

Draft Minutes

North Country RC&D Board of Directors Business Meeting May 28, 2009, Pease Public Library, Plymouth, NH

Board Members Present: Jeff Hayes, Adam Tatem, Nate Miller, Ben Hudson, Bob Harrington, Dan McLaughlin, John Hodsdon, Lisa Rixen, Russ Dowd.

Others Present: Rick DeMark-RC&D Coordinator

Moved by Bob Harrington to approve and file the NCRC&D Board of Directors minutes of April 15, 2009, second by Adam Tatem. Seven in favor and one abstention. Motion passed.

Moved by Nate Miller to approve and adopt the NCRC&D Employee Benefits Policy as revised on 5/28/2009. Motion passed unanimously.

Moved by Nate Miller to approve the Employment Agreement between NCRC&D and Ann Bowes as revised on 5/28/2009. Second by Adam Tatem. Motion passed unanimously.

R. DeMark passed out an Employee Handbook that was developed by an RC&D in Georgia. There was much discussion on the pros and cons of NCRC&D needing a comprehensive Employee Handbook beyond the Employment agreements or contracts and the just adopted Employee Benefits Policy. DeMark will ask for assistance from the National RC&D Association and the Granite State Association of Non Profits.

Moved by Lisa Rixen to approve and adopt the NCRC&D Financial Management Policies as presented by the NCRC&D Finance Committee on April 15, 2009. Second by Bob Harrington. Seven in favor and one abstention. Motion passed.

R. DeMark reviewed the proposed 2009/2010 Plan of Work. It was moved by John Hodsdon to approve and adopt the 2009/2010 Plan of Work and pass it on to the NRCS State Conservationist for his concurrence. Second by Lisa Rixen. Motion passed unanimously.

R. DeMark reviewed the Basic Level criteria for applying to the NARC&DC Circle of Diamonds. It was moved by Jeff Hayes to submit an application for Circle of Diamonds Basic Level. Second by Lisa Rixen. Motion passed unanimously.

The travel plans for Russ Dowd and Dan McLaughlin to attend the National Conference in Albuquerque were discussed. It was noted that on April 15, 2009 only 3 nights of lodging were approved. It was moved by Jeff Hayes to approve the expenditure to allow a fourth night of lodging for both Russ and Dan at the National Meeting. Second by Bob Harrington. Motion passed unanimously.

R. DeMark made a recommendation that the 2 NH RC&D Councils, at least their Leadership Teams, needed to meet to discuss the Cooperative Agreement with NRCS as the Boards have just been informed that NRCS is offering to add \$24,000 to that agreement. R. DeMark will try to see if a meeting can be organized in Laconia on either June 29 or 30 at 10am with the SNHRC&D to discuss how the offered \$24,000 should be used and how long to ask for the agreement to be in force.

R. DeMark reminded the Board that the Finance Committee still needed to meet to finalize the 2009 Operating budget. This will occur as soon as possible working with the schedules of the Committee Members (Lisa Rixen, Adam Tatem, & Russ Dowd)

The next Board of Directors Business Meeting is scheduled for August 4, 2009 at a meeting location to be determined.

Respectfully Submitted

Adam Tatem, Secretary/Treasurer