

OUTCOMES

Lower Chippewa Invasives Partnership (LCIP) Board-Member Meeting

Dunn County Community Services Building, 3001 US HWY 12E, Room 60 Menomonie, WI 54751

Thursday, December 27th, 2018, 2 - 4:30 pm

LCIP Identity Statement: LCIP is a civic non-profit that reaches goals toward invasive species awareness and control efforts by using Civic Governance (CG) to educate and organize the civic infrastructure needed to govern for the common good.

Meeting Purpose: To conduct endpoint evaluation of 2018 Work Plan, discuss and edit 2019 Work Plan, elect officers and staff, discuss By-Law changes, if needed, review/approve the LCIP Master Plan and review 2019 LCIP Budget.

CG Measures for check in and evaluations: Meet the specific purpose and organizational goals of your jurisdiction. Meet civic standards in the process. *How?* Use civic organizing disciplines (integrated into Individual Work Plans) to achieve specific water quality goals. *Timeliness.* Meet specific deadlines related to specific goals and give lead time to organize key stakeholders to achieve those goals-ensuring that the experience is identified with CG.

Decision-making by LCIP is based on these Civic Standards:

- All those impacted by the problem are stakeholders and help define the problem in light of civic principles and the realities of their situation.
- All stakeholders are accountable for contributing resources (leadership/time, knowledge, constituencies & dollars) to solve the problem.
- All stakeholders are engaged in decision-making and policy-making that contributes to the common good.
- All stakeholders implement policies grounded in civic principles in the places where they have the authority to act.

Attending: Chris Gaetzke, Judy Zimmerman, Mame Gale, Simon Shambeau, Chase Cummings, Lee Shambeau, Dick Damro, Jim Anderson, Dave Whiteley, Martin Van, Brad Luedtke, Douglas Owens-Pike, Melanie Yaeger.

Chris opened by reading the Civic Governance statement and went over the CG standards and measures to center the organization on the reason to meet and how to approach their roles to meet the needs. This will be common for every meeting going forward so LCIP can focus on the process on how to accomplish their goals.

I. Approval of Outcomes Document – November 29, 2018

Discussion of Outcomes then a motion to approve as written by Dick with a 2nd by Brad. Approved by all without any changes.

II. Negotiate agenda and individual check-ins strictly tied to LCIP Work Plan (**1 min each**)- identify progress in organizing key stakeholders in your jurisdictions and agreed individual action items from the 2018 work plan goals.

Judy: Shared the Menomonie Leisure Center's 3-times-a-year publication where they will be including a free listing of LCIP under the category "Environment" on their "Community Offerings" page. She suggested that at a future date we might want to place an ad for \$50 (1/4-page) or \$100 (1/2-page). The publication goes home with ALL students in the Menomonie school district.

Mame: Will be presenting at the Jan. 10th women's philanthropy group meeting and invited others to join her. She wants to emphasize to them the state natural area in Birch Creek subdivision to get them to help with invasives control.

Simon: Not much to report except ongoing powerline work & also work at Mame's property on cork tree & honeysuckle control.

Chase: Has been working on the livestock moratorium in his area that has been keeping him occupied. Discussed ISM track and his involvement with new staff. Is continuing review with the Pepin County highway department on roadside treatment.

Lee: He has been focusing on getting WiDOT & the County working together better. There's A LOT of DOT money out there for state road invasive work, but it's a problem getting it to filter down for roadside maintenance. He wants

to do a demo comparing stem-banding vs basal bark treatment this year. Putting together at least 4 tours of invasives around the state, one of them will be in the LCIP jurisdiction.

Dick: He did cutting & spraying above the flood plain at his house.

Jim: Based on Lee's report, he said there are ways we could get the County involved with the State – he gave an example of how to do it – a county-wide resolution could be used to present to the state; some county reps are going down to Madison to talk to state reps on Jan 28th and we could include LCIP needs – we could get to them early when they are just getting back into session. Lee can help find out if funds were earmarked for specific needs to prevent it from being thrown into general fund. Chris will get a paragraph or two to Jim for reporting in Madison.

Dave: He apologized for missing meetings due to health issues but said he had kept up with our reports. He said he talked to students about invasives work on his property with no work done yet.

Martin: No report. He showed a picture of a desk/table made from a live-edge white oak slab of wood that may go into the new LCIP office.

Brad: He reported that 3M has been Wildlife Certified thru 2020 by a Wildlife Habitat company out of Maryland – for bluebirds and they have software that shows what to do to stimulate wildlife habitat. He reported they have 19 to 24 bluebird houses with 46% nesting success, also had a problem with some swallow-activity where they took over some of the houses. 3M will continue to open up & clean out areas where there's prickly ash, buckthorn, and other invasives. Needs to get a long-term plan to restore the cleaned-out areas of which some of the area is wet-marsh and has some beavers. 3M may be interesting in a tree-pulling/clearing session with LCIP in 2019. Chris told him about Zack Jacobson who will cut black locust in exchange for the boards, they will be removing them from storm-water area. Jim commented on the importance of the County working with 3M to develop the area adjacent to the County's property and complimented 3M's endeavors as a model for other businesses.

Doug: He reported he has moved to Dunn County full-time now and is interested in getting involved with projects. He was active with recent buckthorn-clearing at Riverside Park with the Stout students and thought it was well done by Stout and LCIP. He also attended the presentation with Chris at CVTC horticultural class and gave valuable input.

Melanie: She reported on her 15-month absence due to health reasons and then provided some helpful input on the LCIP transition to an independent organization.

Chris: Reported on the new Central Sands Cisma and their interest in our project where they have been consulting with Chris on how to proceed to build their organization. On Jan. 22 he is going to the St Croix-Red Cedar CWMA meeting where he will be mentoring them and answering questions on how LCIP has been successful and sustainable. He went with Doug to CVTC to present on invasives to their Horticulture students which they found were not very engaged/there were not many questions, which is unusual. Doug helped with a Cisma call with state participants, he will be putting in suggestions for plants that are of concern. He reported that students are still doing Cork tree removal and have visited property near Mame's. He shared a front-page article in Dunn County News on invasives work that will involve LCIP at the Menomonie School's Environmental Site that was written by the paper's editor without LCIP awareness – it was very well-done. At the Menomonie School Board's monthly meeting, they approved funds to go ahead with this invasives project. He went over outreach report & goals. Jim Swanson said he will be doing an article about the changes that LCIP is going thru & the new office and will publish to the Dunn County News in January. Will work on transition items.

III. Address Governing Issues

- 2018 Work Plan Endpoint Evaluation (All)

Discussed accomplishments and misses for 2018 going through line by line with each goal. Overall thoughts were that LCIP was very successful in 2018. Evaluation scores were: 3.5, 3.5, 3.5, 3.5, 3.5, 3.5, 3.0, 3.0, 3.3 with a yearend average of **3.36 out of 4**.

- Review and approve LCIP Master Plan (All)

Reviewed LCIP Master Plan and members had suggestions and thought there needed to be addition to the plan to show the need for managing invasives in our lands. **Members will get back to Chris with the additions.**

- Review and approve 2019 LCIP Budget (All)

Chris reported on his furniture trips/acquisitions and the furniture being built from Amur Cork Trees. He will move in to the new office on January 11th. Chris discussed budget line by line to be transparent of costs for startup and the 2019 annual budget. Jim then moved to approve the budget, subject to adjustments as needed, Dick seconded, unanimously approved. Doug mentioned that it's desirable to diversify funding. Chris then showed his proposed funding outreach. Melanie reported that Larry Jess at Menomonie Tax Service might be able to help with accounting and taxes; she also asked whether Chris has a written "contract" yet and was encouraging him finalize the ED job description. Melanie also suggested to see an active intern-sponsorship to help with LCIP. Melanie suggests a conflict resolution clause, a benefit package for the Executive Director and a confidentiality policy on certain matters.

- Discuss By-Law changes, if needed (All)

Bylaw changes will be needed since there are changes to the roles of directors, officers and employee.

- Elect officers (Chair, Vice Chair, Secretary) and approve staff (Executive Director) (All)

Brad offered to be back-up treasurer. Judy was nominated by Chris and approved as secretary for 2019. Martin was nominated by Mame and approved as Chair, while Mame will remain as Vice-Chair of the Steering Committee. The four officers and 3 directors make the final decisions according to the updates of the new LCIP By-Laws. The Executive Director reports to the Board for approval of major decisions.

- 2019 Work Plan review (All)

Discussed proposed plan put together by Chris. Discussed the March 14th Red Cedar Conference presentation materials and the need to have someone that's more of an expert on AIS. Will dig into 2019 Work Plan at the next meeting.

- Report financials and requests (Kathy)

Chris gave financial report for Kathy who couldn't attend.

- Civic Governance update (Chris)

IV. Identify Next Steps

- Next meeting is on **Thursday, January 24th** from 2 - 4:30 PM, LCIP Office at 700 Wolske Bay Rd, Suite 275, Menomonie, WI 54751 (Review 2019 LCIP Work Plan, By-Laws and changes to LCIP)

V. Evaluate the Meeting and *Work Plan Objectives*

- November 2018 meeting score average was **4.91**

Go over LCIP meeting evaluation: All approved a 4.9 average score.

Did we achieve the meeting purpose?

What worked? What were the gaps? Steps to close the gaps?

LCIP progress evaluation up against the LCIP Work Plan (1-4) Aug 2.73, Sept 3.42, Oct 3.53, Nov 3.55, Dec 3.36

Discuss action items for next meeting.