

Minutes of the California SAF Executive Committee/BOD Meeting  
February 21, 2020, Folsom CA

- 1) Call to Order at 0907 by Chair, Josh Soderlund
- 2) Introductions/Establishment of Quorum – Quorum established
- 3) Approval of December 4<sup>th</sup>, 2019 Minutes – John Todd motion to accept the minutes, John Kessler second, motion approved.
- 4) Agenda approved
- 5) SAF Board of Directors Report – Nick Dennis

From Nick's notes: *At the December board meeting, SAF established an ad hoc advisory group on employer support and engagement. CEO Baker promised a follow-up report on this initiative for the May board meeting.*

*A revised position statement on herbicide use on forestlands was adopted in December. SAF also adopted a white paper on forest certification. Rebecca Barnard from Minnesota SAF will chair the Committee on Forest Policy in 2020. In addition to revising several expiring positions statements, the CFP plans to draft a new position statement on water resources this year. The CFP also plans to explore several emerging issues, one of which the CA SAF executive committee has also expressed interest in: rural labor capacity.*

*The 2020 convention will be held in Providence, RI, with the theme of "Metropolis to Wilderness: Foresters Rooted in Conservation." The 2021 convention will be held in Sacramento, CA. The program chair for 2021 will be Damian Adams, and the convention theme will have to do with ecosystem goods and services.*

*SAF membership voted overwhelmingly last year to add a non-voting, at-large seat representing young professionals to the board of directors.*

*After approximately a year of rapid attrition of SAF staff, CEO Baker has recruited qualified individuals to fill approximately 4 key positions in recent months.*

*Ad hoc teams (referred to as the Three Teams) submitted final reports on three important current topics: monetizing continuing forestry education credits, increasing student retention and recruitment, and integrating the certified forester program into academic curricula. However, a motion to establish a pilot program to offer the CF exam to graduating seniors was defeated last December.*

*Reinvigorating the CF program remains a top priority but a big quandary for SAF. The audit committee reported the results of a survey addressing CF program issues. The survey included nearly 1,600 foresters (both SAF members and non-members) and showed that the perceived value of the program was generally insufficient. The CF program has a standing advisory committee called the Certification Review Board; unfortunately, for several years this committee has suffered from a lack of staff support, board guidance, leadership, clarity and knowledge of mission, etc. A final audit committee report on the problems besetting the CF program and recommendations to reinvigorate the program is expected from the audit committee in May.*

*SAF is gradually dismantling its network of state-society level Continuing Forestry Education coordinators. David Bakke has served NorCal SAF and CA SAF in this capacity for many years. A network of five national CFE coordinators will replace the old system, primarily to increase consistency across state societies in levels of credit authorized for various course formats. Naomi Marcus from Terry's staff will continue to oversee the CFE coordinators. National coordinators will receive compensation for their work. One of the five coordinator positions remains unfilled, and Naomi is seeking a qualified member from a west coast state society to fill it. If interested in this position, please contact Naomi soon.*

*SAF's Forest Ed program, which offers continuing education through online courses, continues to grow and gather momentum.*

*The sale of SAF's national headquarters is progressing and we are in a 45-day due-diligence period. CEO Baker anticipates that, if the sale closes as expected, SAF would be likely to move to a new office around September 2020. A digital version of The Forestry Source was launched in January.*

*Alex Flores, a junior in Cal Poly's forestry program, represented District 3 on the SAF Student Executive committee last year; Alex has agreed to continue in that role in 2020.*

*Mike De Lasaux will again chair the District 3 Fellows Committee in 2020.*

*I am seeking from the CA SAF executive committee suggestions for the 2020 Presidential Field Forester Award recipient from District 3. Any suggestions?*

*Finally, on a personal note, my wife and I will be moving to central Oregon later this year. However, I will emulate Doug Piirto by retaining my membership in CA SAF while residing outside the state, and serve out my term on the SAF*

*board. I promise to do my best to attend all CA SAF meetings and continue to represent you on the SAF board to the best of my ability.*

- 6) Chair Report – Josh Soderlund
  - a. Welcome Terry Baker-SAF CEO and Tamara Cushing-SAF President
  - b. Forestry Journalism Award discussion. FILE JOSH'S EMAIL A candidate (David Wohlers) was brought forward by an individual. State society has to nominate, not individuals. John Bradford made a motion to nominate, John Kessler second. Brief discussion. Motion passed. Josh will submit the nomination to national SAF.

- 7) Vice Chair Report – John Todd (John's notes below in italics)

*New CEO Search*

*After serving CA SAF as our Executive Officer for the past five years, Kevin Locke will be resigning from his position after this meeting.*

*Kevin was provided with a new contract for 2020 that will allow him to receive compensation for work done this calendar year.*

*A revised contract and Exhibit A has been developed for Kevin's replacement.*

*The CEO position has not yet been advertised.*

*Per Kevin, we need to have someone in place by April or May at the latest as support and coordination for FIT will be underway by then.*

*The CEO is currently paid \$37/hour, a maximum of \$18,500 per contract period (about 428 hours).*

*New EPC Search*

*Mike De Lasaux has stated that he no longer wants to serve as the CA SAF Education Program Coordinator or the CA SAF Education Chair.*

*A revised contract and Exhibit A has been developed for Mike's replacement.*

*The position has not yet been advertised.*

*Mike signed an updated 2020 contract and will continue in his current role until a new person is selected.*

*The EPC is currently paid \$35/hour, a maximum of \$15,000 per contract period (500 hours).*

*EPC/CEO combined position*

*Both the CEO and the EPC leaving at the same time as provided us with an opportunity to again hire one person to fill both roles.*

*A revised contract and Exhibit A has been developed for the combined CEO/EPC position.*

*The position has not yet been advertised.*

*Proposed hourly rate for combined CEO/EPC position is proposed to be \$37/hour, a maximum of \$37,000 per contract period (1000 hours).*

*These items have been on hold as most of my efforts since the start of the year were focused on contacting speakers and developing the Winter Program*

*New Policy Chair*

*John Kessler has expressed his interest to step down as Policy Chair. So we will also be looking for a new Policy Chair in 2020.*

*Anyone interesting at this time?*

*Can John provide a job description of his duties? Does SAF already have one?*

- 8) Executive Officer Report – Kevin Locke absent. No report.

- 9) Treasurer's Report – John Bradford

*Had a deficit in 2019 primarily because of decreasing grant income and some grants expiring. Had to use prior year carryover funds to balance. 2020 budget potentially will be in the same situation and will have to plan expenditures carefully. Will especially need to look at how we fund FIT. Discussion about a process for funding student support for attending the convention and state meetings (revenue and expenditures). Tamara Hanna had a concern from a membership standpoint.*

2020 proposed budget still needs work. Grant income significantly (-50%) decreased. Extensive discussion on how to resolve the deficit. Dave Bakke suggests filling in \$15,000 for education program direction, then use carryover to fund the deficit (approximately \$52,000 total). Motion by John Todd, Josh Soderlund second. Further discussion. Motion approved by BOD. John also said all our bank accounts will be moved from B of A to US Bank which should make our future banking better. Finally, there was a discussion about how student support donations via Eventbrite are tracked. On the meeting registration form there is an option for a member to add a donation amount to support student attendance at meetings; but on the budget under program income "code 47210 registration" the donations amount is not being tracked separately. There should be a second line under registration income that shows the amount of donations received through meeting registration. Treasurer Bradford indicated he would look back through Eventbrite to see how many dollars have been donated through this mechanism. It was discussed that the donations could be strategically used by the Membership Committee to attract/retain student membership.

Fraud committee report— Gary Brittner, Bill Snyder and John Bradford (reference 3 handouts)  
Issue was a result of last year's audit and the need to protect CA SAF from insider fraud. The report recommends business practices for e-checks including D & O bonding. Extensive discussion with participation of Terry Baker-SAF CEO and Tamara Cushing-SAF President. John Bradford motion to adopt the check limit recommendations with a limit of \$15,000 (vs. \$10,000 in handout). John Todd second. Motion passed. The fraud committee will report on the other items at the spring EC/BOD conference call.

10) Secretary's Report- Jane LaBoa

Posting of minutes process seems to be working well. Roster of 2020 officers submitted to National SAF. Roster needs to be corrected for the science and technology chair (Rob York).

11) Terry Baker, SAF CEO

Two new positions have just been filled (membership; communications and marketing). Steve Glover, membership director, is heading up convention planning. Overall in a good financial position. Investments doing well. Working with a marketing firm on messaging. Policy coalition in D.C. Forest education. In response to a question, a discussion of the CF, urban forester certification, and CA licensing programs.

Tamara Cushing, SAF President- SAF National Convention 2021, week of Nov. 1 (3-6), Sacramento, CA

Tamara explained the organization of the convention staff. The general chair(s) has not yet been appointed. **Once appointed there will be a push for local (State Society) members needed for following committees: local fundraising, local outreach, tours, foresters fund (including storage of items), volunteers. Names should be submitted soon to John Todd as program calls for the 2021 convention will begin this April.**

12) Committee Reports

a. Policy/Legislation – John Kessler

John is tracking the Trillion Trees initiative. Appears current politics will hamper getting that passed. John will be attending the CLFA state policy meeting representing SAF. A new Policy Chair needs to be recruited. Bill Snyder brought up expired policy statements and suggests dealing with them (update or discard). John said he would have a list for the spring conference call.

b. Membership – Tamara Hanna (handout)

Emphasis of the membership committee will be on recruitment and retention of early professionals/recent grads and students (high school and college). Mentioned using the various logos. Access to Leadership Central. Process for updating member contact information. Explained the renewal and new member process and the latest roster. Rachelle Hedges recent student of UC Berkeley said we don't do a good job of communicating the value of a SAF student membership. We need to rely on student advisors to communicate that information to students. We also need to offer more opportunities (e.g., job fairs) and activities for students. Can improve welcoming and including students in events. The forestry programs are declining at the 4-year colleges in CA. This may be an opportunity for SAF to support maintaining the faculty positions and programs. Rick Satomi added that few young professionals have time for all the meetings (SAF, CLFA, etc.), their career and family obligations.

c. Education – Rick Satomi (ref. M. Delasaux handout including handout on endowment)

- i. FCD - Diane Savin-Dukleth- Looking for a new coordinator. Expecting a larger group next year. Good core group of schools and educators. Reedley College will continue to provide student volunteers. Will be held the last week of September 9/28-10/2.

- ii. Grants - see handout They are seeking new grants.
- iii. FIT/FCD UC Endowment – Rick Satomi - Rick provided an overview of FIT sessions, explained the current financial situation and outlined a proposal for an endowment program to sustain the FIT program. BOD/EC had a closed discussion following the presentation. We support the proposal in concept, would like to move forward with a draft MOA, but we need to hear answers to the 16 questions before signing a final MOA and commence fundraising. We will make a prompt decision when we receive the answers to the questions and see the draft MOA. Mike D. and Tad Mason need to be available to participate.

13) Adjourn – the meeting was adjourned at 1700.