaps up variety of day of sales, maybe have pickup over two days, make pick up time scheduling required in check out.

- **Quarterly update on Strategic Plan Measurable Objectives**

Board asked about the length of the quarterly reports for Strategic Plan Measurable Objectives. Is this report redundant with monthly staff reports? Monthly staff reports are a view of the past, Measurable Objectives are a view of the future and designed to measure if we stayed on track with meeting goals. Board no longer needs to review Measurable Objectives document. Monthly staff reports should be significantly pared down and briefly/succinctly cover accomplishments, what's in-progress, and what needs attention. Staff will work on a new prototype for May to see what the Board thinks.

- **Approve Employee Recognition Award Policy**

Discussion: Holly Crosson introduces the policy as the formalization of a previously held tradition (informal policy/tradition) at BSWCD related to longevity at the district. It is to recognize the years of service, and was completed with suggestions from HR Answers to comply with tax law, etc. David Barron lends his support to this recognition policy. The question came up about whether, due to inflation, future changes in award amount should be mentioned. HC will include policy review timeframe in the final policy.

MOTION: Approve Employee Recognition Award Policy with Change To Review at A Regular Interval-Nate Johnson Second: Kerry Hastings
Results: 7/0

- **Backyard Habitat Program-Next Steps-Michael Ahr**

Staff reviewed more ideas for the program, and urban programming possibilities including what the breadth of urban programming should be. Considering public comments about need that have been passed on to staff. Is the backyard habitat certification program the right one to begin with? The needs assessment that will be completed in the next couple of months will also shed light on what the public think these needs are. Staff are looking to add another member to potentially grow the capacity of this program. How best to expand the Native Plant Program with a Backyard Habitat Program. Capacity is a need and will be addressed in the budgeting process.

- **Director Aubry Cloud's role working with the District outside his Director Duties**

Holly Crosson brings to the Directors' attention Oregon Government Ethics Law and the Guide for Public Officials which all staff and board members should be familiar with (link to website and Guide provided in board packet). Director Cloud explains his relationship with his employers, Mary's River Watershed Council and Luckiamute Watershed Council. He works on the BSWCD SIA program for the Watershed Councils that receive funding through contract with BSWCD. He also performs knotweed control that the BSWCD has provided funding for. Director Cloud has reviewed the ethics rules and will recuse himself from any future discussion or vote on funding that would appear to be, or be, a conflict of interest. He encourages board members to be on alert for this as well. Directors can always contact the Oregon Government Ethics Commission with any questions.

- **Getting to Know You**

Candace Mackey asks for suggestions for Board and Staff to socialize outside of board meetings to share knowledge, connection and create BSWCD culture. What could these events be?

All documents referenced in these minutes are a part of the official record and can be distributed upon request.

Potluck as a part of meetings? Concern with creating a quorum and public meeting notice. Possible meeting with other partner organizations. Education? There is a clear restriction of discussing ANY BSWCD business or any conversation that would lead to any decisions being made unless the meeting is noticed to the public. Board is interested in sharing time together, but is aware of the rules and will continue to be cautious.

- **Questions from Board on BSWCD and NRCS Activities**

Nate Johnson gets a subscription to High Country News and was wondering if it would be useful to have the District have an online subscription that staff and directors could use for a resource. He is finding out that this is a useful resource. What do others think? Currently, precedent is that we have a subscription to the Corvallis Gazette Times. NJ shares a link to High Country News in the chat. Director Cloud suggests the free publication Smoke Signals. No other suggestions are made other than to share articles on the listserv Sara Roberts set up.

- **Other Board Business-None**

- **Next regular board meeting will be, May 13, 2024**

Meeting Adjourned - Johnson (7:45pm)