



# Montana Conservation District Employee Organization

## Fall Membership Meeting November 14 1:00 pm DoubleTree – Billings MT

### Members present included:

Area 1	Area 2	Area 3	Area 4	Area 5	Area 6
Robbie Savelkoul*	Julie Goss*	Dona Stafford	Wendy Jones*	Samantha Tappenbeck	Chris Evans*
Diane Black*	Renee Nelson	Jackson Bramlett*	Angie Stahl	Kay Webb	Jessica Fields*
Dusty Olsen	Cindy Frank	Tenlee Atchison	Amy Bailey	Caroline MacDonald	Becky Clements
Macy Fogle	Liz Riter*	Cindy Flores	Sandy LaVoy	Emily Baker-Z	Elizabeth Emeline
Amy Yoder	Caitlin Wolff	Kaysie Steele	Sharon Flemetis*	Cathy Johnson-Z	Sydney Lyons
Hayley Young-Z	Karen Kreitel-z	Connie French-z	Sarah Hereim		Bea McNamara
		Nancy Moorhouse-Z	Bobbi Vannattan		
		Taylor MacKay			

\* Denotes Area Director

z Denotes attending on Zoom

**Guests:** Dallas Diehl-Broadwater CD supervisor, Brenna Reitman-MACD, Hailey Graf- DNRC others attending for parts of meeting: Rebecca Bouslough-King-MACD, Mary Hendrix, Mark Bostrom-DNRC, Kyle Tackett-NRCS, Teri Profata-Sage

**Welcome-** Introductions of members present include Name, District and favorite accomplishment of the past year.

**Spring Meeting Minutes review and approval-** Kay Webb motioned to approve the 2023 Spring meeting minutes. Wendy Jones second and the motion carried.

**Update on Transition to non-profit-** We are registered with the Montana Secretary of States office as legal entity in the State of Montana. The Status of the 1023 filing to be approved by the IRS for 5013c status is dependent of the Bylaws being adopted. Once we adopt the Bylaws the paperwork can be sent to the IRS for approval.

Discussion on the Bylaws took place:

Concerning the 3-year requirement to be a director. The final draft states that the board can determine otherwise if necessary to fill the position.

Election of Officers – MT State law for non-profits- Officers are elected by the board not the member body. Liz Riter suggested that before elections take place directors should visit with their area members to make sure they members have input from the body so decisions are made as representation from the body and not personal from the representative. (this can be put into policy) Tenlee Atchison suggested nominations for officers could be made at the fall meeting and voted on by the directors at a separate meeting either at convention or after convention but before January,

All other documents needed for the 5013c filing were discussed: Fund Raising Plan, Conflict of Interest, board commitment, Executive Director job description (planning for the future)

**Vote on the By Laws-** Angie Stahl moved to accept the new By Laws as presented, Becky Clements second and the motion carried.

The 5013c status is ultimately up to the Internal Revenue Service to approve our application. Once approved we will move forward with the establishment of Executive, Finance and Governance/Board Development Committee

Wendy Jones asked Chris Evans for background of the Employee's Organization. The EO began in 1994 as a network of support and assistance to employees- the 6 areas each have 2 directors. The decision to transition to a non-profit was to open options for grant funding opportunities. The status moves the EO into an official organization. The goal of the EO is to help us be the best employees we can be for our districts. Membership allows for discounts on training registrations.

**Area Director/Terms** Area directors are on staggered 3-year terms. Area EO meetings should be held quarterly or biannual, an education component is usually part of an area EO meeting. Area directors should greet new employees and mileage is available through a DNRC grant for them to travel for a new employee visit. The EO is in immediate need of a Vice President. The treasurer and Secretary terms end on December 31, 2023. Area 5 has an open director seat if anyone is interested. With the changes to the By Laws, Elections for Executive positions are made by the Board of Directors. Terms for both directors and executive committee are based on a Calendar year. Nominations for Vice President, Secretary and Treasurer are taking place November-December 20<sup>th</sup> and will be voted on at the Dec 20<sup>th</sup> meeting of the Board of Directors.

**Election of MACD/EO Liaison-**As part of the MACD strategic plan a position was formed for an EO member to be an Associate member of MACD. Kay Webb indicated she was interested and so did Robbie Savelkoul. This is a one-year position. By vote of the body – Kay Webb was elected to be the EO Liaison to the MACD Board. Robbie Savelkoul is the alternate.

**Training Discussion- 2024 and Future-** Thoughts are to hold a training in June 2024. Bring several Rolling River Trailers and produce some good video of presentations to be uploaded into YouTube. The MACD 2024 Spring meeting will be held June 9<sup>th</sup> -10<sup>th</sup> in Helena. The round Table topics are being set for 2024, anyone can be the host. If you have a topic, you would like information on or would like to share with others, reach out to Chris Evans.

**Finances-** The draft budget was presented and discussed; with limited information on income from the 2023 EO Event we will have a better understanding at the next meeting. The board will vote on the budget at the December 20<sup>th</sup> Zoom Meeting. Sharon Flemetis shared the account balances as of November 14, 2023. \$12,605 checking and \$5041.00 in the savings, Annual Dues of \$30.00 per member are due January of each year- This year all the districts but one paid their dues for a total of \$2160.00 in dues. We had 13 requests for scholarships, for \$5607.00 our budget was \$4000 plus \$600 from MACD. Several Sponsorships were received for the EO by Area 4 Employees.

**NCDEA- Mid Year Meeting in Montana-** Bozeman in June

#### **Partner Reports-**

**DNRC- Mark Bostrom-** CDA grants will have a round 2 in December and hope to have a cap of \$70,000. With the proposed dues changes each district can apply to DNRC for \$3500 to offset the \$4000 for MACD Dues. Each district is responsible for \$500.00 to MACD Dues. MACD will vote on the change at the Business meeting Thursday morning. Plans are being made to build a trust fund for irrigation infra structure in the future but this would not affect CD Funds

**NRCS-**Kyle Tackett, Asst State Conservationist – gave an update on the possible government shutdown. The IRA funds will begin coming into the state NRCS budget, this money needs to be spent. Any non-traditional practices will have access to funding. NRCS is still having staffing issues, but field office staff need to be accessible to the public. Remote work is not an option for field staff. If we have a round table topic that NRCS can assistance on they would be glad to help.

**MACD-** Recap of Legislative session. Working with MMIA insurance to offer Health Insurance to staff and Supervisors. The survey of districts needs to be returned by December 15<sup>th</sup>; this will give MMIA an idea of how many people might be interested in the insurance.

**Envirothon-** Theme is Renewable Energy for a Sustainable Future. 2024 dates are April 21-23, 2024. Cascade CD thanked everyone who helped with 2023 Envirothon. Please

promote the program and try to get teams from your county to participate. If you are able to help in any way in 2024 they can always use assistance.

**Montana Salinity Control**- The office has moved to Great Falls. They can help with Saline seep issues, resource for water testing and they have funds from DNRC and NRCS to assist landowners with saline issues.

Submitted by Julie Goss, Secretary MCDEO 11/22/23