

Watershed Committee of the Ozarks, Inc.
Work Session Meeting Minutes

October 11, 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 Greene (Vice Chair), Karen Spence

Staff Present: Mike Kromrey, Kelly Guenther, Stacey Armstrong

Others Present: Roddy Rogers (Manager, Water Resource Projects, City Utilities)

1. Request for Additional Items—Mr. Dove requested the item of Director Evaluation.

2. Corporation Business

a. Meeting Minutes — Minutes from the September Work Session and Monthly Meeting were reviewed. Ms. Greene noted an error in the Work Session minutes. She abstained from voting on the FSLA policy, so the minutes should reflect a 5-0 vote in favor with Ms. Greene abstaining. Ms. Spence moved to accept the minutes with the noted changes. Ms. Greene seconded. Carried 3-0.

b. Financial Reports — Ms. Guenther reviewed the September financials including Balance Sheet, P&L Previous Year Comparison that includes total income and expenses and total profit year to date, and Cash Flow Summary with a running budget 2016. She presented two graphs, one showing cumulative income and one showing cumulative expenses. Mr. Dove said he would like to see actual versus budget expenses and income and net income in graph form as well. Ms. Guenther said she would provide those graphs at the next meeting Ms. Spence moved to approve the financials. Ms. Greene seconded. Carried 3-0.

c. Personnel Policy Manual revision — Mr. Kromrey reviewed the Personnel Policy manual with the board. The board made appropriate verbiage and language revisions. Ms. Greene said she would like someone at Husch Blackwell to take a look at it before it is approved by the board. Mr. Kromrey said he would email her the revised document. Mr. Dove said the board could vote on the revised manual at the next meeting.

d. Amendment 1 support— Mr. Kromrey asked the board for approval to support Amendment 1 which is a renewal of the Missouri Parks, Soil and Water tax. Ms. Greene moved to approve WCO supporting the amendment (not financially). Ms. Spence seconded. Carried 3-0.

e. End of year calendar and goals— Mr. Kromrey said to keep in mind Mr. Hoy's first term is up December 31st and the board will need to vote for 2017 Officers. He said he, Mr. Rogers, Mr. Smith and Mr. Coulter are working on updating the Sponsor Agreement which he hopes to have done by the end of the year.

f. Director Evaluation and Goals — Mr. Dove said he would like to have more measurable goals built into the evaluations. Some of the goals listed were the number of business sponsors contacted, the number of speaking engagements, PSA's produced, evaluations of staff, new partnerships gained and contact with sponsors. Mr. Dove asked Mr. Rogers if he agreed with the idea of having the sponsors answer a few questions about the Director. Mr. Rogers said that would be fine. Mr. Dove said he would email the revised Director evaluation around to the board for a vote. Mr. Kromrey said he would prefer to leave the staff evaluations the same this year. Mr. Dove said the board would go into closed session at the November meeting to go over Mr. Kromrey's evaluation.

3. Updates

a. Sponsor updates — Mr. Rogers said the Tri-State Water Conference is October 20-21st.

b. Staff Updates—Ms. Armstrong Smith said the Medicine Take Back event is October 22nd and she will be working on Our Missouri Waters until October 31st then she will be full-time on the Little Sac grant.

Other Business — None

Meeting adjourned 6:05pm
Minutes submitted by Kelly Guenther