

**DRAFT Minutes of the Regular Meeting of the Board of Directors
August 20, 2020
4:00 pm – 6:00 pm
via Zoom teleconference**

Directors present: Barbara Kossy, TJ Glauthier, Neal Kramer

RCD staff present: Kellyx Nelson, Lau Hodges, Kasey Butler, Amy Kaeser, Joe Issel, Sheena Sidhu

NRCS staff present: Jim Howard

Guests present: Ron Sturgeon

1. Call to Order

Kossy called the meeting to order at 4:02 p.m.

2. Approval of Agenda

Board did not take action on this item.

3. Introductions of Guests and Staff

No introductions were required.

4. Public Comment

There was no public comment.

5. Consent Agenda

Glauthier moved to approve the consent agenda, Kramer seconded. Motion passed unanimously.

6. Regular Agenda

6.1 Board will consider Resolution 2020-5: Authorizing Submittal of Applications for All CalRecycle Grants for which the RCD is Eligible

- Nelson noted the language was provided by the funder.
- **ACTION:** Glauthier moved to approve Resolution 2020-5, Kramer seconded. Motion passed unanimously.

6.2 Board will consider Resolution 2020-6: Recognizing the service of director Neal Kramer

- Kramer stated that it had been an honor and a privilege to be involved with the RCD and thanked those present for his gift.
- Directors and staff discussed Kramer's contributions and favorite memories working with him. Many, including staff, thanked him individually.

- **ACTION:** Glauthier moved to approve Resolution 2020-6, Kossy seconded. Motion passed unanimously.

6.3 Board will consider contracting with Triangle Properties, Inc. for San Bruno Mountain Lower West Peak Restoration Project.

- Kramer asked Kaeser why she thought there was only one bid when three contractors showed up for the orientation; Kaeser stated that the estimate had been too low and it was a prevailing wage project which can discourage some bids. Kaeser further noted that a nearby site had not fared well and that had led to an increase in the budget; Glauthier stated it would be helpful to include that information in the memo.
- **ACTION:** Glauthier moved to approve contracting with Triangle Properties, Inc. for San Bruno Mountain Lower West Peak Restoration Project, Kramer seconded. Motion passed unanimously.

6.4 Board will consider adopting Environmental Purchasing Policy.

- Nelson explained that this was a requirement for a grant and was purposefully written to give intention without being overly restrictive.
- Glauthier asked if it was molded after another RCD's policy; Butler explained that the template came from CalRecycle, who is requiring the policy.
- Glauthier encouraged Nelson to share it with California Association of RCDs.
- **ACTION:** Glauthier moved to adopt the Environmental Purchasing Policy, Kramer seconded. Motion passed unanimously.

6.5 Board will consider providing comments on the Circulation Draft of the Municipal Service Review for the San Mateo Resource Conservation District by the Local Areas Formation Commission (LAFCo).

- There was discussion about the opportunity to tell the RCD's story to those who are not familiar with the district; this MSR as a critical if the district wished to expand its boundaries; about the recommendations in the MSR and the RCD's responses; and recommended edits on the draft.
- **ACTION:** Glauthier moved to approve the finalized comments on the Circulation Draft of the Municipal Service Review for the San Mateo Resource Conservation District by the LAFCo, Kramer seconded. Motion passed unanimously.

6.6 Diversity, Equity and Inclusion

- **July 2020: California Association of RCDs (CARCD) letter to its membership.**
 - There was discussion about the statewide conversation about race as well as within the local RCD; reflections on specific phraseology within the CARCD letter as well as its overall intent and purpose.
- **Recognition of parenting staff during COVID-19**

- Those present acknowledged the difficulty of parenting during COVID-19 including: the feeling of turning our backs on our children, difficulty being productive, feeling the need to apologize, wondering if we appear professional.
- Glauthier stated that the RCD staff was doing a good job talking about it. Nelson thanked the Board and noted her appreciation of the RCD staff.

6.7 Executive Director's report (attached below)

- Glauthier noted how Nelson's report illustrated what a great staff the RCD had.
- Kossy stated that the staff meeting, focused on the CZU Lightning Complex Fire was difficult, authentic and raw but the unifying theme was that people were ready to help.
- Howard noted the importance of compassion and understanding as staff prepared to go out in the field and meet with land managers who had lost everything. He stated his appreciation for the amazing staff.

6.8 NRCS report

- Howard stated that he had hurried to obligate Farm Bill dollars before the end of the fiscal year and was getting ready to get the NRCS programs up and running for fire recovery.
- Howard said the NRCS Vacaville office had evacuated.
- Nelson informed Howard that there was a real need for his services in the community and a real need for his mentorship as the RCD staff pivoted toward fire recovery.
- Howard noted the RCD had just received a 1-year extension on the contribution agreements and was awarded the water quality planning grant for Pescadero/Butano watershed. Nelson thanked Howard for his help securing that grant.

6.9 Directors' reports

- Glauthier noted that Fiscal Year 2019 audit was nice and clean and expressed his gratitude to Ryan Charland, the RCDs accountant. He further noted the RCD was in a strong financial position heading into the current uncertainty.
- Kossy had been thinking about people to get involved with the RCD and potentially become Directors.
- Nelson informed the Board that Chelease Beakes would be returning to the RCD, approximately 20 hours a week, working from her new home in Fort Collins, Colorado.
- Kramer showed off his *Botany or Death* shirt that was a parting gift from the RCD and expressed his hope that he would be able to find a way to support the RCD moving forward.

7 Adjourn Meeting

- Kossy adjourned the meeting at 5:46 p.m.

DRAFT

Executive Director Report

Meeting of the Board of Directors of the San Mateo RCD
August 20, 2020



CZU Lightning Fire Complex

- Impacts

- Staff losing homes, loved ones losing homes
- Projects diverted
- Projects ruined
- Projects uncertain
- Kingfisher Hatchery coho broodstock

- Actions

- Sent letter offering services to community and partners
- Pivoting to meet new community priorities
 - Recording emergency announcements in Spanish for KPDO, local Pescadero radio station.
 - helping connect animals with ranches and homes
- Utilizing our crews on Old Haul Road at Dark Gulch for road building for fire fighting
- Reaching out to RCDs experienced with fire: Sonoma, Napa, Mendocino
- Coordinating with others

Reflections from Staff Meeting

We acknowledge this moment in which we are scared, feeling doom, profoundly sad, and experiencing tremendous loss. 2020 sucks and we are ready for it to end.

The RCD sees us and supports us as whole people. It is part of our magic that we bring our whole selves to our work. The leadership of the RCD, including Kellyx, the Board, and each person on staff, cares about each of us as individuals.

Fundamentally we are a service agency, not just an environmental organization and we are in the relationships business. During this time of need, our services may need to adjust rapidly. We may need to pivot from the work we have been doing to work that helps the community we serve recover from fire.

We are action oriented. We want to help. We want to be productive. We want to know what to do to help, and we want to be supported in our work to help others.

We recognize that this is a heavy load for Sheena, who is relatively new to the organization managing our newest program- fire resilience and forest health- and finds herself squarely at the center of a major crisis and focus of our work. We are supportive of her and she is not alone in her work.

We know there is an end to this and that we will come out on the other side. We can see metaphors in the natural world about rebirth, renewal, and opportunity coming out of chaos. We will try to find that opportunity as we help heal the community by healing the land.

We have many ideas about services and assistance we can offer during emergency response and afterwards to help recovery. We will build a list of our service, resources, and expertise and send it out to partners and constituents. We will continue to offer our services while not being tone deaf when people have more immediate needs and concerns.

And this from Kellyx: I commit that we will find a path through. I am in your corner, and I am tenacious.