



## Minutes of Strategic Planning Session Thursday, January 21, 2022

**Participants:** Samantha Fleischner, Scott Deatherage, Steve Diddy, Kate Kurtz, Nehemias Chalma, Mary Harrington, Ashley Mihle, Kaitlyn Welzen, Dan Corum, Elizabeth Szorad, Janet Thoman, Jay Blazey, Kris Adair, Nate Fleming, Reingard Rieger, Troy Lautenbach, Jan Allen and CEO Melissa Schwab. **Absent** was Jeff West and Michelle Riggs.

**Meeting called to order at 10:08 am**

- **Welcome and intros of all board members; returning and new.**
- **WORC Mission Statement**
- **WORC Anti-Trust Statement**

**Executive Elections: Introduced nominees; board voted, and results are as follows:**

- President: Dan Corum
- Vice President: Kaitlyn Welzen
- Treasurer: Kate Kurtz
- Secretary: Ashley Mihle

**State of WORC/What 2021 looks like:** Members engagement and growth, Newsletter, successful CFOT, meet WORC priorities and goals and have active board members participating.

**Financials:** Scott Deatherage (2020 Treasurer) reported on the financial state of WORC; currently have a couple years of operating expenses. In 2019 we had \$83k and in 2020 \$63k. Net income with no CFOT for 2020 was \$21k. It takes \$40k a year to operate WORC. 2021 budget income \$40k CFOT, \$18,375 membership and \$22k webinars (12 year). Expenses \$31k AMI, \$37k Admin for all operating with net income of \$29,755.

**Skills & Talent Survey Results:** Kaitlyn Welzen reported results; Why join WORC board/why stay on the board; enjoy knowledge, regional work, connecting with professionals and advocacy for the industry. Kate Kurtz reported that the goal for 2021 is keeping joy/fun. Keep virtual meetings engaging with shorter board meetings. This should be a positive experience and fun.

**DTF – Disappearing Task Force:** DTF's will take the place of committees this year to get task taken care of and completed. Accomplish a clearly defined task with task members and know what the task is. Record the task so it is not duplicated. Will have a google doc on the board portal to leave a written record; record it and close that task. DTF are to encourage board members and reduce committee member burn-out like that past. DTF concept is more involvement and expertise. Choose task leader and clearly define the sub task and ask for volunteers. Dan Corum will be the director of the Task Force. Ashley Mihle is creating and working on the google drive, she will set everyone up and send to the board.

**CFOT:** Kaitlyn Welzen; 2021 will look different but goal is to have the event and redesign how it will look. WORC's largest source of revenue. Planning for hybrid, online and in-person learning. This will require everyone's help.

**Example:** CFOT – Kaitlyn Welzen; task leader

- Sub Task
  - ✓ How many attendees
  - ✓ Venue
  - ✓ Handouts
  - ✓ Speaker

**Webinars:** Ashley Mihle; Goal is to have one virtual webinar a month. Coordinate webinars around a topic and schedule them out around themes so they are not random. Speaker fees are in budget so we can pay for good speakers. Have to find a speaker, topic, collect all speaker information and use the speaker template to add everything needed to hold a successful webinar. Ashley created this tool which will make it very easy and outline everything. Each board member is responsible for a webinar and can pick the topic.

**Task Force Sign-Up/DTF Leaders:**

**CFOT:**

- Kaitlyn Welzen
- Ashley Mihle
- Dan Corum
- Reingard Rieger
- Nate Fleming
- Steve Diddy
- Nehemias Chalma

**Webinar:**

- Ashley Mihle
- Dan Corum
- Lizzy

**Legislative:**

- Mary Harrington
- Jay Blazey
- Nate Fleming
- Janet Thoman
- Scott Deatherage

**Membership/Ambassadors:**

- Steve Diddy
- Scott Deatherage
- Dan Corum

**Contract Negotiations:**

- Kate Kurtz
- Jay Blazey

**Quarterly Newsletter:**

- Ashley Mihle
- Janet Thoman

**Annual Conference “2022”**

- Scott Deatherage

**Website:**

- Nate Fleming

**Facebook:**

- OPEN – Need volunteers

**LinkedIn:**

- Janet Thoman

**Elections:**

- Scott Deatherage

**Soils for Salmon:**

- Kate Kurtz
- Reingard Rieger (maybe)
- Jay Blazey
- Howard Stern

**Legislative Update:** Jay Blazey updated the board on bill SB 5286; Bill was developed to bring more composting. Filed hearing but will not be passed, look at bill. Henry let everyone know; will track the development but not expecting it to move forward. Test water and see what people think and pass next year. Bill for recycling, revising it 5022.

**Ecology Update:** Mary Harrington reported on Food Waste ESHB 1114, 50% reduction in recovering food waste energy by 2030, currently tracking. Delivered by October 2021. Legislative and economic impact to be delivered to the legislative by December 2021.

**Board Meetings + Executive Committee Meetings:** Will hold both this year; not holding one in October due to CFOT. 2-hour meetings, Melissa will send out a doodle poll for best dates and then calendar invites for all to the board. Next board meeting will be in February.

**Action Items:**

Doodle Poll for board meetings – Melissa Schwab

Board Meeting Calendar Invites – Melissa Schwab

Google Drive - Ashley Mihle

**The meeting was adjourned at 1:58 pm**