

Watershed Committee of the Ozarks, Inc.

Work Session Meeting Minutes

May 10, 2016

Watershed Center
2400 E. Valley Water Mill Rd.
Springfield, MO 65803

Board Chair Eric Dove called the regular Board of Directors meeting to order at 5:05pm. Those in attendance and constituting a quorum were:

Board Members Present: Eric Dove (Chair), Laura Green (Vice Chair) Dan Hoy (Secretary), Megan McKenna, Karen Spence, Bridget Dierks.

Staff Present: Mike Kromrey, Kelly Guenther, Stacey Armstrong

Others Present: Roddy Rogers (CU Manager Water Resources Projects), Tim Smith (Deputy City Administrator)

1. Request for Additional Items—Summary of Salary Administration Policy.

2. Corporation Business

a. Meeting Minutes — Minutes from the April Work Session and Monthly Meeting were reviewed. Mr. Hoy moved to accept the minutes. Ms. Spence seconded. Carried 6-0.

b. Financial Reports — Ms. Guenther reviewed the April financials including Balance Sheet, P&L YTD comparison, Cash Flow Summary 2016 and Cash Flow Summary 2015. Mr. Hoy moved to accept the financials. Ms. Dierks seconded. Carried 6-0.

c. Review of board member applications — Mr. Kromrey said he advertised the board position with the Chamber of Commerce and the City of Springfield. Mr. Coonrod has expressed great interest in the board position. Ms. McKenna said Mr. Coulter had mentioned having a few names and Mr. Kromrey said he would contact him. The board did not have any other applicants. Mr. Smith asked if they are specifically looking for a HR or banking person to fill the position and Mr. Kromrey said ideally but not exclusively. Mr. Hoy asked Mr. Kromrey to email the board the board member application.

d. Additional Item—Summary of Salary Administration Policy — Ms. McKenna said she and the board, along with Mr. Kromrey's input, developed a new WCO Salary Administration Policy as per the closed session on April 12, 2016. The board adopted a performance-based compensation system which will now tie compensation to staff performance. Key changes included aligning performance cycle with the calendar year and adding a performance-based incentive in addition to COLA's.

3. Updates

a. Sponsor updates — Mr. Rogers said hydrilla treatments and identification training is taking off and water storage is at 98%. He said the Tri-State funds for re-allocation didn't go through and CU's final budget may include a round up to \$200,000 for the WCO. Mr. Smith said if the City sees an opportunity to increase funding to the WCO, they will.

b. Staff Updates

- Give Ozarks Day and Summer Gala—Ms. Guenther said WCO raised \$4544 on Give Ozarks Day and is now in high gear getting ready for the Watershed Summer Gala. She handed out Save the Date cards.
- Education Update—Mr. Kromrey said Mr. Hunt has been busy with lots of field trips and Mr. Birchler has participated on a few field trips.
- Projects Update —Ms. Armstrong said the first week of May her Leadership Springfield class came out to the Watershed Center and she had a lot of positive feedback. The April 30th Medicine Take Back was successful. The Our Missouri Waters Sac River Committee met April 19th to outline concerns. The next meeting is May 17th in Willard at 5:30pm.
- Director's Update—

- RCPP—Mr. Kromrey said DNR may have funds that can be accessed for the RCPP grant but there is no staff support, just funding for the programs.
- Strategic Plan—Mr. Dove said he and Mr. Kromrey met with Don Harkey with People Centric Consulting about facilitating the Strategic Plan. He said he sees this more of a visioning than a strategic plan and will look at major goals and best ways to support the mission. Mr. Kromrey said they will have two to three areas of focus to explore.
- Staff transition—Mr. Kromrey said Mr. Hunt is the new Education Coordinator at the Missouri Department of Natural Resources and Mr. Birchler will start at the end of the month.
- City Council Lunch and Network—Mr. Kromrey said he will attend the City Council lunch on May 31st and he will lead The Network on a tour of the Watershed Center on May 12th.

Other Business — None

Meeting adjourned 5:45pm

Minutes submitted by Kelly Guenther