

Flathead Audubon Society Board of Directors, FWP Conference Room, 2/7/22
Prepared by: Pam Willison, Secretary

Directors in attendance: Cindy Roberts, Tom Roberts, Dan Casey, Margaret Parodi, Darcy Thomas, Dave Manuwal, Rod Walette, Pam Willison, Cory Davis, Kay Mitchell, Jake Bramante

Directors participating on-line: Gael Bissell, Carole Jorgensen

Other in attendance: Denny Olson

The meeting was called to order by President Cory Davis at 5:30 pm.

Cory asked for additions to the agenda. Gael mentioned recruitment for new BOD members, and reminded that suggestions go to Bob Lee.

Minutes: No changes. Margaret made a motion to approve; Cindy seconded; unanimous vote to approve.

Financials: Rod reviewed the financial report showing account balances, investments, and memberships. He commented that we are doing very well with donations. Rod also commented that investments are down as a result of markets being down. The checking account report was also reviewed, and there were no questions on either report. Rod also included the budget report, and there were no questions. Jake made a motion to file and approve; Tom seconded; unanimous approval. Rod also mentioned that our 2021 financial statements were finalized and have been routed to the CPA. Our 2021 tax return has been completed and will be so available on Guide Star for the Great Fish application process.

Meeting logistics: United Way charges \$50 for a 2-hour meeting, and \$100 for 2-4 hours. At this point, we will stick with reserving for a 4-hour meeting to allow enough time for IT set-up. Currently our May 9 meeting is scheduled for United Way. Kay wondered if the Whitefish location has reopened and is available again. Cory will check on the Whitefish location. There was discussion about the appropriateness of having an eating event, and also concern for using the smaller facility at Whitefish. Cory will check Whitefish, and we will make a final decision at a later date. Cory confirmed with Dave that the programs are all scheduled through May.

Great Fish: Kay gave a background introduction about the Great Fish fundraiser, and noted that they have several requirements that items to be reviewed by the Board and approved via vote. Gael inquired about the timing of Great Fish and whether some of the fund-raising can be designated for OSNA. Kay mentioned that WCF also does community grants and that might be a good option for kick-off funding for OSNA.

Kay made a motion that Flathead Audubon apply for and, if accepted, participate in the 2022 Great Fish Community Challenge. Jake seconded. No discussion. Unanimous vote to approve. Kay made a motion that the Board designate the Flathead Audubon Conservation Education Program as our Primary Use of Funds in the 2022 Great Fish Community Challenge. Jake

seconded. No discussion. Unanimous vote to approve. Kay made a motion that the Board designate all Flathead Audubon activities and programs other than the Conservation Education Program to receive our Secondary Use of Funds from the 2022 Great Fish Community Challenge. Jake seconded. No discussion. Unanimous vote to approve. Kay nominated Gail Cleveland and Jan Metzmaker as Fund Advisers for FAS in the 2022 Great Fish Community Challenge. Margaret seconded. Unanimous vote to approve.

CAR Awards: Darcy distributed the list of nominees for the Lifetime, Volunteer, and Business conservation awards. The list was reviewed and some new nominees were added, and some out-of-date nominees were removed. There was discussion about whether nominees are being recognized for doing a paid job or work outside of their job. It was concluded that we can nominate people whose conservation work is done to fulfill their paid job duties, especially when they excel in their position and have a major impact on aspects of conservation. Each Board member wrote their selections (up to 3 for Lifetime, 1 each for Volunteer and Business) on a card and Darcy gathered them.

Compensation for performing duties: Cory said this has come up in a number of situations, so feels it needs to be discussed. Kay mentioned that in some situations, there might be a conflict with using grant money. Gael suggested that compensation be referred to as a stipend. Per by-laws, Board members can't be paid as a contractor, and in past discussions there was some an internal guideline that any compensation to Board members can't be over \$500. It was recalled that, related to Jewel Basin Hawk Watch, there was a policy in the past that volunteer primary observers were offered a daily fee and per diem, so there is a precedence for compensating for Hawk Watch work. Kay will check with the Grant sources, and Cory will check in the By-laws. Rod stated that he feels professional expertise that we receive should be compensated. On a related idea, Pam mentioned a desire to reimburse the people who are running their chainsaws while doing work in OSNA, to compensate for fuel, bar oil, chain/bar wear, etc. It was agreed to set a rate (like an equipment rental fee) and submit documentation to Rod for payment. Pam will visit with Will and Denny and set an appropriate rate.

Merchandise: Cory mentioned that in the past we have held discussions about purchasing items with the FAS logo, and he would like to see this idea moved forward. Any clothing items would be pre-ordered so we don't have to hold an inventory. Jake also mentioned getting items that are one-size fits all, such as a stocking hat or adjustable ball cap, and hold an inventory of those. Cory is looking for someone to do some research, especially into using local businesses, and bring some options to the Board for a decision. Carole mentioned that she has some hesitation for this idea because it seems to be promoting having more/excessive stuff and possibly clothing that people don't want and won't use. Jake clarified that he feels if it's pre-ordered then it would be items that people will actually use and will help promote belonging to our "tribe". There was discussion about showing discretion about choosing the fabric and the producer so they are ethically sourced – Denny mentioned that using local embroidery companies will likely not have these options. Tom mentioned that rather than clothing items, we could look at notecards, coffee cups, water bottles, etc. Jake mentioned that some embroidery companies also will do the work on items that you bring in, rather than buying the

clothing from them. Dave suggested looking for someone in the general membership who might have some experience in this merchandising/promotion, and would step forward to do the research. Cory will put a small item in the newsletter.

Membership/Newsletter issues: Jake reported that while working on the set up for a transition to Little Green Light (LGL) some issues have arisen, but noted that the newsletter mailing by Linda Winnie went well so that appears to be functioning. One question that arose related to the new policy of placing one annual cumulative list of thank-you notices in the PP. The people on the transition team feel that donations in memory of someone should be acknowledged sooner (right away). Also, normally the Great Fish donors are acknowledged with a general thank you after Great Fish is over, and some thought that the individual Great Fish donors should be listed in the November PP to acknowledge the results of Great Fish. Kay will double-check the Great Fish requirements. Dave feels that having the annual cumulative acknowledgment in the February PP can look impressive and will receive more focus and be less likely to get overlooked than if done in each monthly newsletter. Jake feels that the memorial donations should be acknowledged in the following newsletter and that all donors should be acknowledged at the end of the year (February).

Meeting set up: There was some feeling that we need to get back into a routine for the public meetings and make it more welcoming. Joe still has the nametags and Dan will try to get them so we can use them and then put them in our storage area. Jake feels we need to have someone greet people, have welcome packets for new people, display some brochures and newsletters, offer a newsletter signup sheet on a clipboard, and set up the donation duck. (Note: the brochures and duck were out at the January meeting.) Cory will see about getting printed newsletters from Mike Fanning for the meeting on Monday.

OSNA Conservation Easement: The draft CE document has been completed, and the focus of meetings has transitioned to writing the Management Plan. Pam, Cory and Gael will hold a planning meeting this Wednesday to get a clear plan for our position before the next meeting at DNRC on Friday. Gael mentioned that she anticipated the creation of an MOU with DNRC that would spell out what FAS would do. Denny inquired about the future of Education in OSNA, and Pam said the impression she got was that Education was a very high priority to all parties, and was mentioned repeatedly while crafting the CE.

Field Trips: Margaret mentioned that the Zeiss scope has been located and now resides with Margaret and she feels there needs to be a sign-out to get it into use. Denny wondered if it should be stored at United Way, and there was a general feeling that it shouldn't because of not having access outside of business hours for UW. As Denny starts doing trips again, he will have to contact the United Way main office to get access to items he needs that are in the storage area.

Field trips in the near future include:

February 27 – Kathy Ross and Margaret, Creston Fish Hatchery; March 20 – Dan Casey, Lower Valley; March 25-26 – Bob Lee – Freezeout; March 23 – Darcy – Steele Bridge. Others on the horizon include: Dan will do several on Sonny Boon Trail in May, Darcy will do Lawrence Park,

Bruce or Cory will do one in Whitefish, Denny will go into OSNA in early May. Gael mentioned the OSNA Fund-raising field trips in OSNA will be mostly in May but she hasn't scheduled them yet, but it's important that all May activity be coordinated. Darcy and Jake will lead one in Bad Rock after it opens in mid-May. Margaret scheduled Tally Lake Warbler Days for June 12-14.

Education: Cindy reported there will be an Ed Committee meeting 2/22/22 to update everyone about the trunks, on-line resources, and the promotions Cindy and Denny have done with school administration.

Denny reported that he updated all the curriculum items that involve field trips, and these were distributed to Board members. Denny is working on finding the key school personnel to help recruit for the mentoring program. He also distributed the list of research options in OSNA, and the place-oriented list he has produced. He is planning some field trips with Boys and Girls Club. Denny and Cindy met with the County Superintendent and received a list of contact information, and found that the schools received lots of Covid money and Denny wants to propose using some of it for bus expenses for field trips. Denny starts Senior Institute this Friday at FVCC. He has been working on making the March FAS program fun and interesting. He will also be doing a zoom with Hedges 2nd graders using the Chickadee trunk, presenting to the curriculum co-op, will be doing a zoom using Birds Rock for Boy Scouts seeking their birding merit badges, and will present to a Methodist women's group. He will be involved in the County Science Fair again, and will be giving our award, and continues work on the waterfowl trunk (Dan will check if FWP has one they would share), and the Osprey trunk. Cory mentioned they need judges for Science Fair on February 24.

Finance Committee: This committee will need to meet in March or April. Rod will send a form to each Committee Chair seeking information to facilitate the formation of the budget.

PP:

Denny feels the Education Program Activities is premature and would be better in April or May. Jake also mentioned needing to do a write-up to honor Mike and Jill Fanning in April. For March, Cory will do a small item seeking someone to research promotional items.

CAR awards: Darcy announced the results, and she will write the announcement articles for the PP, or find someone who knows them well. The goal will be to give one in each of March, April, and May.

Motion to adjourn by Jake; seconded by Margaret; unanimous. Meeting adjourned at 7:30 pm.