

MINUTES - BOARD MEETING – Great Old Broads for Wilderness
Wednesday, February 6, 2019
Call in Number: 712.432.0220 PIN 3859577
Noon – Mt time

In Attendance: Caroline, Cristina, Mary, Carl, Rynda, Julie, Antonia, Shelley, Lauren

Motions APPROVED:

- Minutes for Board Call of December 12, 2018. APPROVED, Caroline, Carl
- New paragraph regarding personal relationships among staff will be added to the Personnel Policy. APPROVED Mary/Julie
- ED Job description is approved. APPROVED, Julie/Mary (see changes in wording in minute, below)
- Diversity Policy was tabled, deemed to need more organization and formatting. Antonia, Shelley, Caroline, Micky and Lauren will work on this.

I. Approve minutes from December 12, 2018 Board meeting
APPROVED, Caroline, Carl

II. Executive Director Summary and Questions: (10-15 minutes)

A. Overall Summary Shelley reports on successful move to new quarters; renting one office is a potential option but not at this time.

- Lori N., development coordinator, has moved on as of Jan 31, 2019. Decision will be made in next 2 weeks regarding new hire as Development Coordinator or Director or a contract grant writer.
- Lisa Pool is new GLP Director. Lisa may give presentation to Board in future.
- Shelley's trips - to Bozeman for Yellowstone fundraiser trip meeting; to San Francisco in March for donor meeting; to Tucson/ABQ in June, and Pacific NW after that.
- Shelley will add color coding key to the Action Tracker.
- Examples of benefits of partnerships with other organizations as: 1. Lobbying strength (Wildlife Corridor Conservation Act and ESA); 2. Info and support, i.e., Rocky Mountain Wolf Project and habitat connectivity Broadwalk.
- Year-end appeal results are still being determined. 252 members responded; ~\$28K in donations, both down from last year.
- Note that the 10th year anniversary GR Campaign had > 200 people respond and may have diverted some donations (for this, \$20 K, with \$11K as individual and \$9K as a big gift).
- Shelley will provide Board with annual calendar year donations for 2017 and 2018.

B. 2019 Calendar Updates

<https://docs.google.com/document/d/1xfjNszwZwUwuxY6Plz5O4qnIfx8LR1ca0uoIEU9-pVE/edit?usp=sharing>

III. Treasurer Report – Cristina (5-10 minutes) – Please refer to Treasurer's thorough report and summary. Cristina notes the Eileen Fisher grant of \$20K is greater than expected. Also, note the new tab that shows YTD results v YTD Budget.

IV. Comprehensive Campaign – Shelley, Cristina (5-10 minutes) Shelley reports that \$100K has been brought in. Work on the Case Statement is a bit delayed but will commence in next 2 weeks. Lauren will assist after WALTERS

V. Board Committee Updates (5-8 minutes)

Development - Cristina

EC Committee – Caroline, Rynda – Rynda reported the EC met twice and worked primarily on policies and procedures, and rewriting the ED job description with percents allotted for the various work areas. Specific goals will be set for the ED position after the Staff Retreat.

Advocacy/Litigation – Mary, Micky – Mary reported on development of the screening criteria for litigation (based on and shortened from Grand Canyon Trust). It was successfully applied by one BB. Note the difference between litigation process and litigation. The National Office will assess type of BB support for litigation selection online. May be a topic for a future GLOW call. There will be a list of successes compiled for the 30th anniversary. Dates will be set for next 2 meeting.

Rynda notes that Oregon BB has used the template to partner in litigation, not as initiators. Also, it is noted that GOB can contribute “boots on the ground” as well as expertise from the retired membership in professional agency work, science, legal, fundraising and communications. Previous efforts garnered low response, Need to revisit this resource. Suggestion to do an article on members who have made such contributions.

Strategic Governance – Carl – Meeting postponed to early March to review staff retreat outcomes and work plans. A matrix for priority work, developed by Shelley and Staff will be presented to Board at a future date.

VI. Program Update – Staff will be invited to update us on a program area (e.g. membership, grassroots leadership, development, communications, broadwalks) This will commence in May 2019.
(will begin at May Board mtg)

VII. Policies and Procedures update – Caroline. Personnel (Relationships), Diversity, Ethics, Professionalism (5-10 minutes)

- New paragraph regarding personal relationships among staff will be added to the Personnel Policy. APPROVED Mary/Julie
- Diversity Policy was tabled, deemed to need more organization and formatting. Antonia, Shelley, Caroline, Micky and Lauren will work on this. Suggestions include: note the difference between a diversity policy which states principles, and a diversity plan which is a document that has quantitative goals; Lauren has taken a program, “Diversity, Equity and Equality” (DEE) which focused on principles. We may consider a training (cost \$250). Suggestion is made and accepted to add “socio-economic” to list of areas; also to add “we seek to understand” to item #4. Additional facets to consider when writing about diversity: history of wilderness that was inhabited by indigenous peoples; the effects of climate change on historic and current farmers; loss of land/habitat on animals.

New Business:

ED job description, ED Goals, Training – Worked on by Caroline, Shelley, Rynda. Competencies were drawn from BLM (Carl). Goals will be developed in the future. Agreed to add Martin Luther King Day to the list of paid holidays. Change “incumbent” to “Executive Director”.
ED Job description is approved. Julie/Mary

Diversity Plan – discussed above

Reminder - Board Activity Hours – Please submit your Board volunteer hours this quarter to Shelley for tracking – Needed to report to IRS. Estimates are ok. Send to Rynda, who will send email reminder to all.

Meeting adjourned: 1:29 PM MT

Respectfully submitted,
Antonia Daly
February 7, 2019