

**Friends of Sausal Creek  
Board of Directors Meeting  
Wednesday, June 12, 2019, 7-9 p.m.  
Park Blvd. Presbyterian Church  
4101 Park Blvd., Room 35 on 3<sup>rd</sup> Floor  
Oakland, CA 94602**

*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, Eleanor Dunn, Jeff Stephens, Richard Kauffman, Carl Kohnert, Beth Keer, Steve Ritchie, Mark Rauzon, Tim Vendlinski, Rob Leidy, Harry Schrauth (Board Member Emeritus)

**Absent** Sean Welch, Erin Patch, Paul Frank

**Staff Present** Anna Marie Schmidt, Executive Director

**Board Involvement**

**Meet and Greet Potluck in Dimond Park**– July 17,  
6:00-7:30 p.m.

**Dimond Picnic Tabling**– July 21, 12:00-4:00 p.m.

**Planting Workdays** – 2<sup>nd</sup> and 4<sup>th</sup> Saturdays

**Introductions and Remarks from President, Jeff Stephens**

Jeff spoke broadly about the challenges non-profits face in regard to retention of staff, especially in the expensive SF Bay Area. He addressed the idea of our being flexible in accommodating staff member's individual needs, whenever possible, as an enhancement to their jobs.

**Board Member Briefing and Discussion:**

Review of Staff Changes and Planning Process

Anna Marie updated the board on the application process for Nicki's job thus far: Anna Marie, Beth, Ricky and Jeff will comprise the interview committee, with Nicki's participation if possible. July 1 is the soft deadline, with an eye to completing the interviews by the last week of June or early July so the new hire can shadow her. Nicki's last day will be August 2 so she can complete her work with Team Oakland.

Looking to ways in which FOSC might offer its employees more flexibility in a hypercompetitive job market, the Steering Committee has given the go ahead to Jay to move to parttime status during the summer, which will allow him the opportunity to work at Sequoia/Kings Canyon National Park from June 24th through the end of September, returning to Oakland and his FOSC duties every other week during that time. Former Intern Moises Alvarez will provide help on some workdays, as will Nicki while she is here. Jeff said the Steering Committee gave its approval only after they provided Jay with a list of issues to be addressed: how he plans to prepare for the plant sale; how to ensure the care of the City's plants; and how to plan for Creek to Bay Day. He expressed his intention to provide due diligence and laid out his plans. Jay's parttime status could help FOSC with cash flow, given the reduced hours and suspension of his health benefit during that period. Beth will put in extra hours in August and September to help in Jay's absence.

Richard floated the idea of succession planning for staff. Jeff suggested Jay work on a Restoration and Nursery Manager manual. The board then addressed possible ways it might be able to help in Jay's absence in addition to Beth's contribution.

### **Fundraising**

Jeff thanked Richard for all his hard work on the Mid-Year Appeal and gave a recap. Five emails, each focusing on a different topic, were sent to 3400 newsletter subscribers. \$11,000 was received so far. Our goal was \$20,000, not quite half of which came from board members. Thanks to Richard, we will be mailing postcards to 1500 recipients, to be stamped and labeled after the board meeting. The goal of the postcard mailer is to broaden the funding base and invite newsletter subscribers to consider giving for the first time, or to remind them to give again.

Anna Marie updated the board on hoped-for grants and sought a short list of board members she could call upon for various grant-related tasks. Richard reported that Kerry has shortlisted a dozen grant possibilities, strongly recommending we find the funds to rehire her. Jeff offered to look at Kerry's list and email Richard about which ones he thinks we should jump on now. Anna Marie will send out a google doc so the board can hone its priorities collectively. Richard clarified that most of Kerry's research so far has been for education. He suggested her next round might be for restoration and/or operating expenses.

## **Financial Report**

Anna Marie reviewed the Project Timeline and Cash Flow. Steve moved to approve the budget for FYE20; Eleanor seconded the motion and it was unanimously approved. It includes funds to rehire Kerry under the "Consultants" line item. The operating reserve was re-assessed.

## **Endowment Committee Report**

Carl reported that the Endowment Committee met via conference call in May and is recommending to the board a \$5200 distribution for FY20. This figure was arrived at by using a 4% formula. Carl moved that this figure become officially a part of the budget, Rob seconded the motion, and it was unanimously approved. There is currently \$133,000 in our endowment, of which \$101,000 is principal and \$32,000 dividends. The Committee would like to reach out to people over the age of 70 who receive Required Minimum Distributions from their retirement accounts. Carl and Eleanor will begin that outreach. Carl urged other board members to put effort into this outreach to seniors who are passionate about the outdoors.

## **Minutes and Commitments Review**

Anna Marie had an edit to the Minutes of the April 10th meeting. With that edit, those minutes were unanimously approved.

Mark Rauzon was nominated and unanimously elected as a Board Member Emeritus. Mark, a founding member of FOSC, expressed his enthusiasm for the robustness of the organization and his pride in what FOSC has become. He also took a moment to voice his hope that there will be a new generation of passionate workers stepping in as the older generation steps down.

Michelle Doppelt, a City employee who has long been a friend to FOSC, is retiring on June 15. The board unanimously approved a resolution honoring her contributions.

Anna Marie reported that the employee benefit of five floating paid holidays per year was distributed electronically to the board and passed unanimously (eight board members voting) on May 23, 2019.

## **Executive Director Responds to Questions on Staff Report**

The Jingtowntown Estuary History and Art Walk took place on June 9. Almost 50 community members joined local historian Dennis Evanosky for a walk through Jingtowntown and Open Studios.

On May 11, in place of our May Community Talk, FOSC worked with the City of Oakland Project Manager Ben Livsey to host a successful ceremony acknowledging the near completion of the Erosion Control Project. Among the speakers, FOSC board representatives Carl, Paul, and Tim highlighted project elements and led mini tours.

Rainbow Trout Conservation Project: Rob is working on the final rainbow trout management plan with the hope of completing it in August. Jay has completed the planting and staking for the project. Rob talked to the board about a serious wildlife protection conundrum. As per Mark, "the hunger to interact with nature is very strong." As a result, well-meaning enthusiasts post information on social media that announces the location of interesting wildlife -- whether it's trout in the creek, peregrine falcons on the bridge, whatever -- that catches the attention of some who may harm those species, either inadvertently or intentionally. The board grappled with this dilemma, since such posts are rampant and largely uncontrollable. Rob will ask Matt Cover, a biologist who has worked for years in the creek and lives in the watershed, for his input. Richard suggested we come up with guidelines about such posts. Tim urged we instruct staff always to consult with the board before such postings. This discussion was tabled until the next meeting.

**Adjournment** The meeting was adjourned at 9:09 pm.

**Next board meeting:** August 14, 2019