
CALL TO ORDER & ATTENDANCE

Chair Pete Woll called the October 23, 2023, Business Meeting to order at 7:00 P.M. in the conference room.

Board members present: Pete Woll, Chair; John Ellis, Vice-Chair; Donna Pridmore, Secretary/Treasurer; Roger Marsonette, Supervisor; Mike Kopitzke, Supervisor; being a quorum of the Board.

Board members absent: Scott Rumsey, Supervisor; Bill Yankee, Supervisor. Absences are excused.

Also, in attendance were Samantha Tappenbeck, Jessie Walthers, and Ginger Kauffman, FCD Staff; Mikel Siemens; Steven Levesque; Helen Lundgren; Mary T. McClelland; Kenny Breidinger, FWP; Pete Wade; Onno Wieringa; Trent Baker; Sharon DEMeester; Catey Bauer, DNRC.

CONSENT AGENDA

Consent Agenda Item 1: Signature Authority

- Authorization for Samantha Tappenbeck to sign on behalf of Supervisors attending the meeting virtually.

Consent Agenda Item 2: Meeting Minutes

- September 25, 2023, Business Meeting Minutes

Consent Agenda Item 3: Financial

Check Detail dated 10/11/2023

1. CHS \$225.00
2. Fisher's Technology \$1,092.68
3. MT Conservation Seedling Nursery \$729.60
4. Mountain States Leasing – Kalispell \$1,884.86
5. Mountain Trader \$74.40
6. NACD \$775.00
7. Susan D. Hulslander \$1,149.00

Consent Agenda Item 4: Correspondence

- MACD District Dispatch
- Community Presentation at FLBS, Oct. 26

Donna Pridmore motioned “to accept the consent agenda as presented.” John Ellis seconded. Motion carried unanimously.

PUBLIC COMMENT

No one was present to discuss items not listed on the agenda.

310's

Levesque, FL-2023-029, Flathead River, bank stabilization: Roger Marsonette explained that the application was tabled at the 10/13/2023 meeting to allow time for review of additional information submitted by Mikel Siemens. Roger expressed concerns regarding proposed slope, rock size/gradation/classes, voids in the proposed rock, height of the rip rap, and deviations from the Adopted Rules.

Mikel Siemens stated that the contractor, Ron Schlegel, had input to the rock size, and channel velocity was taken into account. The slope is based upon a nationwide permit from the Army Corps of Engineers (ACOE) and was designed to meet all regulatory permit requirements. Mikel added that vegetation will have to be removed to place the rock. Roger noted that only two sizes of rock are listed in the application, and some kind of gradation/classes of rock to fill in the voids/spaces needs to be provided.

Kenny Breidinger agreed with Roger's concerns and stated we have permitted projects which have been permitted through ACOE that have not had to have such a steep slope. Kenny asked if they were required by ACOE to keep the amount of material per lineal foot below a certain limit. Mikel stated that the ACOE allows them to place one cubic yard per linear foot below the ordinary high-water mark. If the upper portion was sloped back further, it would take up more of his yard. Kenny stated the project extends far above mean high-water; projects we permit are typically limited to extend one foot above mean high-water. He added that we encourage using woody vegetation above that. Mikel stated that the revised drawings include woody debris, and they know that removal of the vegetation will impact the roots on the upper section. As a balance, they plan to use bioengineering techniques; using larger posts and going down 9-10 feet into the low water mark to allow vegetation to live. A big excavator will be set back, so as not to collapse the bank, using a long arm to remove a large portion of vegetation and to reach over the bank. Mikel noted that the area is mostly sand and NRCS suggested black cottonwood as an appropriate species to re-vegetate with. Photos of the property were provided. Mr. Levesque described the site area and how the water is affecting his property.

Kenny stated his other concern is the proposed barbs. Typically, when these types of projects or revetments are submitted we don't permit barbs. We want to stop the erosion, but barbs are intended to change the flow of the river and push the thalweg/flow out farther into the river. This will cause channel change, and not just stop erosion. Mikel stated information was submitted about barb construction identifying that it is best used in waterbodies that have a 12:1 ratio and described that the energy would be pushed to the central part of the channel into an area that is completely underneath the floodplain and not in a residential area. Mr. Levesque noted that currently the water is being pushed towards his house and towards the homes below him. Mikel added that gravel will be placed under the rip rap and not filter fabric. Roger stated the gravel will help, but he wants to see a gradation of the rock size that would fill in voids when the bigger rock is placed in.

Roger Marsonette motioned “to table application FL-2023-029 until the next 310 meeting in November.” Donna Pridmore seconded. Motion carried unanimously.

Roger noted the information Mikel submitted from the Tennessee water pollution control is very good, but she needs to submit more information on the channel velocity, rock gradation, and channel slope, depth, and width.

Ambler Work Authorization Request – Conditions Report: Roger Marsonette explained the Board had approved the request from Ambler’s to install six windows and a roof so it would be dried-in for the winter. The Board had requested a conditions report on the existing structure. On 10/17/2023 Trent Baker submitted an email and two photos of the outside structure. The Board agreed that additional information is needed to protect the Board, and Roger requested photos of the interior of the house. He noted that the intent is to ensure that no further work has been done other than the windows and the roof when the contractors are on site.

Trent Baker stated he would provide additional photos and added that the windows and roof are all that will be done; all that is inside is studs and roughed-in electrical. The walls are not up inside, and it is just sub-floor inside. The exterior is just sheeting, and the report is accurate. The contractor was planning to be onsite this week. Trent stated he can have them take additional photos. Donna Pridmore also asked for the dates that the electrical and plumbing were installed, and for photos of where the roof material has been stored. Trent stated he could also request that information and noted that the roofing material had been stored at the contractor’s yard and the windows are on site leaning against the studs inside. Roger concurred that this additional information would be considered adequate.

NEW BUSINESS

Conservation Grant Completion: Request for Final Reimbursement: Jessie Walthers explained this is a final project completion for conservation grant # FCD-CG-2022-03. The landowner is Pete Wade. An extension was given until 12/1/23 to complete the grant. The project consisted of electric perimeter fencing, to subdivide with poly-wire fencing into cells for rotational grazing for cattle, riparian seedlings were also planted. Total request for reimbursement: \$2,851.86 (\$2,592.60 from Conservation Grants, 10% contingency \$259.26 out of Conservation Practices, Other). Jessie recommended funding reimbursement. Mike Kopitzke motioned “to approve the final reimbursement for FCD-CD-2022-03 in the amount of \$2,851.86.” Donna Pridmore seconded. Motion carried unanimously.

MACD Resolutions: Samantha Tappenbeck explained there are five resolutions this year, and copies were provided in the meeting packet. The Board needs to review and decide on the vote for each resolution and needs to designate someone to vote at MACD Convention. The Board will review the resolutions and vote at the November 10, 2023, meeting.

AIS Partner Position: Samantha Tappenbeck stated she met with Tom Woolf, FWP AIS Bureau Chief who proposed to develop a partner position with FCD for a roving inspector and AIS education specialist for the north end Flathead Lake. Samantha will invite Tom to a meeting to further discuss the proposal with the Board.

Planning Board Appointment: Samantha Tappenbeck explained that a letter was received from the Planning Department indicating that FCD needs to fill the conservation district position on Flathead County Planning Board by November 17th. This will be further discussed at the November 310-meeting.

Records Destruction Request: Ginger Kauffman explained that on 10/19/23 a Records Destruction Request was submitted to MT Local Government Records to shred 2002 310-files. All files have been scanned. The State approved the request, and approval from the Board is needed. John Ellis motioned "to approve the records destruction of the 2002 310-files." Mike Kopitzke seconded. Motion carried unanimously.

REPORTS

Flathead CD Staff: Attached

Natural Resources Conservation Service (NRCS): Attached

DNRC Conservation Districts Bureau: Catey Bauer, as the new Program Specialist for Western Montana reviewed the attached report with the Board.

Flathead County Planning Board (FCPB): Mike Kopitzke reported the agenda included North Shore Woods Phase 1 subdivision, a zone change, and the West Valley Land Use Advisory Committee amendment to the Growth Policy.

Western Montana Conservation Commission: No report.

Haskill Basin Watershed Council (HBWC): The next meeting will be November 8, 2023.

Flathead River Commission (FRC): No report.

MATTERS OF THE BOARD/STAFF

MACD Convention: Samantha Tappenbeck explained that the convention will be held November 14-16, in Billings, and asked who would be attending as she needs to register and book lodging. Supervisor Roger Marsonette will attend, and possibly Jessie Walthers.

Discussion held regarding moving the time of the 310-Permit Meeting on November 13th to 10:00 A.M.

MACD Proposed Dues Structure: Samantha Tappenbeck explained that the MACD proposed changes would equalize dues for every CD at \$4000. All CDs would be eligible to apply to DNRC for up to \$3500 annually to cover dues. This will be voted on at the MACD convention.

Supervisor Memorial: Samantha Tappenbeck explained a mountain ash tree and memorial plaque was purchased in memory of Supervisor Gordon Ash. Discussion regarding a small gathering to plant the tree in the Demonstration Garden. November 1st at noon was decided upon.

IT Support: Samantha Tappenbeck explained that J-Bur Solutions was referred to the district when Byte Savvy closed. She reached out to JBS for a proposal and quote for IT support; cost would be \$21.01/month, \$252/year for basic managed services contract. Samantha put together an estimate of potential IT support needs which totaled \$4000 for basic services and computer programs that we pay for annually. We budgeted \$10,000 for computer assistance/programs in FY23/24. She asked if the Board needs to review and approve. Pete Woll stated that this would fall within the duties of Samantha and noted that she could just bring any issues to the Board.

The next 310-permit meeting is scheduled for Monday, November 13, 2023, 10:00 A.M. in person and via ZOOM.

Adjournment: Donna Pridmore motioned “to adjourn.” John Ellis seconded. Motion carried unanimously. As there was no further business, the meeting was adjourned at 8:57 P.M.

Submitted By:
Ginger Kauffman
Administrator

Reviewed By:
Samantha Tappenbeck
Resource Conservationist

Minutes approved by FCD Board motion made on:

11/27/2023 Pete Woll Chair
(Date) (Signature) (Title – Chair etc.)

Staff Report: October 2023

Samantha Tappenbeck, Resource Conservationist
Jessie Walthers, Conservation Program Manager
Ginger Kauffman, Administrator

Office and Administration

310

- 2023 total 310's to date = 108
- Processing of 310's
- Scanning of older 310-files continues
- McDonald Creek/Ambler violation and declaratory ruling:
 - Consulted with DNRC legal counsel and 310 coordinator regarding public requests for information
 - Provided decision notice on work authorization request, subsequent discussion with supervisors, legal counsel

Bookkeeping

- Processed daily bookkeeping items: payroll, payroll reports and payments, invoices, credit card receipts, deposits, grant billing/vendor invoices, program payments, and reconciliation of statements.
- Updates to district files made as needed.
- Coordinated meeting with CPA accountant regarding bookkeeping processes and reporting after October 31st.
- Provided payroll related documents to new Supervisors.
- Compiled documents for Annual Financial Report
- Submitted 2023/2024 final budget documents to Flathead County Finance Office
- Received staff medical insurance renewal information for 2024

Office Support

- Staff meetings held weekly per staff availability
- Ordered apparel and nametags for supervisors
- Met with representative from JBUR Computing Solutions re: IT Support

Big Sky Watershed Corps

- Camryn assisted FCD this month by:
 - Assisted with pollinator Presentation to Head Start in Columbia Falls, Oct. 10
 - Attended AIS education training in Missoula, Oct.17
 - Attended MT Lakes Conference Oct. 19&20
 - Continued coordination for Septic Cost Share Program
 - Demonstration Garden workdays 10/6, 10/13

Projects

Cow Creek Restoration Project

- Partner Meeting with Whitefish Lake Institute and City of Whitefish on 9/27/23

- Reviewed grant program criteria for pending application(s)
- Adjusted seedling order per available inventory

Trumbull Creek Restoration & Aquifer Protection Project

- Submitted quarterly progress reports for WMG-22-0086A and RRG-20-1750; Requested budget and term amendments
- Contacted DNRC about funding availability for additional construction funds

Study of Boat Wake-Driven Erosion on the Flathead River

- Draft final report received from Tetra Tech on 3/9/23; Review and revisions sent back to Tetra Tech on 6/26/23
- Contacted Tetra Tech several times to check-in on status of revisions and final report and request invoices for grant reporting with no response; Worked with consultant to update and correct database
- Submitted quarterly progress reports for WMG-22-0089A and 23G-22-3725
- Provided presentation of preliminary results at Montana Lakes Conference
- Approximately \$10,246 remain in project budget

Programs

College Scholarships

- Reviewed local high school contacts for scholarship outreach this school year.

Conservation Grant Program

- Conducted one site visit for extended grant completion.
- Contacted grant recipients for alternative seedling sources for grant projects (if inventory was unavailable from state conservation nursery).
- Checked in for Fall updates to grant activities.
- Met with landowners for possible grant applications for fencing, pasture management and restoration projects.

Education Grant Program

- No activity this month.

Pollinator Initiative

- Conducted outreach for fall pollinator seed distribution.
- Provided 28 landowners with pollinator seed and information on site prep, fall seeding, and maintenance of plots.
- Distributed approximately 17,400 square feet of pollinator seed to Flathead County Landowners.
- Wrote new blog post on fall garden tips for over-wintering pollinator habitat.

Rain Garden Initiative

- Coordinated with Rain Garden partners for planning and additional partner involvement with Dirt Rich Compost.
- Assisted Katie Lynch-Dombroski, BSWCM, with creating a Rain Garden presentation for MT Lake Conference.

- Provided information and resource materials to landowners interested in creating rain gardens.

Seedlings & Native Seed Program

- Processed five seedling orders for landowners.
- Conducted consults and ordering support for landowners utilizing the program this year (who are ordering directly through the nursery).
- Assisted conservation grant recipients with finding alternative seedling sources.
- Processed native grass seed cost share orders for three landowners.
- Conducted outreach and information on seedling and native grass program.

Watershed Support Program

- Program funding is currently allocated to support of the Trumbull Creek Restoration & Aquifer Protection Project and the Flathead River Boat Wake Erosion Study

Youth Camp Sponsorships

- No Youth Camp Sponsorships request were received this month

MT Biological Weed Control Coordination Project

- Provided information to landowners about biocontrol options for weed management.

Education & Outreach

Education Events

- Rolling Rivers Trailer:
 - Subleased to the Eastern Sanders and Green Mountain CDs for outreach Sep 22-Oct 6
 - Began scheduling presentations for spring 2024
- Pollinator Presentation to 36 Head Start children in Columbia Falls by Jessie and Camryn

Demonstration Garden

- Mowing after recent rains, other maintenance in preparation for fall
- Weeding in rain gardens
- Crew working on paving adjacent parking lot used equipment to spread overgrown mulch pile; Seeded with native grasses

Website

- Posted approved meeting minutes and October 2023 meeting agendas
- Website visited by 1.5K users; Impressions = 85K; Total Clicks = 910

Social Media

- Facebook: Page followers = 1,023; Post Reach = 246
- Instagram: Page followers = 885; Accts Reach = 153

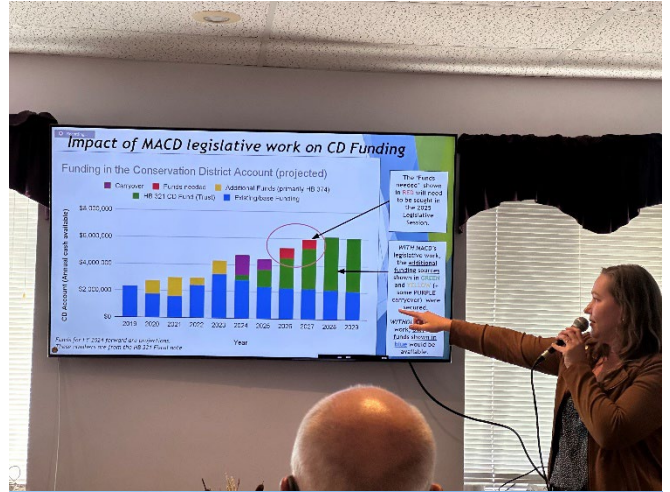
The Local Dirt eNewsletter

- Distributed on 10/2/23 to 809 recipients

Partnerships, Meetings, Trainings:

- Area V Meeting 9/26/23
- Cow Creek Project Partner Meeting 9/27/23
- Nutrient Work Group 10/16/23
- AIS Education Training 10/17/23
- Montana Lakes Conference 10/19/23-10/20/23

Photos



NRCS DC Report – 10/23/2023

Sean Johnson

➤ Programs

- EQIP and Joint Chiefs
 - In our final week of the program sign up which ends of October 27th. Setting up to be another extremely busy program year.
- CSP
 - In our final week of the program sign up which ends of October 27th.

➤ Review Items

- Attended FireSafe Flathead meeting on 10/18
- Karli Becher started today as the new District Conservationist in Kalispell

➤ Upcoming Items

- MACD Convention
 - I will be attending the MACD convention in Billings
- R2L Meeting – November 8th
- Pending lapse in government funding again after November 17th

➤ Miscellaneous

- Local Working Group
 - Do we feel we need to hold a full LWG meeting again this year or if we just send out the decisions from the previous meeting for review and comment, do we feel that's sufficient?
- Snow Report
 - Next Snow Survey report will come out January 1st, 2024
- Drought – “Extreme” drought in NW MT has lessened but still not in good shape in the Flathead.
 - None – 57%, D0 – 7%, D1 – 13%, D2 – 20%, D3 – 3%, D4 – 0%, October
 - None – 53%, D0 – 8%, D1 – 14%, D2 – 15%, D3 – 10%, D4 – 0% - September
 - None – 46%, D0 – 16%, D1 – 24%, D2 – 13%, D3 – 0%, D4 – 0% - August
 - None – 60%, D0 – 26%, D1 – 11%, D2 – 4%, D3 – 0%, D4 – 0% - July
 - None – 70%, D0 – 13%, D1 – 13%, D2 – 4%, D3 – 0%, D4 – 0% - June
 - None – 35%, D0 - 43%, D1 - 22% , D2 - 4%, D3 – 0%, D4 – 0%, - May
 - None – 33% , D0 – 27% , D1 – 35% , D2 – 5% , D3 – 0% , D4 – 0% - April

Map released: Thurs. September 21, 2023

Data valid: September 19, 2023 at 8 a.m. EDT

Intensity

- None
- D0 (Abnormally Dry)
- D1 (Moderate Drought)
- D2 (Severe Drought)
- D3 (Extreme Drought)
- D4 (Exceptional Drought)
- No Data

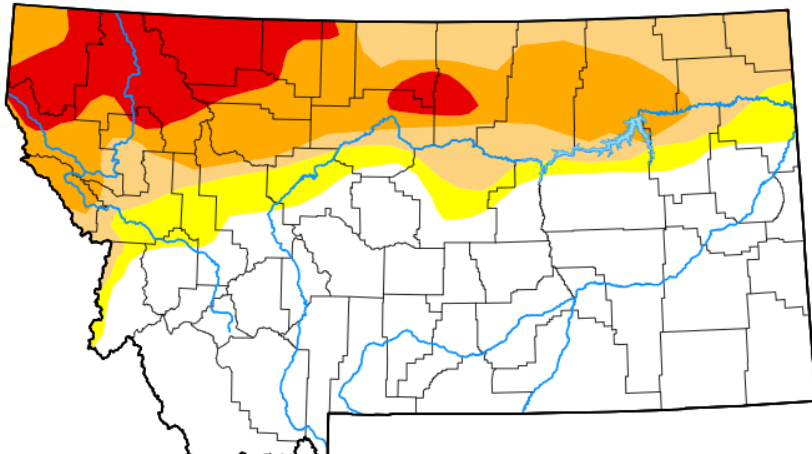
Authors

United States and Puerto Rico Author(s):

[Richard Heim](#), NOAA/NCEI

Pacific Islands and Virgin Islands Author(s):

[Richard Tinker](#), NOAA/NWS/NCEP/CPC



Map released: Thurs. October 12, 2023

Data valid: October 10, 2023 at 8 a.m. EDT

Intensity

- None
- D0 (Abnormally Dry)
- D1 (Moderate Drought)
- D2 (Severe Drought)
- D3 (Extreme Drought)
- D4 (Exceptional Drought)
- No Data

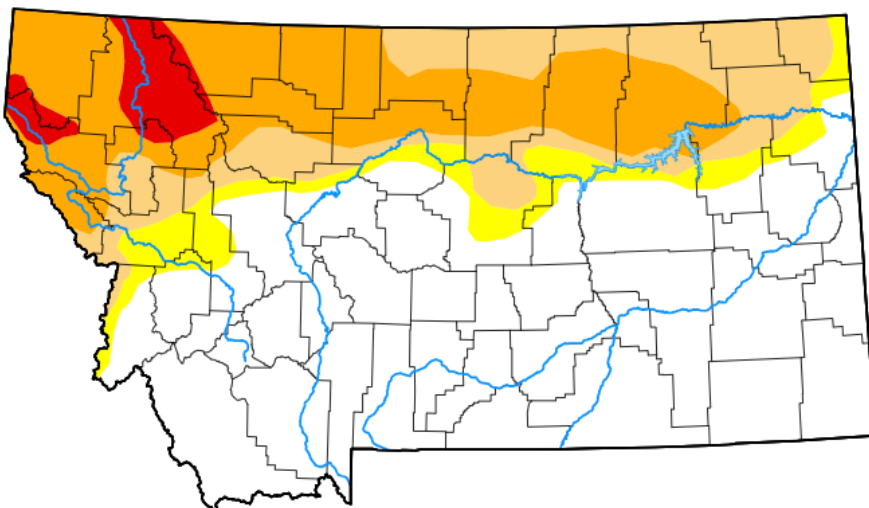
Authors

United States and Puerto Rico Author(s):

[Brad Pugh](#), NOAA/CPC

Pacific Islands and Virgin Islands Author(s):

[Anthony Artusa](#), NOAA/NWS/NCEP/CPC



Samantha Tappenbeck

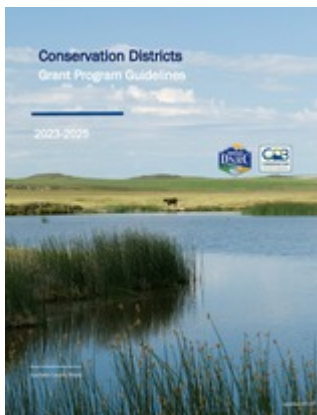
From: 'Weimer, Abby' via MACD Administrators <administrators@macdnet.org>
Sent: Monday, September 25, 2023 12:05 PM
To: MACD Administrators; Alternative Admin Emails
Subject: CDB Conservation Matters



Conservation Districts Bureau

Conservation Matters Newsletter

October 2023



What is a Planning Grant?

CDB Planning Grants are specifically available to fund any formal planning process that results in a written plan or report such as strategic plans, preliminary engineering designs, watershed restoration plans, feasibility studies, or new program guidelines. This means that this new category of grants can be used for many different purposes for **up to \$20,000**.

Why is this grant important? Next year, CDB will require a strategic plan or annual work plan with every submitted grant application. Now is the time to assess whether or not your CD has a suitable planning document and whether there is a need to do a formal planning process. CDB is compiling a list of consultants that can be used for this process and will release them soon.

If your CD requires planning financial assistance, please reach out to your CDB Specialist for more information. The fall deadline for a planning grant is **October**

15th (along with Project and Pollinator), with implementation starting this upcoming spring.

In addition to the above purposes, the Planning Grant can also be used in lieu of a former District Development Grant for this cycle only. Purposes under the former grant should be transitioned and included in the CDA (Administrative) Grant moving forward. Stay tuned for CDA updates later this year.

[Click here to view the Grant Program Guidelines](#)

Be Prepared: Federal Fiscal Year End - September 30

The Federal Government fiscal year is October 1 - September 30. Congress will need to push through the spending bills that fund federal government operations to avert an **October 1** government shutdown.

In the event of a shutdown, CDs co-located in an NRCS office will not have access to their office or building during that time. Stay updated and have conversations with your NRCS District Conservationist. Plan ahead. If needed, it may even be appropriate to pack supplies, computers, and/or files ahead of time so staff can work from home in the event of a government shutdown.

You can access the National Conservation District Employee Association suggestions for a government shutdown [here](#).



CDB Office Hours

We will host CDB Office Hours on the first and third Thursday of October at 2 pm. Please join us as we address any questions that you may have.

This month, on October 19th, we will have a special guest, Gary Adams - State Plant Health Director for Montana, who will discuss grasshoppers and management tools.

CD Staff and Supervisors are encouraged to attend.



PullYourShare.com

Pull Your Share

Pull Your Share connects teachers and their students with natural resource agencies to address noxious weed sites around the state. Teachers and their classes adopt sites, such as campgrounds, trailheads, and boat launches, that are infested with noxious weeds. Schools return to their adopted sites each spring for weed pulls.

Recreators are also encouraged to participate in *Pull Your Share* at sites where students have installed signs. Look for signs and pull the weeds shown for 5-15 minutes. Wear gloves, pull close to the ground, and remove as much of the root as possible. Pull weeds in early spring before seed heads have formed. If seed heads have formed, it is best to place them in a garbage bag and dispose of them in a bin. Avoid pulling plants when they are dry as seeds will disperse.

Natural resource agencies and land managers can host *Pull Your Share* educational weed pull events. Hosts help prepare field trips and gather the supplies needed for a weed pull event such as gloves, pry tools,

buckets, and garbage bags. At weed pull events, students learn to identify and remove weeds. Teachers and students can return to the weed site each spring for long-term weed reduction, if desired.

For more information contact Dan Wilkins at (406) 750-4116 or email him at DanWilkinsPSY@gmail.com. You can also visit their website at PullYourShare.com.

310 Law FAQs

Each month I will be including answers to your frequently asked questions regarding the 310 law. If you have anything you'd like answered, please submit your questions directly to me at hailey.graf@mt.gov.

Q: Can a CD accept anonymous complaints?

A: While the CD is not required to collect personal information from a complainant, it is strongly encouraged because of the public's right to information, it helps to prevent neighborhood disputes, and if a violation goes to court that information will be needed anyway.

Q: Do complainants always have to use Form 274?

A: A district's Adopted Rules state that Form 274 will be used for complaints; however, a district is obligated to follow up on a complaint, even if Form 274 is not

used, except in cases where the complainant does not provide enough information for you to move forward with.



The Conservation Seedling Nursery Sale Has Begun!

It's time to order for Spring 2024 plantings

Since 1927 The Montana Conservation Seedling Nursery has been growing genetically rich seedlings from wild collected and source identified seed for

conservation projects across Montana.

The 80-acre facility, located in Missoula, produces almost one million tree and shrub species annually for post-fire restoration, shelterbelts/ windbreaks, wildlife habitat, erosion control and other conservation projects. The Seedling Nursery has been a sole proprietor for 15 years operating on seedling revenue and grant opportunities.

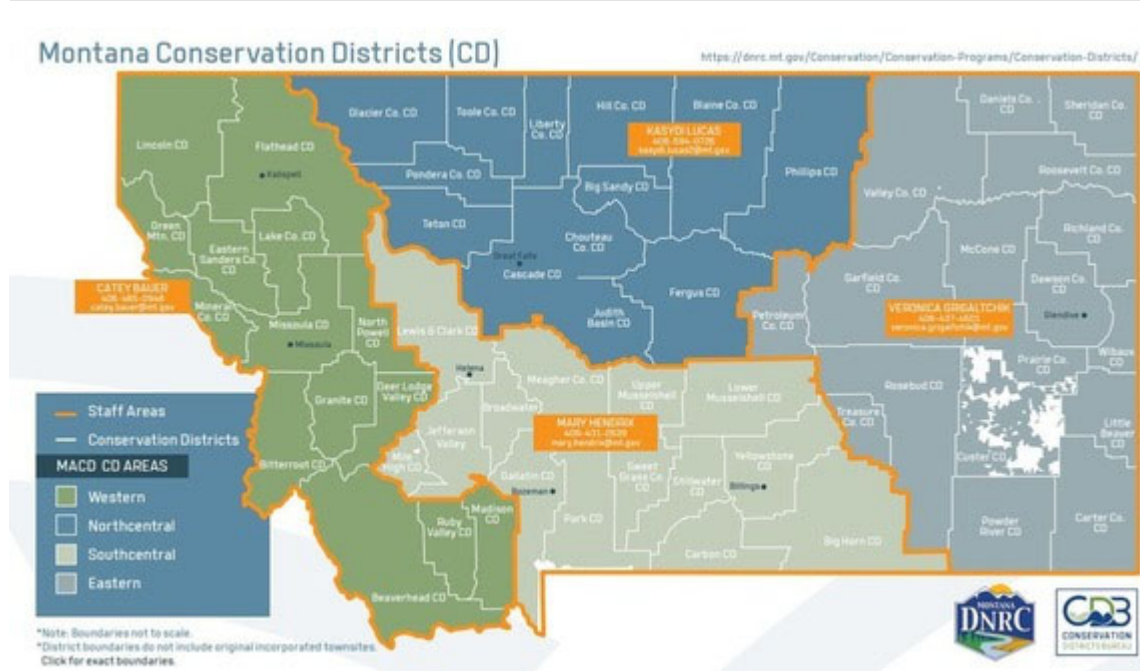
To find out information such as seedling size, inventory, planting resources, order form packets, or seedling catalog visit their [website](#). If you have questions you can email mtnursery@mt.gov or call 406-542-4244.

Upcoming Events & Deadlines:

- | | |
|---------------------|--|
| September 26 | MACD Area 5 Meeting, <i>Phillipsburg</i> |
| September 27 | MACD Area 3 Meeting, <i>Choteau</i> |
| September 28 | MACD Area 6 Meeting, <i>Whitehall</i> |
| October 3 | MACD Area 4 Meeting, <i>Roundup</i> |
| October 4 | MACD Area 1 Meeting, <i>Winnett</i> |
| October 5 | MACD Area 2 Meeting, <i>Sidney</i> |
| October 9 | Columbus Day Holiday - State Holiday |
| October 15 | Project, Planning, and Pollinator grant cycles close |
| October 15 | Quarterly progress reports due for many CDB grants |

November 1-3

Northern Plains Soil Conservation District Employee Leadership Conference, Deadwood, South Dakota



The 2023 CD Directory is Coming!

The directory has been sent to the printers and should be available at the MACD Convention in Billings November 14-16.

CONSERVATION DISTRICT DIRECTORY

2023

DEPARTMENT OF NATURAL RESOURCES AND CONSERVATION
AFFILIATED AGENCIES AND ASSOCIATIONS



PHOTO COURTESY OF CARTER COUNTY CONSERVATION DISTRICT

Conserving Montana's Future





The *Conservation Matters* newsletter provides you with all the latest news, updates, and CDB happenings. Please let us know if you have any suggestions, contributions, questions, or comments. Please share with your Supervisors and fellow employees or consider printing for your meeting packet.



Stay Connected with Montana Department of Natural Resources & Conservation
1539 Eleventh Avenue
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This group is a service of and maintained by Soil and Water Conservation Districts of Montana and the Montana Association of Conservation Districts.

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Montana Conservation District Employee Organization

We're starting something new with the Employee Organization, a quarterly report for CD administrators to share with their boards!

See our website <https://employees.macdnet.org> for current officers and area directors for the EO. Area directors work with employees new to their areas, usually making at least one in-person office visit, sometimes with the DNRC's CDB staffers. These visits are to help orient new employees and inform them of the network of employees and resources that are available to them.

At the 2023 Spring meeting, the group voted to pursue nonprofit status, which should open up new sources of funding to assist with training events, if we're approved. Grants from DNRC are great but aren't directly accessible to the EO, they have to go through a willing CD.

August 27-29, the EO hosted Statewide Employee Training in Fort Peck. It was a really great agenda, and we had a fantastic turnout, about 38 CD Employees, with an additional 8 attending online at any given time. We are already planning Annual Training for 2024, with a plan to have breakout sessions for new employees as well as for the seasoned employees amongst us.

In the 3rd quarter of 2023, the EO took a break on the monthly Roundtables that we started during Covid. We resumed in September, with the topic of CD succession and planning. Roundtables are held via Zoom conferencing on the 3rd Wednesday every month at 10 am. We get a good turnout for these, typically 20 to 35 CD employees, and try to rotate facilitation depending on topics. The 4th quarter Roundtables are currently planned to be:

- October 18-Personnel-Hiring, incentives for keeping staff, personnel documents
- November-Not a Roundtable, since it's during Convention
- December 20-CD Basics-History, Acronyms, NRCS/CD Relationship, other agencies, etc.

We are looking forward to the MACD Convention and the EO event on Wednesday night. Along with dinner and entertainment, we are putting together a slideshow of photos submitted by districts across the state. We will also have our annual membership meeting on Tuesday before the main convention starts.

Coming soon, there will be an EO corner in the MACD District Dispatch to discuss the activities of the Organization.

If anyone has questions or concerns about the EO activities, please feel free to reach out to me at 406-389-3884, or by email at chris@lewisandclarkcd.org.