



Council Meeting
September 28, 2020
Meeting Via Zoom

Present:

Voting Members – Roy Iwai, Janet Davis, Carl Exner, Margaret Filardo, Steve Rayne, Julie DiLeone, Gerald Murphy, Matt Stine, Luke Johnson, Alan L’Hommedieu

Alternate members - Howard Schaller

Partners and Public – Edward Campbell, Dave Stewart, Dianne Alves

Staff – Kris Balliet, Sara Ennis

Meeting called to order at 1835 by Chair Carl Exner
Quorum of at least 8 voting members present

- 1) As Dianne Alves, consultant from Fresh Take was present, self-introductions were done by all attendees.
- 2) Minutes from July Council Meeting – motion to approve by Steve Rayne, 2nd by Matt Stine. Motion passed unanimously
- 3) Strategic Planning Report/recommendations from Dianne Alves (who is donating her time):
 - Recommends a focused 3-6 month strategic working plan rather than comprehensive effort at this time, including focus on organizational design.
 - Dianne spent 3 hours with staff on Sept 9th. Discussion included having staff identify top two priorities essential to organization, the challenge of redirecting staff work plans to meet these needs, the need for clarity around job duties and expectations
 - Kris took results from staff session to identify priorities, assign staff to specific work and cut staff hours to decrease expenses
 - Dianne described the non-profit life cycle -start up, mature period (stable funding, board, staff) then for a variety of reasons, non-profits hit a time when things get “crunchy” for 3-5 years leading to lots of staff turnover and difficult financial times. Eventually, organizations either reinvent or shut down, sometimes merging with other nonprofits with similar missions. Dianne’s role is to help through this “crunch time” by providing assistance and advice.
 - Dianne advised that currently funders are looking for organizations dedicated to their mission WITH an equity focus, especially where the board is involved in actively applying equity lens to the structure of the organization. Examples -publish equity statement, redo bylaws with equity lens, written inclusive hiring and employment practices.

Comments from Council members:

- Howard – Council missed having a planning retreat for the last couple years, so planning for the future needs to happen and then focus on grant writing to fund those objectives
- Luke - call to action for Council members to identify what each can bring to organization and revive committees
- Julie -has wanted strategic plan for years, but we need to focus on the immediate, not spreading ourselves thinner
- Roy - equity still vital to organizational progress
- Murph – need healthy watersheds more fire-durable, i.e Sandy-Salmon, MHCC projects

Dianne, Kris and Sara will provide a document with current staff priorities and follow up with Council re: potential next steps

- 4) Review of financial spreadsheet developed by consultant David Wynne and now used as a “living” document (updated almost daily) to track expenses, grant income with copious notes (see Excel spreadsheet sent out with agenda). Sara displayed spreadsheet on screen, then she and Kris discussed the grant income to-date, what is in the bank, what is pending, current expenses (office rent reduced to \$500/month), what grant deliverables are pending, amount of money owed and payment plans in place. More funding needed and fund-raising committee suggested. Grant writing on-going. Goal is to end 2020 with \$100k in the bank but there is a long way to go. Kris is available to review spreadsheet and answer questions at any time.
- 5) Carl reported that ED search is currently on hold until finances are stabilized. He plans to extend Kris’s appointment until April 2021
- 6) Carl discussed the January Council officer elections - Chair, Vice-Chair and Treasurer. Carl and Janet will NOT be running for any officer position. Deadline for nominations (including self-nomination) is Dec 18. Please contact Carl or Janet. Council discussion included forming a nominating committee to actively recruit officers. Matt, Steve, Roy and Margaret volunteered. Also comments made about recruiting for the 2 open Council voting positions (Agriculture and at-large), especially BIPOC individuals.
- 7) Public Comment:

Carl discussed the proposed \$85 million Sandy Wastewater Treatment Plant. He is looking for council involvement to make comments, especially about the alternatives being considered. SRWC could potentially receive some type of funding related to this huge project. Comment made that this plant could be the biggest potential threat to Sandy River water quality. Howard said that he had asked for temperature modeling but hasn’t received any information yet. Discussion showed council members are focused and invested to participate. Howard volunteered to convene a committee (Julie and Luke are interested) to pursue this and request information and presentation from MurrySmith who is the contractor for this project.

Meeting adjourned at 2043