

**Friends of Sausal Creek
Board of Directors Meeting
Wednesday, February 7, 2018, 7-9 p.m.
Park Blvd. Presbyterian Church, 4101 Park Blvd., Room 35 on 3rd Floor,
Oakland**

Friends of Sausal Creek works to restore, maintain, and protect the Sausal Creek Watershed. We educate future generations, involve the community in local environmental stewardship, and collaborate with agencies and other nonprofits to have a positive impact on the local ecosystem.

Present Richelle Jacobs, Richard Kauffman, Harry Schrauth, Eleanor Dunn, Jeff Stephens, Bob Roat, Carl Kohnert, Rob Leidy, Tim Vendlinski, Mark Rauzon, Beth Keer

Absent Paul Frank; Sean Welch, Steve Ritchie, Barbara Goldenberg

Staff Present Kimra McAfee, Executive Director

Guest Erin Patch, COO of The Unity Council

Board Involvement

Member Meeting - Hummers Delight: A Brief Look at the Lifestyle of the World's Smallest Birds, by Leanne Grossman - Weds, March 21, 7:00 p.m., Dimond Library

Remarks from the President and Introductions

The president and the board reflected on the State of the Watershed meeting. Everyone was pleased with the turnout and the breadth of volunteer participation in caring for various aspects of the watershed.

Erin Patch, COO of The Unity Council, introduced herself, and board members reciprocated.

Staffing Needs

Kimra went over staff changes, including Kelcey and Freddy's leaving FOSC for jobs at a school and a university. With Jill leaving at the beginning of March, the board conferred about how to advertise for her replacement. Beth and Ricky volunteered to assist Richard and Kimra in the interview process. In the event we don't hire someone in time for the already-scheduled March field trips, we will turn to some of our seasoned volunteer docents to see if they will step in. Beth offered to help out as well.

Giving the board notice of her upcoming departure as E.D., Kimra announced that she and her family will be leaving the Bay Area sometime in the summer. Jeff, Eleanor, Ricky and Beth volunteered to participate with Richard in the interview process. Everyone agreed that we would like Kimra's assistance in acclimating her replacement, both before and after her move, if at all possible. The board brainstormed about where to post the job announcement and whom to

contact personally about this. A decision was made to share the succession plan with funders and key partners prior to release of the job announcement.

Mid-Year Appeal 2018 (Jeff Stephens)

Jeff reported on the proceeds from the *East Bay Gives* campaign in May, 2017, and reminded the board that we will have to find a replacement for *East Bay Gives*, as the *East Bay Community Foundation* is no longer sponsoring the regional fundraising program. He also gave a rundown of non-board donations, board donations, and prizes received by the end of 2017. Mid-year giving represents one-third to one-half of individual contributions to FOSC.

The board spent some time coming up with ideas for new ways to appeal for donations. Suggestions included finding sources for matching donations as in public radio fundraisers; a bidding process where donors would vie for prizes such as participating in a fish survey with Rob Leidy; and creating fifteen-to-thirty-second videos that could offer a potential donor a quick look at the positive things FOSC does. This new campaign would need to launch by the end of April. It was also suggested we use an icon (traditional thermometer? redwood tree? trout?) to indicate how far along we are towards our goal. Board members discussed various social media outlets through which we might promote the campaign. Jeff agreed to head up this campaign, with Beth, Carl and Ricky lending a helping hand.

Commitments Review and Minutes

- ~ The Alameda County Watershed Confluence has been set for Weds., Oct. 17th.
- ~ The Nursery Committee has proposed Sun., Oct. 21st for the plant sale.
- ~ Pump Track Process: Kimra could not provide any details on the process for approval; no one volunteered to try to garner additional information, given other priorities.

Minutes from the December 13th meeting were unanimously approved.

Proposed Revision to Bylaws

Creating a Board Member Emeritus status was discussed. An Emeritus member would not be able serve on the Endowment Committee. The board was unanimous in amending the bylaws to create this position.

Endowment Committee Report

Carl said that one person only may have electronic access to our Vanguard account. While Carl has online access, Jeff is an authorized signer and can call in to manage FOSC's account as needed. Carl and Kimra updated the board on how that account is faring.

Financial Report

Kimra gave a report on proceeds from our end-of-year appeal. She also went over the Statement of Position and the Statement of Activities for FYE 17.

Additionally, she walked the board through the Project Timeline and Cash Flow Chart.

Executive Director Responds to Questions on Staff Report

There has been some public backlash against the temporary fencing for the trout habitat enhancement project in Dimond Canyon. Kimra suggested that part of the long-needed Dimond Canyon restoration plan would be details on trout habitat enhancement needs, as well as a community outreach component. Though most fencing is taken down by the public, Rob maintained that it is worth a try to continue to demark the restoration areas. Kimra said that creating a rainbow trout conservation and management plan as a first step toward a Dimond Canyon Restoration Plan is what we are writing into this year's Alameda County Fish and Game Commission grant proposal. The idea is for Erin to write the plan with Rob's help. Rob is eager for trout habitat enhancement areas to be formally identified. He noted that since Dimond Canyon is rapidly being invaded by non-natives, a sensible strategy for their removal is in order.

Kimra promised to see about flagging the unmarked pallid manzanita that Beth observed at the Chabot colony. Our Pallids Crew volunteer leader has resigned, so this year Erin will be involved in this crew leadership.

Board Member Briefing: "How Big Do We Want to Be?" (Richard Kauffman, President)

Richard invited board members to imagine what our unfettered hopes and dreams might be for the watershed. He posed the following questions: What is our financial vision? How do we go about accomplishing the vision we outlined last year? As a small non-profit, in our 21st year of existence, he reminded the board that FOSC has experienced a growth rate of about 5% a year. Should we not consider aiming bigger?

Members of the board excitedly offered up many ideas, including daylighting, wiping out invasive species, an entire restoration staff with a head ecologist, and more. The board tossed around ways of broadening this conversation. Mark pointed out that the endowment fund came into existence in 2011, and see the strides that have been made! Arguments were put forward for tabling this conversation, especially considering the current turnover in personnel. The prevailing feeling was for us to get through this transitional time, and also to dream more expansively. The board agreed to continue this conversation.

Adjournment and Meeting Resumption

The meeting was adjourned at 9:10 p.m., followed by a closed session, after which open session was resumed.

The board unanimously moved to designate Harry Schrauth as a Board Member Emeritus. It then began to work on details about the job description for the E.D. position.

