



## Montana Association of Conservation Districts Employee Organization

Gloria Mason (Glacier CD), Barbara Broberg and Gloria Sundquist, members of Glacier-Toole Chapter of Women Involved in Farm Economics, conducted an "Oodles of Noodles" workshop, preceding the meeting. Steps in noodle making were demonstrated, following the grain from the field to the table. Everyone was offered the opportunity to roll a ball of dough into noodles.

The MACDEO Spring Board meeting was held Thursday, June 2, 2005 in the Hampton Inn at Great Falls. Meeting was called to order by Chair Julie Goss at 11:15 a.m. Attending were:

Area I	Lyn Guenther, Roosevelt CD, Culbertson (Area Representative)
Area II	Julie Goss, Richland CD, Sidney (Chairman)
Area III	Gloria Mason, Glacier CD, Cut Bank (Area Representative, Secretary)
	Marlene Moon, Liberty CD, Chester
	Sara Shepard, Toole CD, Shelby
	Teresa Wilhelms, Judith Basin CD, Stanford (Area Representative)
	Shonny Nordlund, Fergus CD, Lewistown
	Jill Lorang, Cascade CD, Great Falls
	Pat Anderson, Phillips CD, Malta
Area IV	Barbara Berry, Stillwater CD, Columbus (Area Representative)
	Penny Landon, Carbon CD, Joliet (Area Representative)
Area V	Jean Dunn, Green Mountain CD, Trout Creek (Area Representative)
	Vicki McGuire, Lincoln CD, Eureka (Vice-Chair)
Area VI	Joy Short, Meagher CD, White Sulphur Springs (Area Representative)
DNRC/CARDD	Laurie Zeller
MACD Auxiliary	Marilyn Breipohl
MACD Auxiliary	Sharon Anderson
MACD Office	Jan Fontaine
MSCA	Jane Holzer
WIFE	Gloria Sundquist
WIFE	Barbara Broberg
NACD	Deb Bogar

Packets of information were distributed containing the meeting agenda, November 14, 2004 Minutes, MACDEO Policies and Procedures, Code of Ethical Conduct, Grievance Procedure, list of Area Representatives and EO Officers.

### Financial Report:

Jan Fontaine explained that she had reviewed (not audited) the MACDEO computer books from 10/1/03 to 9/30/04 and had found no errors. One comment Jan offered was: "Deposits were not always noted by name that the money is received from." The amounts had been listed by general categories (i.e.; dues) instead of checks being listed by individual name on the deposits. Invoices were not present for several checks written. Jan also suggested the review be done annually.

Copies of the June, 2005 Financial Report were handed out. Motion was made by Jan Fontaine, seconded by Vicki McGuire to accept the Financial Report as presented (by Pat Johnson to Julie Goss). Motion passed.

### Minutes:

Jean Dunn made a motion to accept the minutes to the 2004 fall meeting, with corrections. Barb Berry seconded. Motion passed. Minutes will be filed as corrected.

### Correspondence:

National CD Employees Assn. sent Julie Goss a survey on training, insurance, salary, etc. Julie completed and returned the survey, in the interest of timeliness.

NCDEA has also requested \$200 per state organization. These fees/dues are to be used for travel expenses and 'match' money for seeking grants. Dues are now paid only to Montana EO. Deb Bogar, NACD, stated this Association does represent you well. MACDEO needs to think about paying National CD Employee Assn. dues.

Julie also participated in a conference call with the Northern Plains Regional Employee Assn. NPREA is looking for group training for the June 13-14 Regional meeting in Hays, KS.

### **Reports:**

**Diversity Conference, Dallas TX.** Barb Berry reported on the Diversity Conference she attended November 28-December 3, 2004. Diversity is present across the states. Networking is needed outside our perimeters. It is important in seeking replacements for Supervisors to remember to include other cultures, encompass our communities, and target all the resources within the community. Keep a list of interested people to refer to when a new Board member is needed. Berry stated that NACD also helped with her expenses to the Conference with a partial scholarship. She highly recommended participation in further conference of this nature.

Breakout sessions on diversity are planned for the November MACD Convention. Barb Berry stated that this program has gone further with the 'Outreach for Success' 3-hour workshop. NACD website has Outreach). The Outreach workshop was for Supervisors and employees to develop and use talents within your CD. CD Supervisor, Bonnie Kem, is an advocate for CD employees and would be willing to do a workshop for Supervisors, employees on Supervisor roles and diversity.

Jill Lorang suggested including 'diversity' discussion in the Area CD meetings, make a video record of that discussion and send it to CDs that can't attend.

### **Laurie Zeller, CARDD**

Laurie confirmed that the 2005 Legislative Session was very successful, Conservation District-wise. Conservation District funds that had been cut by the 2003 legislature were replaced by the 2005 legislature. This will provide additional resources for Administrative Assistance and other CD grants. Laurie reminded that, in the next go-round for Administrative Assistance, if your CD doesn't need assistance, don't apply for it. The 310 assistance monies were also approved. Laurie will compile a list of approved 223 projects and send it to CDs for information on eligible projects. CDs are encouraged to make use of the 223 funds.

### **Deb Bogar, NACD**

Deb stated that she has been with NACD, in various capacities, for 13 years. Although she does not have an agricultural background, she has learned what an awesome program NACD provides. She is trying to have more interaction with CDs, within her responsibilities. She discussed the restructuring of Regional meetings, targeting State and local leaders, State Agencies, Associations. The focus of NACD is on current and emerging issues. This is a good place to network with agencies - EPA, DEQ, Fish and game - to submit grants. CDs are urged to attend the upcoming Regional meeting in Hays, KS. The insurance issue will be spoken to at the National level. Some State or County governments address the insurance now although it is not done universally. Roundtable discussion at Regional meeting will be held on the Farm Bill, Missouri River management, NRCS Plan, water use and water rights. Steve Schmitz of MT DNRC will present Lewis & Clark Bicentennial information. Julie reported that Sandy Brown, Prairie CD, and Kathy Sikorski, Little Beaver CD, are interested in attending the Northern Plains Regional meeting. Jean Dunn nominated Barb Berry to go to Hays, KS, for the Regional meeting. No further action taken.

### **Old Business:**

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### **Employee Insurance:**

Julie Goss noted that after the '04 Fall Meeting, a legislative bill was drafted to address the MACD resolution to give the CDs access to the state (medical/health) insurance pool or seek similar coverage. The drafted bill wasn't quite complete, as presented. It needs more thorough writing. Lyn Guenther suggested including MACD Board and DNRC/CARDD in the insurance discussion to make sure these agencies are properly informed of EO efforts. CD Insurance Committee members will be: Area I-Lyn Guenther; Area II-Julie Goss; Area III- Jill Lorang; Area

IV-Barb Berry; Area V-Jean Dunn; Area VI-Joy Short. Employees are urged to support the insurance committee in their request to have Sarah Carlson, MACD, support this bill.

#### **Area Meetings:**

The time/dates set for the individual Area CD meetings in the fall are a concern. Jean Dunn asked that the CDs be included when considering selection of dates for these meetings. She also requested that CD Supervisors be involved in the itinerary set up. Time on the agenda needs to be included for the Supervisors. Suggestions for an afternoon local project tour could be followed by a dinner/barbecue and evening meeting. The evening meeting time could be for a roundtable discussion on troubles CDs encounter and how to best approach those problems. Jill Lorang recommended Area CD Activity Reports be sent to MACD for disbursal by email around the State. This would eliminate printing and postage and provide those reports to every CD.

#### **New Business:**

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#### **MACD Convention November 15-17, 2005 in Helena**

The Montana Historical Society has been booked as the location for the EO event. Rent is \$800. MACD will help pay for the room for this EO event. There is no bar fee, however, red wine may not be served. Recommendation for food for the evening: Make sure the meal is substantial enough to appease Supervisors' appetites and not a duplication of those foods served for lunch. Joy Short suggested soliciting sponsored donations for drinks. Julie Goss suggested setting aside an amount of funds for purchase of drinks. Vicki McGuire will work with Chris Evans on the EO event.

#### **Nominating Committee:**

Shonny Nordlund, Barb Berry and Penny Landon will meet and get names together for a full slate of MACDEO officers to be presented at the fall meeting for election. Terms will be staggered, as described in the Policies and Procedures. The committee needs a current list of Administrators to consider for office. Dues are to be paid in November for Administrators' eligibility to run for office or to vote. Voting will be done by written ballot.

#### **Retirement Workshop:**

Laurie Zeller stated there are lots of types of retirement choices. Insurance agents can provide reasonably priced insurance policy for retirement. Flex accounts (savings) also can be set up for health benefits. Deferred compensation is offered for State employees taking part in that plan. There also are private accounts, '457' pre-tax deposit accounts. Lyn Guenther suggested Supervisors be specifically invited to the workshop or hold only the retirement session.

#### **Training:**

Teresa Wilhelms reported an August 9<sup>th</sup> computer Troubleshooting/Training session on Word and Excel computer programs will be held at Stanford High School, with an instructor. Thanks were expressed to Marlene Moon for the 223 grant carried by Liberty CD to pay for this hands-on workshop. Registrations should be made with Teresa.

Marlene Moon stated that Roger Zentzis, Marias River Watershed Coordinator, is an experienced teacher of Power Point, Excel, and Photos and is available to provide assistance to CDs. Roger is working with MSU-Northern to collect, scan and digitize flight photos for developing layered maps, to track changes in land use and river meanders. These flight photos will be put on the NRIS (National Resource Information System) and accessible by internet. Liberty CD obtained a grant to cover the cost of a scanner for these maps. The printer will be housed at MSU-N, owned by Hill CD.

Penney Landon reminded that NRCS also provides a very good one-day ArcView and GPS Workshop that is available to CD employees.

#### **Montana Salinity Control Assn., Jane Holzer:**

The May 2005 MSCA Newsletter and list of MSCA Board and liaison members were passed out. MSCA printing budget is limited so CDs are asked to copy and distribute the newsletter to Supervisors and NRCS. Jane's program is a Conservation District Program, with checks coming from conservation funds as well. Monthly reports are sent to the liaison members so that report is repeated at Conservation District meetings. Encourage your liaison to attend the MSCA event at MACD Convention.

Landowners need to contact the Local Working Group when they need help with salinity problems. The LWG can consider local saline projects and allocate points toward salinity. DVD entitled "Salinity, the Silent Killer" is available for viewing. The DVD showcases the Montana dryland salinity problem and how salinity is addressed. NRCS State Conservationist should be notified where there is lack of NRCS support with salinity issues. Jill Lorang thanked Holzer for her support of Conservation District funding, conservation related defense and for data shared to strengthen Conservation District legislation at the 2005 Legislature. Shonny Nordlund requested Jan Fontaine send all new Administrator names and emails to Jane so she can keep in touch with them.

#### **State Technical Committee:**

This group is chaired by Dave White, NRCS State Conservationist. White develops the agenda, chooses the date and location for quarterly meetings. The Committee deals with delivery of natural resource conservation services, local, state and national. Next meeting is scheduled for June 7 in Lewistown. The EO is represented at these meetings.

#### **Conference Calls:**

MACD BOD conference calls regarding insurance have included Lyn Guenther and Julie Goss. EO attendance at MACD Board meetings is encouraged. You may not have a vote but the information shared is important for you to take back to your District.

Lyn Guenther made a motion to adjourn the meeting at 1:55 p.m. Motion seconded by Joy Short. Meeting adjourned.

Respectfully submitted,

Gloria Mason, Secretary  
Glacier CD Administrator

#### **Correction to 11-17-2005 Minutes:**

- It had been decided at the spring meeting that the position of secretary/treasurer would be split. *Shonny Nordlund and Barb Berry, was-* were supposed to come to the fall meeting with a name or names of those interested in the position. *-She* Shonny stated that Gloria Mason volunteered for the *Secretary's* position for a year beginning with the spring 2005 meeting. Shonny then made a motion to appoint Gloria to that position for one year. Lyn Guenther seconded the motion, motion carried. *The Nominating Committee: Shonny Nordlund, Barb Berry and Penny Landon will bring nominations of candidates for all officer positions to the Fall, 2005, MACDEO meeting. (corrections made 6-2-2005)*