

**BOARD OF DIRECTORS MEETING MINUTES
WEDNESDAY DECEMBER 16, 2020**

Attending Patricia Cicero, Eric Compas, Joe Zakovec, Ashley Roscoe, Monty Baker
Absent
Executive Director Becca Dymzarov

Call to Order: Board President Eric Compas called the meeting to order at 5:21 PM

Approval of Minutes: Patricia Cicero made a motion to approve minutes from October 2020. Motion was seconded by Ashley Roscoe. November 2020 meeting minutes: Sue makes a motion to approve pending changes that 'Pat' is changed to 'Patricia', and that 'board members and executive director in attendance' is separated for roll call. Motion carries.

Announcements:

Vaccine: Discussion of widespread COVID-19 vaccine; March-June guess on widespread vaccinations availability.

The City of Fitchburg: City of Fitchburg got a permit for USGS monitoring station at Swan Creek and Laylor Road. 3 sites near this station currently. Exciting news!

MMSD Budget: MMSD has been able to get all pre 2017 nutrient data into SWIMS. If time permits, they will try to get pre-2017 data into SWIMS in 2021. It is in the budget, but time dependent.

Saltwise Webinar Report: 11 participants beside Shannon, Becca, and Patricia. The webinar is recorded. Shannon has the recording, and the webinar will be posted on the website or YouTube.

Reports:

Executive Director Report: Becca has been getting the Wisconsin Water Week Speakers put together. Want to start promoting in January. Continuing work with Dodge County; seeing how we can partner together for the future. DNR is going through Surface Water Grants, we will most likely not hear back until January for the AIS, and February/March for the other two grants. Another webinar coming up for Yahara WINS volunteers (season in review for volunteers). Agenda is not concrete yet, may bring up COVID and how it affected the project. February 20th webinar date. Janie is going to write an appeal letter for Dodge County in January. Discussion on the time constraints for Executive Director position. 4 hours a week doesn't seem like enough time for Becca to complete everything.

Treasurer's Report: January-November review. Total membership for November 2020 was just over \$5,000. November 2019 we were around \$3,000. Donations for November 2020 was around \$15,000 (including chapter donations), November 2019 was around \$8,000. Doing better in both donations and membership. We used around \$3,500 from the PPP, so we have around \$2,500 left. For expenditures: We have around \$11,000 left in the budget for the project assistant position. Patricia makes a motion to allow Becca to work up to 8 hours a week, if Becca has the time, through the end of February 2021. Monty seconds the motion. Motion carries.

Unfinished Business:

Stream Monitoring & AIS Coordinator: 15 applicants so far for the stream monitoring & AIS coordinator. A couple good candidates so far. 3 candidates for the data visualization; one really good candidate so far. December 28th for the hiring board to rank the candidates who have applied already for the stream monitoring and AIS coordinator. Becca to send a doodle poll to hiring committee to determine next meeting availability date.

Organizational Assessment update: Team met with Mindy and Michelle to give the narrowed down list of possible people to interview for focus group. Gave them the narrowed down questions. Goal to have the focus groups done end of January/early February. Board members will be interviewed through a survey. Only the focus groups with key stakeholders/prior board members will be interviewed 'in person' via webex or similar platform.

New Business:

Benefits for Full-Time Positions: Sue created the draft of benefits. Personal leave (3 days) would be earned after the 3-month probationary period. Must be approved prior to using by the executive director. There are 9 holidays recognized as of this point- talk of opening up this to more. Going based on anniversary dates, not calendar dates. Annual leave could be taken after a three-month probationary period and would have to be approved by the executive director. Board will meet again in early January to discuss the benefits again to make decisions concrete.

Online Auction: Becca worked and did an online auction and made \$3,000. Board liked the idea, but not for right now. Table and board will discuss when we know more about COVID (for sports ticket, restaurants, etc.)- most likely around April.

Membership vs Donation: Discussion on the way donations and memberships are being added to Little Green Light. If we change the way we enter the money/ask for, we may get more donations. Names are getting listed twice because of donation then membership. Two questions brought up- How to ask for donations and how to organize them in Little Green Light. Goal to have new membership tier levels set up by May. Sue and Ashley to work on the new membership levels in January- to present to board sometime in February-March.

Awards Committee: Future agenda item- who should be on the roster to receive an award. Awards committee to decide final awardees. Creative ideas for a safe event will be discussed at the next meeting. Tabled for now.

Newsletter Planning: Wisconsin Water Week starts Monday March 8th, and the Rock River Coalition is sponsoring the Thursday of that week. Newsletter would need to get to printer February 22, get to Suzanne by February 8th. Ashley to work on Newsletter, Becca to ask Shannon (Becca's friend) to help out again. Possibility.

Patricia Cicero moves to adjourn, Ashley Roscoe seconds. Motion Carries. Meeting adjourns at 7:58pm.