



Wisconsin Land+Water Conservation Association

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Board of Directors Meeting Minutes

Date: Thurs, July 14, 2022	
Start Time: 8:30 am	End Time: 12:07 pm
IN PERSON and virtual:	Holiday Inn Stevens Point – Convention Center (Spruce/Sands Room) 1001 Amber Avenue, Stevens Point, Wisconsin 54482 or https://us02web.zoom.us/j/83236130025?pwd=TVVCdW1TWkljaTBHY0RISDUrNIZIUT09
Conference Phone:	1-312-626-6799
Access Code:	Meeting ID: 832 3613 0025 Passcode: 786917
<p>WI Land+Water BOD Members (2022-24): Area 1 (LM): Scott Frank (Shawano LCD), Tom Mandli (Marinette LCC); Area 2 (LW): Brian Haase (Waupaca LWCD), Mike Hofberger (Calumet LWCC); Area 3 (SE): Marissa Castello (Waukesha LRD), Monte Osterman (Racine LCC, Chair); Area 4 (S): Amy Piaget (Dane LCD), Melissa Luck (Richland LCC); Area 5 (W): Bob Micheel (Monroe LCD, President); Mary Henry (Vernon LCC); Area 6 (WC): Chase Cummings (Dunn LWCD); Vacant (LCC Rep); Area 7 (NW): Ben Dufford (Bayfield LWCD), Craig Conroy (Burnett NRC); Area 8 (NC): Carolyn Scholl (Vilas LWCD, Secretary), Jim Winkler (online)(Oneida LCC)</p> <p>Non-Voting Advisors: Dan Bahr (Wisconsin Counties Assn), Angela Biggs (NRCS), Chris Clayton (DNR), Coreen Fallat (DATCP), Mike Gilbertson (DNR), Beth Mason (Ntnl Assn of Conservation Districts), Dan Zerr (UW-Madison Division of Extension); Jill Schoen (DNR) (arrived 10:15am)</p> <p>WI Land+Water Staff: Matt Krueger (Executive Director), Kim Warkentin (Operations Manager/Youth Education Director)</p>	
<p>WI Land+Water Mission: To protect, conserve, and enhance Wisconsin’s natural resources by advocating for and supporting county conservation efforts, for current and future generations.</p> <p>Notes:</p> <ul style="list-style-type: none"> WI Land+Water meetings are open meetings. Individuals may observe via web or call-in if desired. Please state your name if using the dial-in option. Order and time allowed for agenda items may be changed due to pace of meeting or at the discretion of the board. 	
Next Meeting Time: Wednesday, October 19, 2022, time and location TBD	

In Attendance:
 Highlighted
 Sue Hendrickson (online); **Alan Barrows** (arrived 10:40am)

Absent:
 Mandli; Henry; Conroy

ALL ITEMS ARE ACTIONABLE

- 8:30 am Call to Order – Chair Monte Osterman**
- Pledge of Allegiance
 - Roll call: Scholl completed the roll call; quorum present
 - Adopt agenda: **Motion to adopt: Scholl/Frank All Ayes**
 - Approve previous meeting minutes – March 10, 2022: **Motion to adopt: Hofberger/Haase All Ayes**

- 8:35 am** **Introductions of WI Land+Water Staff, Board Members, and Advisors**
 Introductions were made throughout the room and online, for staff, BOD members, BOD alternates, and advisors
- 9:06 am** **Approval of West Central Area Association LCC Rep Ken Gerhardt to WI Land+Water Board of Directors**
Motion: Hofberger/Frank to approve election of Ken Gerhardt to the Board of Directors. All Ayes
- 9:15 am** **Board Packet Review and Discussion – Executive Director Matt Krueger**
- Mission & vision was revised in 2019. Krueger shared the mission and vision statements.
 - Board logistics: We wear statewide hat when serving on the board; Winter Co Conservationist meeting is virtual; Roberts rules of order are used; to get things on the agenda reach out to Bob Micheel or Matt Krueger
 - Duties and responsibilities of Board Members: attend and prep for regular and special meetings; participate in committees to understand our work a bit better; stay current on knowledge of our work; hold in confidence; help deliberate and discuss strategies and policy; track and approve appointments to outside committees; alternates can participate (but don't vote if other is present).
 - BOD initiatives – BOD-initiated efforts in service of strategic plan: Sub-committees are: financial operations; climate change; equity work group; financial security group
 - Committees: Great Lakes; Legislative/Admin; Mississippi River Basin; Professional Improvement Comm (PIC); Technical Committee; Public Outreach Committee; and Youth Education
 - Staff liaison helps with each board meeting.
 - Osterman encourages BOD members to do what they can do. Don't be afraid to speak up at meetings.
- 9:35 am** **Executive Committee Report – President Bob Micheel, Osterman**
- BOD Annual Planning/Initiatives: Bring your projects and initiatives to board for consideration; annual 2022 work plan was shared on the screen - Micheel shared Climate Change, Equity, and Financial Security funding groups; Osterman shared Financial Investment policy (endowments/reserve accts) and "Friends of WI Land+Water" group - think about participating on any group
 - Debrief on *Critical Thinking for Leaders* discussion: We waited for a face-to-face training...definitely worth the wait
 - Staff compensation adjustments – Executive Committee approved mid-year 5% salary increase for Matt starting in July and approved that Matt may adjust staff compensation at his discretion
- 10:05 am** **Break**

- 10:22 am Elections of Officers/Executive Committee – Osterman, Krueger, all**
- Voting logistics – Krueger started this process
 - Nominations and voting for:
 - Chair – **Hofberger/Haase** nominate Osterman. **Motion: Hofberger/Haase** All Ayes;
 - President – **Haase/Cummings** nominate Micheel. **Motion: Hendrickson/Dufford** All Ayes;
 - Treasurer – **Micheel/Scholl** nominate Piaget. **Motion: Scholl/Haase** All Ayes;
 - Secretary – **Frank/Dufford** nominate Scholl. **Motion: Frank/Micheel** All Ayes;
 - Two at-large Executive Committee members
 - 1st **Micheel/Haase** nominate Luck. **Motion: Piaget/Micheel** All Ayes;
 - 2nd **Cummings/Hofberger** nominate Gerhardt. **Motion: Hendrickson/Frank** All Ayes.
- 10:38 am Approval Revised Conflict of Interest Policy – Osterman**
Policy reviewed and Osterman solicits questions. Motion to approve revisions to the policy. **Motion: Piaget/Castello** All Ayes.
- 10:44 am Board of Directors and Alternates Sign Conflict of Interest Forms – all have completed.**
- 10:45 am WI Land+Water Staff Appearance – Isabelle Paulsen, Conservation Training and Membership Services Manager – Paulsen is welcomed, discusses her background**
- 10:56 am Financial Reports – Treasurer, WI Land+Water Staff**
- Year-to-Date Budget v. Actual – MAR 2022 - Shared on screen – Alan Barrows (past Treasurer) shared information – Krueger gave info re: Q1 report – have been working with CPA Chad – All 72 counties have paid membership dues!, we are below expense and revs for conference line, full audit is conducted every 3 years – audit is coming up this year (2022), budget deficit almost entirely from SOC line because it is a multi-year contract
 - Balance Sheet Comparable – MAR 2022 (account balances) – Shared on screen – Krueger reviewed and questions were addressed
- 11:20 am Executive Director’s Report – Krueger**
- Welcome Isabelle Paulsen, other new staff – new blood and exciting changes ahead!
 - Climate Resilience Program funding – 5 grants are cobbled together for funding of Christina Anderson on staff – McKnight Foundation 2 year grant is pending – we will know in August

- Staff Program Reports – staff reports are emailed, Krueger – discusses the disconnect between elected representative terms for WI BOD and county board election timelines – we need to revise our by-laws to address this issue...TBC

11:30 am **Discussion of WI Land+Water Committees Guiding Principles Updates – Osterman**
 In the by-laws (March 15, 2019) Article 4, Item 5 Other Committees – Exec. Committee could reduce and create an “overall committee” policy instead of specific language discussed for each committee...to be continued

11:45 am **Approval of External Committee Representatives – Micheel, all**
 Bring to the BOD for approval and staff will keep track of where WI Land+Water is being represented. Motion to approve slate of recommended persons **Motion:**
Hendrickson/Dufford All Ayes

- Shawn Esser (Dane) - NRCS State Tech Comm
- Erik Heagle (Grant) - NRCS State Tech Comm (alternate)
- Jeremy Johnson (Menominee) - Wisconsin Private Forestry Advisory Comm
- Wes Kotilla (Outagamie) - WDNR Hydrologic Restoration General Permit Team

11:49 am **Agency Advisor Reports:**

- DATCP, Coreen Fallat – Tim Anderson is the new DATCP Bureau Director – previously worked in Dairy Section of DATCP
- DNR, Jill Schoen – Hydrological permit team still working, reissued a general permit for non-metallic mine

11:54 am **Future Board Meeting Dates –**
 Matt will send out new board dates for October, December, March BOD meetings

11:56 am **Closing Remarks – Osterman**

11:57 am **Announcements**

12:07 pm **Motion to adjourn: Micheel/Osterman All Ayes**

Respectfully submitted by: Carolyn Scholl, Secretary WI Land+Water BOD