

WASHINGTON ASSOCIATION OF CONSERVATION DISTRICTS

Board of Directors Meeting
Hal Holmes Center – Ellensburg
September 19, 2017

Motions

- **Motion:** Larry Davis moved adoption of the minutes for the Board meetings held June 27 and July 13. Motion second by Jeanette Dorner. Motion approved.
- **Motion:** Dave Guenther moved to accept the Search Committee's recommendation with a starting salary of \$97,000 for Patricia, seconded by Sarah Richards. Steve Hallstrom offered a friendly amendment to keep salary under \$110,000 was accepted. Dave Guenther moved to amend the starting salary to \$95,000, which was seconded by Larry Davis. Vote to amend was unanimous. Vote to offer Executive Director position to Patricia Hickey with a starting salary of \$95,000 and up to \$15,000 in benefits was unanimous.
- **Motion:** Dave Guenther moved that if negotiations break down with Patricia Hickey, that the Search Committee is authorized to recommend a second candidate from the three finalists to the Board of Directors. Seconded by Jerry Hendrickson. The vote was 6-5 in favor.
- **Motion:** Mark Moore moved to sign contract with the Conservation Commission for the annual meeting in the amount of \$35,000. Seconded by Eddie Johnson. Unanimous adoption.
- **Motion:** Dave Guenther moved to open negotiations with Three Rivers Convention Center for the 2018 Conference with John Preston as second. Vote was 12-1 in favor.

Approved by the Board of Directors
November 27, 2017

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MEMBERS PRESENT

Tom Miller, President (Spokane CD)
Jeanette Dorner, Vice President (Pierce CD)
Larry Davis, Sec-Treasurer (Whatcom CD)
Doug Rushton (National Director (Thurston CD)
Sarah Richards (NW Area Director) (Whidbey Is. CD)
Dick Ryon (NW Area Director) (King CD)
Steve Hallstrom (SW Area Director) (Grays Harbor CD)
John Preston (NC Area Director) (Grant CD)
Mark Moore (SC Area Director) (Kittitas CD)
Dave Guenther (SC Area Director) (Central Klickitat CD)
Eddie Johnson (NE Area Director) (Lincoln CD)
John Floyd (NE Area Director) (Pend Oreille CD)
Jerry Hendrickson (SE Area Director) (Asotin CD)

MEMBERS UNABLE TO ATTEND

John McLean (NC Area Director) (Foster Creek CD)
Denise Smee (WADE President) (Clark CD Dist. Mgr.)
Mark Craven, Past President (Snohomish CD)

OTHERS PRESENT

Jim Brown (PMC Manager)
Lori McLaughlin (WACD Bookkeeper)
Ryan Baye, (WACD Legislative & Membership Assistant)
Mark Clark (WSCC Executive Director)
Allen McBea (NRCS)

President Miller called the meeting to order at 9:36am.

Agenda Approval

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Approval of Minutes

Larry Davis moved adoption of the minutes for the Board meetings held June 27 and July 13.
Motion second by Jeanette Dorner. Motion approved.

Search Committee Recommendation on Executive Director Hire & Possible Board Action

Jeanette Dorner, Chair of the Search Committee, shared the Search Committee's selection process and their unanimous recommendation for Patricia Hickey as the new Executive Director.

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Discussion ensued regarding her qualifications, the opinions of those involved with the process, and her references.

Dave Guenther moved to accept the Search Committee's recommendation with a starting salary of \$97,000 for Patricia, seconded by Sarah Richards. Steve Hallstrom offered a friendly amendment to keep salary under \$110,000 was accepted. The following discussion involved salary negotiations and benefits. Dave Guenther moved to amend the starting salary to \$95,000, which was seconded by Larry Davis. Vote was unanimous. Vote to offer Executive Director position to Patricia Hickey with a starting salary of \$95,000 and \$15,000 in benefits was unanimous.

Dave Guenther moved that if negotiations break down, that the Search Committee is authorized to recommend a second candidate from the three finalists to the Board of Directors. Seconded by Jerry Hendrickson. The vote was 6-5 in favor.

Fiscal Year '17 Close-out Report

Secretary-Treasurer Larry Davis reported that the Executive Operations ledger is \$65,000 positive, with the savings coming from not having an executive director for several months and underreporting traveling expenses. The Plant Materials Center has \$100,000 in profits with an additional \$93,000 made from investments.

Fiscal Year '18 Update

Financial statement shared by Lori McLaughlin with questions regarding salaries and leave time for Plant Materials Center staff. Eddie Johnson moved to give a Cost of Living Adjustment in salaries of 2% for Association employees retroactive to July 1 of 2017 and requiring the Finance Committee to develop and evaluation for employees. Seconded by John Preston. Discussion heard reports from the PMC Administrative Committee and the Finance Committee of their Joint Committee work in resolving differences. The motion was withdrawn.

Update on Financial Audit

Larry Davis has been in communication with the auditors, hoping to have a report for the November Board meeting. Answered questions regarding timeline of audit.

Commission Contract

Larry Davis proposed contract from the Conservation Commission for the annual meeting in the amount of \$35,000 with other details from previous years staying in place. Mark Moore moved to sign contract. Seconded by Eddie Johnson. Unanimous adoption.

Report on Joint Meeting of Finance and PMC Committees

Larry Davis as Chair of Finance Committee shared recommendations from the meeting, meeting notes, and "next steps" for the two committees. Answered questions regarding involvement of PMC staff and sharing Joint Committee Meeting with Board of Directors.

Report of Long-Term Funding Work Group

Larry Davis as Vice-Chair of Work Group reported that the group is examining and ranking at least eleven funding options with a very ambitious timeline of reporting at November Board and

Association meetings. Concerns were shared regarding having only two supervisors on the Work Group.

Report on Options Relating to Lobbyist/Consultant for WACD

Jeanette Dorner led discussion on process for new lobbyist, focusing on maximum participation from the Association with input from the Board of Directors and the Work Group before releasing a Request for Qualifications. Questions regarding departure of previous lobbyist.

Annual Conference Planning Committee Update

Larry Davis as Chair of the Conference Committee shared that the majority of the work is done and he is comfortable with how the conference looks at this stage of the process.

2018 Annual Conference Selection

Ryan Baye shared the details of the three bids: Three Rivers Convention Center in Kennewick; the Doubletree Hilton in SeaTac, and the Cascadia Resort near Cle Elum. There were questions regarding pricing, average number of attendees, and the unfavourability of Cascadia's food. Dave Guenther moved to open negotiations with Three Rivers Convention Center for the 2018 Conference with John Preston as second. Vote was 12-1 in favor.

Partner Reports (Raw meeting notes available upon request to Ryan Baye.)

Reports were shared with the Board by:

- Mark Clark, Executive Director for the Washington State Conservation Commission discussed the difficulties caused by the lack of a state capital budget. Thanks the participants of the August 23-24 all districts meeting and provided an the status of the five Commission initiatives.
- Allen McBea, substituting for State Conservationist Roylene Rides at the Door, reported on staff reductions, the federal budget, and the reorganization status of NRCS and FSA under the Farm Production and Conservation Undersecretary.
- Larry Davis as Chair of the Conservation Society spoke of the non-profit they contracted with to help other non-profits raise money.

Plant Materials Center Report

Jim Brown shared their optimism regarding a new Executive Director. Looking forward to cooler weather, and are concerned that the lack of a capital budget will affect sales.

Area Director Reports (Raw meeting notes available upon request to Ryan Baye.)

Reports were given on activities and news by:

- Sarah Richards and Dick Ryon for the Northwest Area
- Steve Hallstrom for the Southwest Area
- John Preston for the North Central Area
- Mark Moore and Dave Guenther for the South Central Area
- Eddie Johnson and John Floyd for the Northeast Area

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- Jerry Hendrickson for the Southeast Area

Officer Reports

Reports were given on activities and news by:

- Tom Miller spoke of his joy working with his fellow officers and of the turning point the WACD has reached.
- Jeanette Dorner had no report having focused on topics already presented
- Doug Rushton gave an NACD report and announced Washington is hosting the NACD Pacific/Southwest regional meeting next September.
- Larry Davis is retiring from the Officer Corps and is looking for replacements for the separate Secretary and Treasurer positions.

The meeting was adjourned at 2:20.