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INFORMATION

**Montana Association of Conservation Districts  
Employees Organization  
November 13, 1996**

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The MACDEO meeting was held at the 1996 MACD State Convention in Billings on Wednesday, November 13, 1996. President Debby Wiggers called the meeting to order. Member Gayla Wortman Hall volunteered to take minutes in Secretary Patty Winchell's absence.

Members present were: Debby Wiggers, Gayla Wortman Hall, Cheryl Miller, Diane Stephenson, LaVerne Ivie, Alice Sellars, Gloria Menke, Marily McWilliams, James Altenburg, Chris Malgren, Evelyn Kondelik, Patricia Johnson, Julia Bitz, Diane Jones, Dan Runnels, Shonny Nordlund, Donna Burns, Charlotte Lewis, Carrie Leu, Karen Lamey, Amy Fry, Molly Klapan, Coral Wilson, and Barb Berry.

Debby Wiggers handed out the 1996 Activities Report (attached). Minutes from the May 31, 1996 meeting were reviewed. Gayla Wortman Hall moved to approve the minutes; Amy Fry seconded and the motion carried.

Debby Wiggers gave the Financial Report (attached). Debby also presented a bill from Gallatin CD for the employees' workshop held in Bozeman. Chris Malgren moved to pay the bill and accept the financial report. Jim Altenburg seconded and the motion carried.

Diane Stephenson suggested that introductions be held. New members were welcomed.

Debby Wiggers noted that the by-law amendment introduced at the May meeting to clarify the MACDEO director elections needs to be voted on by membership. The amendment reads, "All Area Directors to serve 3-year terms alternating between Areas 1, 2, & 5 and 3, 4, and 6." Chris Malgren moved to approve the by-law amendment; Diane Stephenson seconded and the motion carried. It was noted that Marily McWilliams from Green Mountain CD joins the board of directors for Area 5. Director elections take place after April 30.

Debby Wiggers introduced the second by-law amendment for discussion. The amendment was to omit the phrase, "\$5.00 of MACDEO monies will be sent to NACD Northern Plains Regional Employees Association." Discussion regarding what happens to the \$5.00 if it does not go on to the Regional Association ensued. Diane explained that the \$5.00 stays with the State Association. The justification is that while the State Association is still a fledgling group and unsure of our direction and purpose, the money could be better spent locally. Jim Altenburg expressed concern that our standing with the Regional Association could be jeopardized if we did not continue membership. Diane Stephenson has discussed the issue with the Regional president and felt that we had their support for our decision. Diane said that later on we can resume membership in the Regional Association without any impact to our status or position. It was suggested that we change the wording in the by-laws to revisit the issue each year. Carrie Leu pointed out that the by-laws are not intended to be dynamic; that they should instead provide a framework for the organization. Carrie suggested that we stay with the original wording, but omit the dollar figure. Donna Burns noted that the decision to decline Regional Association

membership was made at the 1995 State Convention. She questioned why this issue had come up again. Diane Stephenson pointed out that the actual issue was not being revisited, only that the wording of the amendment needed correction. The discussion is just to strike "\$5.00 of MACDEO monies will be sent to NACD Northern Plains Regional Employees Association." Carrie Leu moved to strike the language from the by-laws; Amy Fry seconded the motion and it carried with one dissenting vote. Diane Stephenson will make the by-law corrections and distribute the amended copy.

Diane Stephenson gave a brief report the employee development sessions held in Bozeman, Miles City, and Havre. A total of 25 people attended and from all reports the sessions went well and good information disseminated. Carrie Leu suggested that an evaluation form be developed to help gauge the success of the workshop and the needs of the members. Dan Runnels asked whether or not a list of the attenders of the three fall sessions was available. If so, he suggested that an evaluation form be sent to each for their response regarding the content and delivery of the workshops. The directors could take that responsibility and the information from the workshops be shared only with membership. Diane Stephenson stressed that there must be some advantage to belonging to the organization - getting the information, hand-outs, etc. from the training session would be one advantage.

Diane, representing the Training Committee, continued by reporting that the training plan is being written, but to date is not complete. She emphasized that the Committee wants and needs membership input and suggestions. Marily McWilliams suggested that follow-up reports on the training sessions might be useful. Discussion as to who would be responsible for such reports followed. It was suggested that the directors from each area take on that responsibility. After some discussion, Diane made a motion that all area directors present at the training sessions be responsible for sending workshop information out to MACDEO members unable to attend the workshops. Evelyn Kondelik seconded the motion and it carried.

Julia Bitz suggested that the Training Committee develop a workshop on business writing.

Debby Wiggers called for new business. Jim Altenburg asked what the organization was doing about the small membership count. It was noted that our membership is at 37 which is up from last year. The question, "Why don't all employees join?" was asked. General discussion regarding the supervisors' suspicion of the "union theory" followed.

Diane Stephenson noted that the "scholarship program" developed by LaVerne Ivie worked very well, making it possible for three administrators to attend the convention who otherwise might not have been able to.

Barb Berry gave a brief report on the audit training workshops.

Debby Wiggers called for other business. LaVerne Ivie reminded the membership that the sock hop was scheduled for Wednesday evening and everyone was encouraged to wear a "50's

costume. She noted that if someone didn't have a costume and wanted to dress up there was a costume rental shop near by.

LaVerne also noted that at 4:30 p.m. on Thursday a session on CD finances was scheduled. Laurie Zeller from DNRC and Norm Klein of the Local Government Assistance Program was on hand to discuss mill levies. Also, a county commissioner from Yellowstone County would provide insight to what the commissioners legal responsibilities are.

LaVerne noted that the Casino Night had been cancelled pursuant to instructions from the Gaming Commission. She encouraged everyone to sell raffle tickets and give the money and tickets to Debby or Diane. The drawing will be held at noon on Friday.

LaVerne also reminded administrators to consider buying name tags for themselves, their board members, and their NRCS district liaison. The name tags are \$10 each; \$3 goes to MACDEO. LaVerne noted that this one time only, MACDEO will provide a name tag for each new membership when the dues are paid.

There being no further business, Diane Stephenson made a motion to adjourn the meeting; Gayla Hall seconded and the motion carried. The meeting adjourned at 12:20 p.m.

Respectfully submitted,



Gayla Wortman Hall, Acting Secretary  
Lewis & Clark Conservation District

attachments (2)