

## CA SAF Board Meeting

Quorum: Joshua Soderland - Chair, John Todd - Vice Chair, John Bradford - Treasurer, John Kessler - Past Chair,

Jane LaBoa, Secretary - Absent

Attending: Tamara Hanna, Julie Lydick (note taker), Jerry Jensen, Nick Dennis, Kevin Locke, Mike DeLasaux, Thibault Hoppe-Glosser, Tom Francis, Ryan Foote, William Moore, J. Lopez, Rick Satomi, Kathleen Edwards, Kevin Locke - CEO, Bill Snyder, Wendy Snyder,

Students: Cal Poly, Matthew Crocket, Taylor, Grace Barber, Alex Flores, Adrian Poloni. UC Berkeley, Katherine McCall

**ACTION ITEM:** June 2019 Meeting Notes - Board Approved, Kessler moves, Bradford 2nd.

Agenda items to add - Audit report,

Discussion about new Sierra/Sequoia draft EIS available, also Mammoth/June Lakes district has a thinning sale and Rx burn that is being legally challenged.

### District 3 Board Report - Nick Dennis

- Annual convention Kentucky in Oct.30-Nov. 3, 2019. Gross revenue goal established for the convention is \$730,000.
- Student Ex committee, CA representative is Alex Flores rep from Cal Poly. WA state doesn't have any accredited SAF forestry programs, however, Grace from the community college is the chair of the student ex committee.
- SAF National staff attrition: Terry Baker, CEO, is working on new staffing strategy. He wants to add 5 positions; 1) State Society Manager, 2) Executive Assistant, 3) Professional Development, 4) Marketing Director, 5) Development Manager. The expectation is that Marketing and Development positions would pay for themselves. John Barnwell, previous Policy Director has moved on, the Assistant Policy Director was promoted into his position.
- Life Insurance policy - SAF managed a life insurance policy. There are no policies left and the money has been rolled into general fund.

#### Hawaii SAF

- Hawaii SAF has become defunct. Hasn't held meetings, lost tax exempt status. Nick is working with Katie Friday from HI to resolve and provide representation.
- There is discussion that HI state society could merge with another State Society. CA just went through that and it was a long process. Discussed whether HI members could just join as members of the CA State Society. Doug Piarro does that. Seems like the mechanics of that has been resolved. HI would just have to select CA as their membership.
- Articles of incorporation are difficult to redo. Changing bylaws is a lot easier. Name changes on banking is a difficult process also. Many states are part of multi-state societies. Could add a HI tab on CA State Society web page to keep them visible and provide for communication within their state. Expect it will take awhile to resolve

**ACTION ITEM**

- Nick will follow up and confirm with National if it is possible for Hawaii members to request to join the CA State Society, without doing a name change or redoing our articles of incorporation with the State of California, which is complex.

### **Student Recruitment**

- A lot of involvement at student level. Right after graduation continue to lose a lot of the students. Working to find away to maintain young professional involvement in SAF upon graduation. There is a lot of student involvement in Student conclaves and logging sports, SAF not very involved. Opportunity to bring SAF into that. Alex Flores will discuss more.

### **Continuing Forestry Education (CFE)**

- The program is in transition, Naomi Marcus, national SAF in discussion with Dave Bakke, John Todd & John Bradford.
- There will no longer be State CFE coordinators. The positions would become paid positions to evaluate courses regardless of the State Society. The positions would be paid a stipend.
- SAF typically accredits 1700 courses/year. CA has only been doing 6.
- In the meantime Dave Bakke will continue as the CA CFE Coordinator.
- There is a concern that a lot of nonSAF members are taking advantage of the CFE program without being a SAF member. Many states are using a requirement to be an SAF Certified Forester to meet State Forestry qualifications. There is some interest in monetizing CFEs, won't affect SAF member and current CF.
- The SAF Audit Committee is reviewing the CFE program, hard to tease out cost of program. It appears the program is loosing money. The cost is about \$125/3 years. Trying to figure out where the value for the program is, States, clients, etc. Goal is to make the program more sustainable.
- 1200 current Certified Foresters.

### **FS NEPA compliance**

The Dept. of Ag. is working on streamlining the National Environmental Policy Act (NEPA) regulations with categorical exclusions (CEs). Nick Dennis is on the SAF team reviewing the proposed regulation. The proposal includes timber harvest on up-to 4200 acres, up-to 5 miles of road construction, plus other minor things such as cutting hazard trees. Team is supportive, but concerned about the size of the projects proposed. Scoping & public involvement would be exempt. SAF will formalize comments.

Discussion amongst the CA SAF group was whether the Forest Service (FS) has the capacity to implement these size of projects. FS may not have the workforce to implement projects of that size even if the NEPA proposal is approved. Also loss of mill capacity is an issue to implement.

### **Organization Status**

- It was noted that both several State Societies and National have large bank balances, but are not putting the money into programs or activities. Funds could be used to raise the profile of SAF. National SAF has saved a lot of money due to the attrition of staff. SAF needs to get out of the Grovesnor building. The property that was sold off has had condominiums built on it and it has

changed the character of the area. Real Estate values are high in Bethesda. When the Society sells the building there will be even more funds to utilize for programs.

- Several State Societies have done away with Chapters. State Societies are where the most energy and activity is. Might need to relook at organization. There was discussion that in CA there are a few active chapters that wouldn't want to be deleted.

## **Chair Report - John Todd**

Education Committee looking for new leadership, several people responded to a recent request as being interested to be on the committee; John Todd is serving as the interim chair while the committee reorganizes; Kathleen Edwards, Diane Dealey Neill, Steve Bakken (FIT interest), Rod Desoto, and Jerry Jensen. Steve Bakken not sure he wants to be on the committee. The goals for the committee will be to update the 1994 charter, update contractual coordination, update roles and responsibilities of Education Coordinator position and advertise the Education Coordinator position. Mike DeLaSaux. is retiring from his role.

## **Executive Officer Report - Kevin Locke**

Bill paying, July biggest month. Caught up thru June, July will be done by end of month. 42 people signed up for the summer meeting. One of the smaller meetings. Goal to spread out meetings throughout the entire state.

## **Treasurer Report - John Bradford**

Status - Good shape financially. Spending down Education grants.

Gary Brittner has been conducting annual audits. Follows financial procedures guide. Book keeping is done by a CPA, we do our own tax reporting, unlike most state societies.

Audit issues, any chapter that collects and spends money have financial reporting responsibilities, John B. doesn't always get that info timely. Bank accts need to be changed to CA SAF. Not a simple task. John B. working with B of A. John trying to avoid closing and opening all new accts because people have to show up in person. Option B change banks....

Certificate of Deposits, Raymond Award & investment CD (nest egg). Making less than 1% on the CDs. Looking at changing CDs moved to BBVA getting 2%. Several banks throughout the state.\$34k Raymond, \$26k investment CD. Mike D said the \$26k is FIT funds from donations. ID insider fraud, bonding for accessing checking accts, limits on check writing size, double signatures for certain size check. Need to add to next agenda to update financial procedures Discussion need to look at timeliness of paying bills. Bill pay with B of A is slow. John B has done a work around to get Kevin paid timely. A couple of people voiced concern that B of A is not user friendly and we should change.Might be time to change. We could hold our next meeting at a location of a new bank we choose to meet at with all the appropriate signers.

### **ACTION ITEM:**

- Take Gary's recommendations and figure out some updates to financial procedures, Bill Snyder, Gary Brittner, Kevin Locke, John Bradford, will evaluate, others can send their ideas to any of these members and we'll follow up at next conference call.
- John will send out current financial procedures

## **Committee Reports**

### **National Student Executive Committee - Alex Flores 3rd year, forestry @ Cal Poly 1st year on National Student Executive Comm.**

Alex explained that he represents 5 forestry schools in CA; Bakersfield, Reedley, HSU, Berkeley, and Cal Poly. The schools are spread out and it is his goal to increase networking and communication amongst the schools and to create bonds beyond college. He would like for the schools to invite each other to events at their schools. An idea is to involve SAF and students from other schools at Swanton Ranch. Conclave has been one of the activities that bring the schools together. Another place to meet might be Forestry Camp at Quincy where all the SAF schools could meet.

Alex would like to see an annual event that could be maintained and rotated amongst the schools.

Schools are working on raising funds to attend the convention. The travel ban to “excluded” states has created an issue for all the CA schools this year. CA has a law that prevents using any state funds to go to states with social laws against CA’s policies. CalPoly needs \$5000 and ESRI usually pays their registration so far they’ve been non-responsive this year.

Terry Baker met students at Cal Poly. Alex hasn’t been able to get to the other universities and would like to be able to do that.

Alex sees a need to establish a communication structure for the schools to stay in contact. A Facebook (FB) page might be good.

#### **Communication Options**

Add a tab to the current CA SAF webpage. Utilization of the CA SAF webpage would be a convenient option because there is established continuity that students could easily adopt to maintain continuity. Add student announcements to the CA SAF FB page. Julie Lydick administers the Facebook page. Share job opportunities with students either through social media, recruitment events, or by attending student chapter meetings or student events such as the Conclave.

#### **Student and SAF Involvement Ideas - Discussed by the Group**

- Bill Snyder is a liaison with student chapters.
- Get SAF members to student chapter meetings
- Encourage professors to bring students to meetings.
  - Often works better with the Winter meeting.
  - Faculty advisors link is weak, current list in CA is out of date. CA SAF needs to work on outreach to the advisors.
- It was pointed out that the Santa Rosa meeting got a lot of HSU students.
- Kentucky/Tenn SAF holds an annual outreach meeting to students which brings SAF members and students to discuss job prospects. CA SAF should hold an annual event like that.

- Get people to conclave that have jobs to offer. CA SAF should offer to coordinate & fund. Set up a session where students could talk to foresters. Ryan Foote, young professional just getting back to SAF, agrees important to go to the students. Travel cost and times for students is difficult. Set up employer opportunities local to the schools rather than expecting to hit all at once. Meeting on weekends would help students & employers.

## **Membership Committee - Tamara Hanna Chair**

### **Kathleen Edwards, Brian Barrett, John Helms - members**

See supplementation written material

#### Membership stats available on the National SAF website

- CA SAF has 529 members currently, dropped 45 members since January 2019
- Graph numbers don't add up to 529. Employer graph, might have overlapping retired/consulting. Tamara will check with National what that means.
- Membership categories Gold, Silver, Platinum have been phased out. It is **now** Full member, Transition member w/i 5 years of graduating or Student member. Golden Members, after 50 years, don't pay for membership.
- Peak membership 1700 NorCal, 165 SoCal now dwindled to 529 members, with 100 golden members.

#### Status

- SAF is in a state of decline, this is across many professional groups.
- The CA Board needs to participate with the membership committee.

#### Options

John Helms proposed collecting data through a survey. Professional help would be needed on how to conduct a survey .

Have a lot of people coming to SAF meetings, but not joining, need to connect to them to find why they're coming, but not joining.

SAF Career brochure needs to be updated

Need to establish a Student Page on the CA SAF website

CA SAF Committees and Chapters need to stay current on our webpage

Need to establish a budget for engagement with students

A mini survey was conducted. The findings were: 1) SAF is not exciting, 2) the name may not be reaching other natural resource professionals, 3) SAF is too expensive, 4) SAF doesn't provide career support, leadership or development needed for jobs.

#### Discussion

National has created a strategy, if we did another survey would the results be different?

Bay Area chp just did a survey of young professional about why they left and time impacts.

Rachel Hedges conducted.

We need to sort out whining in survey results.

National has a pot of money to put on leadership training, maybe we should use it.

Concern was expressed about changing the organization's name.

Lots of discussion about the future of chapters. May need a focus group to discuss.

Maybe need a mentor program like Rotary, where they have an obligation to invite a young person to their meeting & pay for their dinner. Emphasize the show me opportunity to young foresters trading information. How do younger people network today.

### **ACTION ITEMS**

Tamara check-in with Naomi Marcus at National to get advice. Need to find out what a survey would cost and develop a budget proposal. Need to determine whether a CA specific survey would be useful.

Get access to the survey that Rachel Hedges of the Bay Area chapter did.

The Membership Committee would like the Board to identify priorities

- Establish a budget for membership
- Create a career brochure
- Create student/SAF events
- Strengthen SAF and student communication
- Improve student & employer connections
- Leadership and career development opportunities

### **Education Committee - Mike DeLasaux**

See written report

#### Verbal Summary

- 122 participants at FIT. At last minute had to find an alternative to develop the wood samples provided to the teachers.
- Mike will no longer coordinate Plumas session, Ryan Tompkins will take over, he's Mike's replacement, former USFS silviculturalist.
- FCD is scheduled Sept. 23-27, last yr SAF contracted for coordination with Nettie. Low response on volunteers, emails may not be reaching contacts. Event dependent upon Reedely college students. School student recruitment 900- 1000, only at about 500 right now, that's not unusual at this point. Donations for FCD is down. A major donor has shifted to doing their own program instead of donating to FCD. Grant funding is still in place. Title 2, Plumas Co funding approved, but not funded till 2020. May need to utilize reserve funding this year.
- If the Education Committee decides to seek additional FIT/FCD/ professional development grants, the Coordinator position to be hired is essential. CalFire does have a new opportunity that needs to be looked at.

- Forest Stewardship Education process has been organized by Richard Harris the past few years. He is no longer interested in doing it. Need to look at extending the grant and reprioritize funds from that into other programs. A lot of other groups are conducting workshops, so SAF sponsorship probably isn't critical. Send comments to Mike if you have a thought on that.

### Transition Process

- The Education Committee being revived as discussed previously. UC Cooperative Ext staff met Aug 5, regarding FIT. It will update charter & roles. That group will have a follow up meeting in Sept. in Davis.
- Thank you to Mike for all his past work and help with the transition.

Adjourned for lunch 12 pm

## **Policy Report**

SB 632 - The Board of Forestry (BOF) has been directed to finalize the statewide vegetation treatment EIR. It has been now proposed with more realistic deadlines. The EIR will be approved this fall. Lots of discussion about previous versions that were not finalized due to lack of legislature support.

AB38 - fire safety, fire hardening homes with a low cost rebate/loan program. Home sellers in high hazard areas have to certify what's been done & disclose to the buyer. Bill passed in assembly, but the bill has now been sidetracked. There's an issue with the funding for loans.

Discussion whether California Forest Improvement Projects (CFIP) need to be more user friendly to property owners. Right now the landowners have to pay for all the work then wait 3-6 months for reimbursement. Might be an opportunity to develop a position statement to address that. Same goes with restoration post fire. The Natural Resources Conservation Service (NRCS) process also works under reimbursement, which has the same problem for small landowners. Issue seen with some forest pest issues, such as Goldspotted Oak Boarer (GSOB), where landowners can't afford to do eradication. Need a more user friendly program for landowners, like an escrow account, where the money is held until work is completed. There's also a tax issue to the landowner, when they get reimbursed that needs to be considered.

SB 462 from Stern, community colleges require chancellors to create a 2 year forestry program. Purpose is to develop a woodlands technical workforce. Reedley is the only SAF accredited 2 year college, Redwood College going through SAF accredited program. Good opportunity to expand these colleges and then SAF can work on accreditation later. Prescribed burning programs are also needed. SAF should write a support letter.

State proposed burn boss training program didn't pass last year.

Forestry profession is running into capacity issue at all levels, truck drivers, woods workers, technical workers to work under RPFs. SAF should care about the entire job stream.

CA SAF Policy statements will be presented to BOF this month by Nick Dennis.

- California Wildfire Emergency
- Social Benefits of a Robust Biomass Energy Sector in CA

- The Role of Mechanical Treatments in Reducing Risks of Catastrophic Wildfire in CA  
Nick has a power point that he's willing to present.

**ACTION ITEM:** John Bradford made a motion to support SB462, 2nd by Kessler, Motion passes. Kessler will draft the letter. Nick will discuss the capacity issue when he sees Keith Guiles this month. Forestry Source addressed this issue.

### **Communication - Thibault Hoppe-Glosser**

The updated website is getting more traffic; events, contract grant opportunities, job opportunities. The communications plan need to get done. Need a strategic vision.

Discussed creating a tab for the forestry colleges - there are school tabs under the local chapters already. Need to engage colleges about how they want to use the CA SAF website.

There are good links on the Berkeley site to the Berkley webpage & FB page. Discussion that we need to make the college information more visible. Forestry club & logging teams are a pathway to get students engaged into SAF.

Do we want a webpage that people will go to every week rather than just look for events & jobs. College goals would be to get more traffic to their websites that would help keep the colleges in contact with each other. The colleges need a consistent way to network.

Forestry Challenge - should they be on the website. The challenge relies on SAF for volunteers. Need a connection between Forestry Challenge and pathway to SAF. Need a written agreement about our relationship with Forestry Challenge what SAF gets out of it. Also use the students to provide brochure about forestry jobs and path for follow up. Tamara willing to talk to Diane tonight about this concept. If she's willing, then we can decide who and how to craft an agreement.

Comment made that the CA SAF chapter maps is outdated. Concern that the map is based on zip codes. If changes are going to be proposed in the future will need a better map. Need county lines.

#### **ACTION ITEMS:**

- Alex will send current info to Thibault for Cal Poly updates.
- Committees need to send Thibault stuff to post.
- Thibault will get on student email contact lists and use that as a source of information that can be posted on the SAF website.
- Update faculty advisor and student chapter chair names. Bill Snyder will outreach to advisors to get current contacts.
- Tamara to discuss with Diane Dealey Neill whether the Forestry Challenge would enter into a written agreement with CA SAF to define the relationship and to incorporate Forestry Challenge opportunities onto the CA SAF website.
- Make sure we have links from CA SAF website to other important websites such as Cal Fire, National SAF, CA SAF Facebook page, and Forestry Challenge.
- Keep SAF contacts updated



- Develop a communication plan. Need to realize the website and other communication isn't just to serve SAF, we need to communicate information so that people become better informed voters, recognize SAF as a source to get sound forestry information, information about forestry careers, and information on benefits of joining SAF.
- Analyze where the webpage is getting its followers
- Additional items to post on webpage re transparency
  - Need to put up meeting minutes on Web page.
  - Get Nick's Board representative notes on webpage
  - Annual budget & Final Financial statement
  - CA Leadership roster, members gets access to Leadership Central on the national saf website
  - Powerpt. BOF presentation re: Policy statements

### **Awards Committee- Julie Lydick**

See website, <http://californiasaf.org/awards/>

Nominations due Oct. 31 to Julie Lydick, who will coordinate with the Board on selections. Reminder that the award categories were changed last year.

### **Chapter Reports**

#### 49er Chapter

Tom Francis current chapter chair - sends out SAF information to people in local community interested in forestry, coordinates with the local schools, participates with the Forestry Challenge. No meetings this year because of poor response to a planned program, only 3 people willing to participate. Tom made the comment that some of the local foresters that got jobs at the SAF convention have not shown interest in participating in chapter meetings. 4 active people in the chapter.

#### High Sierra Chapter

Dinner meetings are held last Thur. of the month. At least 10 people/month. Invite Reedley college students. Students don't have separate meetings they are incorporated into regular chapter meetings. Missing young professionals. Always have a speakers. Meet at different restaurants in Fresno & Clovis

Lots of discussion about the future of chapters. May need a focus group to discuss.

Maybe need a mentor program like Rotary, where they have an obligation to invite a young person to their meeting & pay for their dinner. Emphasize the show me opportunity to young foresters trading information. How do younger people network today.

## Winter Meeting 2020 - Brainstorm

- Humboldt or in summer, follow up on last winter's meeting about momentum about future of fire/fuels meetings.
- Folsom again, very financially successful, 120 people. What's been accomplished in past 18 months, a lot of promises made at State level in the past year, review accomplishments.
- Summer mtgs, hotels in SoCal are very expensive. More cost effective to hold SoCal meetings in Winter. Don't want to alternate SoCal/NoCal every year because the membership just isn't there. Mammoth is considered a SoCal location.
- Finding rooms under \$200 is a goal.
- Send other ideas to John Todd.
- Winter mtg, expect it to be mid-late Feb. Important to get Save the Date out. Kevin will follow up with Folsom hotel.
- Also idea of co-hosting with a school.
- Fall Conference call in Oct. make a decision on Winter meeting.

## New Business

CA SAF Governance issue - all decision making is made by Board, Chair, Vice Chair, Sec., Treasurer, Past Chair. Can go up-to 10. This is required by state law. Kevin's position changed to CEO. Could have an election to add more Board members.

Discussion should we enlarge the board? A small board is more nimble. Discussed whether Education & Communication should be on the board. Bill offered to discuss with the attorney who helped with governance can nonlegal, non financial decisions be delegated to others, like Policy. Policy chair recommended for a Board position also.

Motion to place Education Chair & Policy Chair to the BOD discussed.

Member at large on BOD, discussed to represent SoCal & NorCal. Discussion not to do both, mbr at large, vs Education & Policy Chairs. Discussion at a minimum add Education Committee Chair due to size of program.

**ACTION ITEM:** Motion: John Bradford, I move that the slate of candidates for the BOD be expanded to include the Education Chair and Policy Chair, 2nd John Todd. Motion passes. Quorum would become 4.

Motion passes unanimously.

Put the candidates for the two additional Board members on the next ballot.

Meeting adjourned 4:08 pm