

**Friends of Sausal Creek
Board of Directors Meeting
Wednesday, February 10, 2021, 7-9 p.m.
via Zoom**

Friends of Sausal Creek works to restore, maintain, and protect the Sausal Creek Watershed. We educate future generations, involve the community in local environmental stewardship, and collaborate with agencies and other nonprofits to have a positive impact on the local ecosystem.

Present Richelle Jacobs, Beth Keer, Tim Vendlinski, Jeff Stephens, Carl Kohnert, John Cadiz (Student Board Member), Steve Ritchie, Barry Stenger, Mark Rauzon (Board Member Emeritus), Rob Leidy, Eleanor Dunn, Morgan Capilla

Absent Sean Welch, Harry Schrauth (Board Member Emeritus)

Staff Present Anna Marie Schmidt (Executive Director), Jay Cassianni (Restoration and Nursery Manager) with Radclyffe, Jackie Van Der Hout (Community Education and Restoration Lead)

Guest Marlina Rose Selva

Board Involvement

State of the Watershed - February 17 at 7:00 p.m. (Zoom)

Staff/Board Retreat - March 27, 2021, from 9:00 - 12:00

(via Zoom)

Remarks from the President, Jeff Stephens

Jeff greeted everyone and welcomed Marlina to our meeting. She thanked the board for the warm welcome and told us a little about herself. She is on the board of the Ohlone Audubon Society and Friends of San Lorenzo Creek. As a conservationist she works with restoration, environmental justice, and on behalf of indigenous rights to protect sacred sites. She is a psychotherapist who works with foster and adopted families.

Board Member Activity/Discussion: Diversity, Equity, and Inclusion

As facilitator, John introduced tonight's video, suggested by Morgan) : Van Jones' show on Implicit Bias. John explained, "The circle of trust goes hand in hand with implicit bias. People tend to gravitate towards those who are like themselves." He instructed board members to list six people they trusted, and then divide their list into categories

of race, gender, religion, and age. John then put us in break-out rooms for conversation about our lists and what they reflected. Various board members thanked John, Morgan, and everyone else who worked on this presentation.

Fundraising Updates: End-of-Year Activities, Jeff Stephens

Jeff reported that end-of-year donations exceeded our expectations! Out of 250 donors, \$10,000 came from board members and \$38,000 from non-board donors. Because of COVID, we had hoped for only half of what was donated last year. The percentage of non-board donors has been increasing. It appears the community is truly responding financially to our outreach and hard work! Anna Marie gave a special shout out to the Rainmakers (Barry, Carl, and Jeff). The donation-matching campaign (\$7500 from the Raburns, board members, and anonymous sources) provided \$20,000 out of the \$48,000 we received. She expressed gratitude for how the campaign turned out.

Financial Report, Anna Marie Schmidt

Anna Marie reviewed the Project Timeline and Cash Flow Chart with the board, and went over grant applications in progress and those on the horizon.

Board Member Discussion: Brainstorm 25th Anniversary Ideas

Jeff's invitation to the board to think about what form a celebration for FOSC's 25th anniversary might take was met with considerable enthusiasm. Here are a few of the ideas that were put forward:

- ~ Postpone the in-person celebration until 2022 for safety reasons. Pick a target date in '22 and encourage City officials to mark their calendars
- ~ Consider fall of 2021 as a possibility for the celebration
- ~ Hire a Planner to help organize this large in-person event
- ~ Have a circus/festival in Wood Park, including a taco truck
- ~ Create a video montage
- ~ Reach out to Youth Radio, Youth Beat, or Youth Uprising to put together the video
- ~ Hire a graphic designer to create a colorful information-filled fold-out both for the celebration and for potential donors and others interested in FOSC

- ~ Highlight our past accomplishments using a timeline to show the changes over time, and expressing our vision for the future
- ~ Explain how we've been running a nature school, of sorts, for kids
- ~ Include Mark's history tour
- ~ Consider a Sacred Oak tree planting initiative
- ~ Post a video on our website featuring board members reflecting on the 25th anniversary
- ~ Create a Ken Burns-style iMovie
- ~ Create a tag line about what the 25th signifies

Minutes

One error was found in the December, 2020, minutes. With that correction, Steve moved to approve those minutes. Carl seconded the motion, which was then passed unanimously.

Commitments Review

Anna Marie reported that sixty-four people have signed up so far for our State of the Watershed meeting on February 17. Barry and Mark both provided excellent videos which will be shown, along with several more from different parts of the FOSC community.

Our board retreat is scheduled for the morning of March 27, with exact times TBA.

Updates

Anna Marie gave a heads up that (thanks to Jeff) we will be using DocuSign for Conflict of Interest forms, which board members must sign each year.

Tim reported that he, Jay, and Rob had a nice workday together doing remediation on the other side of the creek. Plantings had gotten trampled, so they erected temporary livestock fencing and brought in nursery plants -- especially shrubs with thorns. He donated oaks from his own live oak nursery as well.

Anna Marie is ready to begin the process of hiring an Environmental Justice Outreach staff member and sought help from the board with the interview process.

John suggested we feature board and staff as a newsletter piece. He has already done some mock-up with that in mind.

Staff Report Elaboration

Anna Marie announced the exciting news that 119 pallid seedlings (from the surviving two mature plants) have been generated, most of which are more than a meter tall, and 18% of which have borne fruit for the first time! Big kudos to Jay and the nursery volunteers. Beth, who is on the pallid crew, reported they are in the process of seeking permits from the CA Department of Fish and Wildlife to continue stewardship of this endangered species.

Adjournment

Jeff expressed appreciation to Marlina for her participation tonight and her interest, and made it clear she was always welcome. The meeting was adjourned at 8:36 p.m.

Next board meeting: April 14, 2021, at 7:00 p.m., via Zoom.