

DRAFT MINUTES
MACD BOARD OF DIRECTORS CONFERENCE CALL
MONDAY, 12TH AUGUST 2019

1. Welcome, Call to Order, by MACD President Mark Suta. Board members present included: Mark Suta, Willie Bernard, Jeff Wivholm, Steve Hedstrom, Mike Hansen, Dean Rogge, Judy Knapp, Roddy Rost, Rick Van Dyken, Gary Giem, Steve Schanaman, Steve Hertel, Jim Simpson, and Bob Petermann. Board members absent included: Tony Barone, Pete Woll, Don Youngbauer, and Bill Naegeli. Others present include Laurie Zeller, Karl Christians, Chris Evans, Jane Holzer, and Melissa and Jeff T in the Helena office.
2. President Suta noted that personnel issues noted on the agenda will be addressed in Executive Session at the end of all other business today.
3. Jim motioned to approve the minutes of the 8th July Board conference call. Mike seconded. All were in favor.
4. A SWCDM update was provided by Mike. They are heavily involved in the hiring process, invoices have been sent out for programs, the mini grants are out. Jim mentioned that the ownership issue regarding the Bridger Plant Materials Center will be addressed in 2020. (BACKGROUND: There is some confusion about the names on the title. This is an administrative issue with no consequences to the management and operation of the Center.)
5. Jeff T provided an update about the Area Meetings. Most of the agendas are on the website. We've had three Areas respond with information so we can order the longevity pins. The pins take a number of weeks to produce, and we need to order them as soon as this meeting is over. Jim suggested that we present certificates at the Area Meetings for the Areas that we have not heard from, and that we tell those Supervisors that their pins will be mailed to them. The Board agreed with this. There are seven MACD Board Members up for election at the Area Meetings (Willie, Tony, Steve Hedstrom and Mark Suta, Don Youngbauer, Bill Naegli, Rick VanDyken). There are two elections in Area 3, which is the final transition to the new three year term for Area Directors. (As a reminder, at the Area Meetings, each District gets only one vote for Area Director)
6. Jim provided a Convention update. The Planning Team is making good progress. Heidi requested help with funding her costs to head up the planning team. Much of this is usually headed up by MACD, but they are not able to take the lead this year. The Board approved financial assistance to help coordinate and keep the convention on schedule.
7. Steve Hedstrom presented the request from Administrators to listen in on the Executive Director finalist interview(s). Mark said that we would invite the President of the MACDEO to be on the next MACD Executive Director Hiring Team telephone conference call and go from there. He saw no issues with the request.

8. Jeff T said that there are three resolutions received to date. They may be seen on the website. The Board briefly discussed each resolution. Jeff T said that he had referred them to the Standing Committee for comments. Laurie thought that the resolutions likely do not need legal review this year, based on topic and content.
9. Legal Support for CDs update: Laurie said that DNRC had made a selection, but the contract had not been signed and she could not provide additional information at this time.
10. Laurie talked about the training ideas for MACD Board Members and other Supervisors. There is a committee that is meeting to discuss training ideas. As it looks now, there will be three parts to this: first at the Area Meetings, then at Convention, followed by something early in the new year. The training will include all Supervisors for at least the first two sessions. Tom Watson at NRCS kindly offered to provide facilitators for the trainings. They have another meeting this afternoon to keep firming up the ideas.
11. Laurie mentioned that Jason Garber had been hired as the new Stream Coordinator. Mark extended a welcome to Jason from the Board.
12. Laurie addressed personnel issues, privacy, public knowledge, and right to know issues. She said that we should all be careful disclosing information as we move through the hiring process. If we wanted to disclose information about applicants, we needed to state on the job announcement that once you applied your name would be in public discussions, correspondence, etc.
13. Office spaces in the Helena Office building: This topic was discussed concerning the number of employees in Helena. Renting out unused office space helps with building expenses. Laurie was asked if the new lawyer would be interested but she said not likely. Jeff T said that he and Melissa have been discussing this, and they will keep thinking of ideas about potential natural resource or agricultural groups that might be interested. Districts are asked to send ideas if they hear of suitable entities needing office space in Helena.
14. Operation Reach Out proposal: Jeff T prepared an idea (that got started with a meeting he had with Chris Evans). He proposed that assigning responsibilities to Area Directors for staying in contact with Districts would help the lines of communication stay open. The proposal has six steps: 1. Agree within your Area which Area Director is responsible for maintaining communications with individual CDs in your Area. 2. Agree that you (Area Directors) will attend at least one meeting per year of each District you are responsible for. 3. Each month, agree to read the minutes from each District you are responsible for. 4. After reading the minutes, agree to telephone the Board Chair or the Administrator of each District you are responsible for and ask if there are any issues/concerns/topics that they'd like to have brought forward to MACD. Send those items to the Executive Committee for inclusion on their monthly agenda. 5. Agree at the 2019 Area Meetings to announce those Districts you are responsible for. 6. Administrators agree to text, telephone, or email their assigned Area Director 3-5 days before their CD monthly meeting to remind the Area Director of the time and place. The Board supported this idea. Mike motioned to accept Operation

- Reach Out; Dean seconded. Mark asked that Jeff T flesh out which Districts “belonged” to which Area Director. The Board approved unanimously.
15. Voting at Convention and Spring Board Meeting intent: Jeff T mentioned that he had been asked about voting at convention and the intent of the motion at the June Spring Board Meeting that “...all districts be considered in good standing...”, especially considering the the 8th July Board meeting minutes noting that the Spring Board Meeting motion was contrary to the bylaws. Passing by the technical confusion that this issue highlighted, Jeff wanted to know if the intent of the dues discussions were to encourage voting at the November convention? The answer was yes, the Board would like more Districts to vote at convention, but they would also like to honor and follow the policies and bylaws in place. Consequently, if a District has not paid their dues in full for 2019 (NOTE: 35 Districts have paid 2019 dues in full to date), the Board asked for a letter from the individual District briefly explaining why they were not able or willing to pay the dues in full. All Districts that send these letters will be able to vote at the 2019 convention, no matter what their reasons are for not paying dues in full. The Board asked that these letters be received by 1st September. The letter may be as simple as an email and does not need to be formal. The reasons for not paying dues will be compiled and sent to the District Operations Committee for consideration in their efforts to restructure the dues.
 16. District Operations update: Steve Hertel described the process that the committee has been following to move the dues discussion forward. Dues are a very complex issue and this committee has tried to look at all sides of the issue. The idea they would like to take to the Area Meetings has a number of components, but some background has to be laid first. 35 out of 58 Districts paid their dues in full this year to date. Directors often have to pay out of their own pockets to attend meetings, with out-of-state meetings the most significant costs. We are paying our Executive Director 25% below market rate and that makes it difficult to recruit the top tier candidates. The current 5%, 6%, and 7% dues structure seems unfair. Given those items, the committee’s recommendations look like: 1) The ceiling of \$17,000 remain in place. 2) A floor or minimum dues would be \$750 per District. 3) 6½% would be the rate set for all 58 Districts, keeping in mind the minimum. 4) Dues would be set for three years without any changes. 5) The three year dues package would be based on the latest year we have solid information for (2018 or 2019). 6) At the end of the three years, MACD would provide a three year summary of how the dues were spent, final balances, and recommendations for the next three years. 7) Monthly budget statements would be sent to the Districts detailing expenditures, including a check ledger and credit card expenditures. Steve mentioned that the proposal is still being formulated by the committee, but this is close to what we think will be our recommendations. The Board discussed these ideas and asked the committee to keep making progress. The committee will have the proposal in written form prior to the Area Meetings so that it may be discussed at each meeting.
 17. Strategic Plan update: Jeff T mentioned that Chris Evans was on the call about this issue. MACD received a letter from her District asking about the plan, and if a question

could be added to the executive director interview concerning his/her experience in strategic planning. The Board via email had agreed to add the question to the interview. Mark said we are trying to stay on task with the plan. It is a flexible document, and we're off to a good start. The next administration will be the ones to carry this plan forward, with a new MACD President and a new Executive Director. The plan will help the next administration prepare for the future. The plan makes us look at five year time frames. Bob asked that a copy of the plan be sent to each District with a request to comment on it. (UPDATE: Jeff T included this request in the District Dispatch, with the idea that the comments would be distributed at the November convention.)

18. Steve Hedstrom mentioned that he was representing Districts in discussions about the State Forest Plan. Contact him for details.
19. Mark moved the meeting into executive session, where personnel issues were discussed.
20. The meeting adjourned at 9:08 AM

THE NEXT MEETING/CONFERENCE CALL FOR THE BOARD WILL BE 14TH OCTOBER. THERE IS NO CALL IN SEPTEMBER DUE TO THE AREA MEETINGS.