

**DRAFT Minutes of the Regular Meeting of the Board of Directors
Tuesday October 22, 2024**

Location: 80 Stone Pine Road, Suite 100, Half Moon Bay, CA 94019 and via Zoom

Directors: Adrienne Etherton, Michelle Weil, Steve Stielstra

Associate Directors: Zahra Kassam, John Keener

RCD staff: Kellyx Nelson, Timothy Federal, Cesar Aguilar, David Cowman, Lau Hodges, Carolyn Kriso

NRCS staff: none

Guests: Christopher Scholl (sp?) (Mason, Bruce & Girard); Vinney Arora (The Arora Collective)

1. Call to Order

Director Stielstra called the meeting to order.

2. Approval of Agenda

3. Introduction of Guests and Staff

All present introduced themselves. Carolyn Kriso was introduced as a new staff member.

4. Public Comment

There were no public comments.

5. Consent Agenda

Weil moved and Etherton seconded approval of the consent agenda, which included the items below. Approval passed unanimously.

5.1 [Fiscal Year 2024 Draft Financial Statements](#)

5.2 [Entering into contract with L.D. Giacomini Enterprises, Inc. for repair of Schenly Creek crossing on Old Haul Road in Pescadero Creek County Park.](#)

5.3 [A minor change to the Procurement and Subaward Policy.](#)

5.4 [Staff recommendation of Contractors for Forest Health and Fire Resiliency Work identified through Request for Qualifications.](#)

6. Regular Agenda

6.1 Debrief October 5 All You Seed is Love event.

- Discussed overall satisfaction with event, great results for first year trying this; how cost of staff time affects net revenue; satisfaction with The Arora Collective as a consultant; exceeding expectations with attendees and fundraising; the value of the relationships built with attendees; the objectives being to raise funds and to broaden and deepen our network and that both were met; grossed about \$75K, still determining net; what we all learned and “bumps along the way;” debriefed after the event and began conversations about whether we want to do this again, how frequently, what our strategy is for the donors we engaged; how partners showed up for us in meaningful ways; significance of tribal support; how RCD grant success for projects confused people about why we need to fundraise/ where to find information about this issue; how it is hard to measure the relationships and good will that were built and the love for the RCD; that it was wonderful as a board

member to be able to advocate for the RCD; that having staff there and activities and demonstrations were impactful; that the schedule and flow were nice; that Nelson's ask went really well; gratitude for Board planning committee, staff, and directors who spoke at the event; how the board was empowered, stepped up, and board tapped into their network; Board's role and capacity in this kind of work moving forward; desire for fundraising plan moving forward.

- **Action Item:** Nelson will send talking points about fundraising needs considering grant successes.
- **Action Item:** Nelson requested photos to be included in the RCD web album of the event before the newsletter is sent out. Stielstra and Weil offered to send some.

6.2 Review and discuss Draft Diversity, Equity, Inclusion & Justice Plan.

- Nelson presented about goals and process of Diversity, Equity, Inclusion and Justice Plan. She noted that this is something that was identified in the RCD's current strategic plan. She recognized that this could be a model for others in the state, for taking appropriate risk, for making a plan that is affordable, and for broadening perspective of DEIJ plans beyond outreach. The plan is a call to action that is specific to our district, includes our responsibility as well as the opportunity followed by specific plan. She said staff tried to avoid high level statements that do not include specific activities and reviewed the broad categories in the report. She reviewed the systemic barriers to equity in conservation that are identified and the categories for actions in the plan. She asked for reviewers and reflections.
- Discussion included whether this document needed counsel or board approval; the powerful statement it would be to staff if the board adopted the plan; directors' interest in learning more; being truthful about the systems of oppression while still having the document be accessible to people who do not work in equity spaces; plan to bring to the November board meeting; how invested staff are in this document; appreciation for the work that has gone into the draft; how welcome feedback is.

6.3 Report out on October 17 Central Coast RCD Regional Meeting at Paicines Ranch.

- Stielstra reported that the meeting was well attended; that he, director Guy, and Nelson attended; that there was a quorum of directors so that votes could be held; changes in leadership of the Region, including Stielstra being voted in as Regional Chair, which means he is now on CARCD board of directors; how he looks forward to this role; and his appreciation for Karminder Brown, the executive director of San Benito RCD who coordinated the meeting. Nelson expressed gratitude for Stielstra stepping in and bringing fresh energy and the value he will bring.

6.4 Updates regarding investing the RCD's Operating Reserve.

- Stielstra reported on his work on this issue via the Finance Committee; meetings with Tri-County Bank; which options had higher rates and which options are offered by the RCD's bank versus other financial institutions; and how much to put in different CDs.
- Discussion included the need for liquidity being relatively low since this is only for operating reserve funds; how liquidity would work; support for the 4% rate; the desire to start as soon as possible; and next steps for the Finance Committee.

6.5 Directors' connection and reports

- Etherton: City of Brisbane received a prestigious award for a program that Etherton created. Asked directors to consider joining her on Personnel Committee.

- **Action:** Nelson asked Aguilar and Hodges to add this as an item on an upcoming board meeting.
- Stielstra is looking forward to more engagement in his new role with CARCD and asked who is going to the conference in December (Stielstra, Kassam, and Wade will go).
- Keener reported that the Pacifica Watershed Coalition has formed a coalition with Surfrider and a few other non-profits to monitor San Pedro Creek weekly for Fecal Indicator Bacteria at four sites. The RCD is not invited into the coalition. Nelson asked Keener for leadership in coordinating between the two groups, particularly regarding sharing data. Discussion included certified vs. uncertified labs, as uncertified labs are cheaper and get faster results but are not considered credible data by some entities.
- Etherton noted proposal to redevelop quarry on San Bruno Mountain and her review of the EIR. Discussion included RCD's nonadvocacy role but being able to provide technical assistance for the review.

7. Adjourn Meeting

Weil moved to adjourn. Etherton seconded. Motion passed unanimously.
The next Regular Meeting of the Board of Directors will be November 21, 2024