

Tuesday, November 12, 2024
 6:00-7:30 PM Board Meeting
 To join Zoom Video Conference:



<https://us02web.zoom.us/j/84468250202?pwd=Rk5sRERSZXl6WVV0UmJlWEFBcDIHUT09>

Phone: 1-669-900-6833

Meeting ID: 844 6825 0202

Passcode: 640956

BENTON SWCD BOARD OF DIRECTORS NOVEMBER MEETING AGENDA

Goal	Item	Lead	Time	ACTION
	Call to Order, Introductions, Public Comments, Announcements, Additions to Agenda	<i>Johnson</i>	6:00	
	BOARD MEETING CONSENT AGENDA	<i>Johnson</i>	6:05	ACTION
5	Approve draft Minutes from October 7 Board Meeting			
5	Approve Financials (9/30/24)			
	REGULAR AGENDA			
5	Appoint Charli Carroll as Associate Director (application in packet)	<i>Carroll/ Johnson</i>	6:06	ACTION
5	Appoint Michael Rhodes as Associate Director (application in packet)	<i>Rhodes/ Johnson</i>	6:11	ACTION
5	Appoint Jennifer McCrae as Budget Committee member (application in packet; fills Charli Carroll's last year of her 3-year term ending Dec 2025)	<i>McRae/ Johnson</i>	6:16	ACTION
1-5	OACD annual meeting update, link to presentations 2024 Annual Conference Presentations - Oregon Association of Conservation Districts	<i>Crosson</i>	6:21	
5	Executive Director Recruitment update	<i>Henkels/ Johnson</i>	6:25	
1	Oak Partnership update	<i>Ahr</i>	6:35	
3, 5	DEIJ Retreat Nov 19 - any questions?	<i>All</i>	6:40	
5	FY24 Audit update	<i>Crosson</i>	6:50	
5	Board Director election results and questions from Benton County taxpayers about BSWCD	<i>Crosson</i>	7:00	
1-5	Questions from Board on BSWCD and NRCS activities	<i>Directors/ Staff/NRCS</i>	7:15	
	Meeting Adjourned	<i>Johnson</i>	7:30	

Strategic Direction Goals 2022-2027
Goal #1: Ensure that the soil, water, and ecosystems of Benton County, including diverse habitats on wild, working, and urban lands, are protected, restored, and resilient.
Goal #2: Deliver engaging education and outreach opportunities that inspire residents throughout Benton County to protect and restore soil, water, and habitat.
Goal #3: Develop clear, consistent communications so people throughout Benton County can easily participate in Benton SWCD services and take action to steward our resources.
Goal #4: Enhance our strategic partnerships and revenue to increase Benton SWCD's impact.
Goal #5: Implement operations that support highly effective programs and services.

BSWCD Board and Outreach Events (subject to change)		
Date/Time	Event	Location
Tues. Nov. 12 6:00pm-7:30pm	BSWCD Regular Board Meeting	Zoom
Tues. Nov. 19 9:00am-1:00pm	DEIJ Training	Bald Hill Farmhouse 5700 SW Reservoir Ave. Corvallis, OR 97333
Weds. Dec. 18 5:30pm-8:00pm	Public Meetings Law Webinar	Meeting Registration - Zoom
Mon. Dec. 23 12:00pm-2:30pm	Public Meetings Law Webinar	Meeting Registration - Zoom
Friday Jan. 3 2025, 1:00pm-3:30pm	Public Meetings Law Webinar	Meeting Registration - Zoom

Check our website calendar regularly for additional items that are still being finalized:
<https://bentonswcd.org/activities/calendar/>

Monday, October 7, 2024
6:00-8:00 PM



To join Zoom Video Conference:

<https://us02web.zoom.us/j/84468250202?pwd=Rk5sRERSZXI6WV0UmJIWEFBcDIHUT09>

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BOARD OF DIRECTORS MEETING MINUTES

In Attendance

Board Members Present: Nate Johnson, Marcella Henkels, Eliza Mason, David Barron, Greg Jones, Aubrey Cloud, Kerry Hastings

Board Members Absent: None

Associate Directors: Rana Foster

Staff Present: Holly Crosson, Michael Ahr, Teresa Matteson, Sara Roberts (minutes), Cierra Dawson

Others Present: Ty Terlaak, Stephanie Rice, Henry Pitts, Garrett Terlaak

Call to Order - Johnson (6:02pm)

Introductions, Public Comments, Announcements, Additions/Changes to Agenda

Introductions: Each introduced themselves and their roles.

Public Comments: none.

Announcements: David: Philomath HS football team is 5-0 and field is being watered and the soil managed very well.

Additions to agenda: Nate: reminder of required online trainings for directors, addition of Cierra's introduction/discussion of new position. Holly: Ty's student Associate Director application didn't make it into the packet but will be screen shared during that agenda item.

CONSENT AGENDA

- **Approve draft Minutes from September 9, 2024, Board Meeting**
- **Approve Financials (8/31/24)**

Discussion: Nate Johnson gives a quick overview of this agenda item and its role in our meetings.

MOTION: Nate Johnson Second: Eliza Mason

Results: Pass 6/0 (Temporarily left the meeting: David Barron)

REGULAR AGENDA

- **Michael introduces Cierra Dawson and the new Conservation Outreach Program Assistant position**
 - Work thus far: Bulb and Seed Sale, site visits, overview of Sara/Michael programs and projects, Salmon Watch training
- **Executive Director Recruitment Update:**
 - Marcella Henkels provided some updates - Trudy (from Cascade Employer's Association-the firm hired to help) attended the recent PFC meeting where they discussed what they'd like her to help with for recruitment. The current task is

All documents referenced in these minutes are a part of the official record and can be distributed upon request.

finalizing the job description and creating a job posting/announcement (to be posted Oct 15, closing October 31st). Holly Crosson will publicly announce her retirement in the next few days – just a quick notice, and Holly will draft a longer farewell letter later in the year. PFC will start pre-screening of applications Nov 1st, select candidates for interviews (1st round Zoom, 2nd round in-person). The offer could be made as early as Dec. 9. Holly will stay on for some time after new ED hire to help with the transition, if requested.

- **Budget Resolution FY2024-2025-02 Correction**

Discussion: Michael Ahr explains it's a minor error and this will replace the last version of the resolution.

MOTION: Nate Johnson Second: Greg Jones

Results: Pass 6/0 (Temporarily left the meeting: David Barron)

- **Budget Resolution FY2024-2025-03**

Discussion: donation of \$500 for Youth Education from Carol Carpenter.

MOTION: Nate Johnson Second: Kerry Hastings

Results: Pass 6/0 (Temporarily left the meeting: David Barron)

- **Associate Director Criteria Discussion**

Discussion: clarifying particular requirements. Background: Holly Crosson did some research with ODA and discovered there's no statutory requirement for associate directors. Discussion: do we want to have any kind of requirement (residency etc.) for associates to serve on our board?

- Greg Jones says the less restrictions the better. Kerry Hastings says most important is interest in conservation rather than age. Nate Johnson says that someone not local likely wouldn't have interest, but we can cross that bridge if we come to it. Holly Crosson clarifies that associate director applications don't go to ODA for review.
- ACTION: Nate Johnson moves that associate directors should have no requirements; appointments are at the discretion of the board. Second: Greg Jones. Results: Pass 6/0 (Temporarily left the meeting: David Barron)

- **Overview of NAYPW Student Association position (Henry Pitts), and introduction of Ty Terlaak, nominee for Student Associate Director**

Discussion: Great application, general support for having youth on our board. We've now had 4 student associates and it's been a positive experience for all. Thanks to Henry! Henry shares that this position at Benton SWCD was mentioned in a UN report about youth participation that was shared across the world!

MOTION: Nate Johnson Second: Kerry Hastings

Results: Pass 6/0 (Temporarily left the meeting: David Barron)

- **Native Bulb and Seed Sale Recap**

- Sara Roberts shares a summary of sales, volunteers, comparison to last year.
- Michael Ahr talks about inventory decisions and possible changes for next year.

- **Office Water Leak Remediation Update**

- Holly Crosson: all repairs are complete! There's new laminate flooring in Candace's area which looks great. The only thing we're still waiting on is a few pieces of furniture that needed replacing. PuroClean did a great job and were good to work with.

- Kerry Hastings asks if they got to the root cause to ensure it won't happen again? We hope so... the resident above us who caused the flood was spoken with, but we're not sure if there are other issues.
- **Salmon Watch Volunteer Reminder**
 - Sara Roberts shares this year's dates and the link for how to sign up to volunteer or shadow.
- **Questions from Board on BSWCD and NRCS activities-**
 - Stephanie Rice (NRCS): Still have acting conservationist, Jan, but by next month we should have a permanent person. Just finished FY24, numbers are in packet. Hoping to get deadlines for FY25 soon, EQUIP deadline should be early November. Let Stephanie know if she can help with any site visits etc. New permanent state conservationist for Oregon is Greg Becker.
 - Nate Johnson: CC bills - some items on statements were not initialed. We ran through those items and confirmed those not initialed. Holly Crosson explains that sometimes there are no initials because statements arrived prior to when CCRs are submitted.
- **Mandatory training for Directors**
 - Nate Johnson asks everyone to look in the packet for the list of online training webinars. He'll send reminders to get set up and sit through these trainings. Marcella Henkels notes the first available she could find was November 19th - they seem to fill up quickly. Check out the website for available dates when registering - see link in packet (page 2).
- **Other Board Business-**

Meeting Adjourned - Johnson (7:11pm)

Crosson October staff report for November 2024 Board Meeting
 Goal 5: Transition Readiness Planning update (Task 5.15)

Transition Readiness Framework	Holly	Michael	Candace	Status	Notes
FISCAL					
Budget Law training for appropriate staff and Board	X	X		completed	Nate attended
Budget prep training with Holly (including committee packet)	X	X	X	ongoing	FY25 and FY26
New funding opportunities	X			ongoing	proposal calls to staff
Recruit Treasurer	X			ongoing	4 Board agendas, web
Develop new Financial Policy	X			in progress	collected examples
Audit training and review	X	X	X	ongoing	meeting set for 11/15
12-year review of finances				in progress	in staff rpt Dec/Jan
HUMAN RESOURCES					
Create Natural Resource Conservation management position	X			completed	hired NRCPM in 2021
Supervisor training for NRCPM		X		completed	8-week HRA seminar
Plan/Budget for FY25 Pay Equity and Comp Study	X			early 2025	pay range, org structure
Develop Agreement with HR Consultant for ED transition	X			completed	HC signed July 2024
Update Executive Director Job Description	X			completed	HC with CEA and PFC
Contract CEA for ED pay range study	X			completed	HC presented to PFC
Establish authority for ED recruitment/hiring decisions	X			completed	HC with board
Decide which ED recruitment tasks CEA will take on	X			completed	HC facilitate; PFC decide
Develop ED recruitment announcement & timeline with CEA	X			completed	PFC and CEA
Recruit /advertise ED job description	X			completed w/CEA	HC - OED; SDAO; others
Update Resource Conservationist job description and post	X	X		completed	review/edit for MA
Review/update as necessary all other job descriptions	X	X		in progress	
Team Building	X	X		ongoing	last retreat held 2023
Organizational Knowledge Transfer (esp with retiring staff)	X	X		ongoing with staff	work with direct reports
Workforce Development	X	X		ongoing	Skillbridge, temp/interns
Capacity Building through adding new staff position	X	X		completed	Conservation Outreach
Employment Law professional development/training	X	X	X	ongoing	BOLI, SDAO, HC coaching
Updates to Employee Handbook	X			ongoing	
Paid Leave Oregon Policy	X			completed	adopted FY24
Employee Recognition Award Policy	X			completed	adopted FY24
Employee Retention and new Benefits	X			ongoing	PFC adopted March 2024
Meet with Chris Carnahan to review HRA VEBA plan	X		X	completed	10/22/24 meeting

Crosson October staff report for November 2024 Board Meeting
 Goal 5: Transition Readiness Planning update (Task 5.15)

Review employee retirement contribution requirements	X			ongoing	suggest changes to PFC
STRATEGIC					
Strategic Plan/Themes/Values	X			completed w/staff/board	FY 2023-2027
3 Focus groups with 18 key strategic partnerships	X			completed	2022
Community Needs Assessment	X			review results with Sara	2 focus groups held 2024
Advance DEIJ/Equity Committee/trainings	X	X		ongoing	committee, retreat 2024
Board training	X		X	ongoing	
Board Associate Director recruitment	X			completed	Rhodes/Carroll
Budget Committee recruitment	X			completed	Loper/McRae
NAYPW student Associate Director recruitment	X			completed	Ty Terlaak appointed
Develop draft list of District's current and emerging needs	X	X		in progress	for board & new ED
Onboarding new ED in 2025	X			TBD	HC part-time overlap?
Develop FY25 Work Plan	X			completed	with all staff
Evaluate organizational structure	X			TBD	with board/consultant
OPERATIONAL/ADMINISTRATIVE					
Update Board Roles and Responsibilities	X			completed	
Update Signature and Authorization Matrix	X			completed	
Update Safety protocols, emergency plan, and procure PPE	X		X	completed	
Recommend Continuity of Operations Plan	X			ongoing	collecting examples
Update Public Contracting Rules and Procedures	X			in progress	
Update Operations Manual	X		X	in progress	
Update Office Information Manual and contacts			X	completed	
Board decision matrix - historical summary	X		X	in progress	
Director Elections - addressing questions from voters	X			completed	
Meet with Confluence partners	X			met w/GLT and MRWC	mid-2026 completion?
Evaluate Renaissance lease renewal	X	X	X	ongoing	lease up March 31, 2025
Evaluate/update website; anticipate FY26 cost increase	X			ongoing	with Sara/Streamline
Update/renew Workers Comp	X		X	completed	
Update/renew Cybersecurity	X		X	completed	
Determine last day for HC; submit resignation letter and farewell	X			TBD	working on it!
Plan HC retirement party	X		X	ongoing	mid-to late January 2025

Michael Ahr

NR Conservation Program Manager - Staff Report for **October 2024**



Oregon White Oak

Oak habitat work was a focus in October. Cierra and I attended a site visit with beautiful, mature oaks near Philomath (shown in photo). The visit was instigated by landowner interest in the Wildlife Habitat Conservation Management Program that Oregon Department of Fish and Wildlife is reviving. BSWCD and other partners are talking about how to support this program where landowners can get tax deferral for managing oak habitat rather than trying to work timber harvest of agricultural production into their management plan.

We convened a group of local partners (think confluence partners + agency folks) who work on oak for a 90-minute sharing session. The meeting was simple – share what you’ve been doing with oak, and we highlighted a few specific updates from ODFW and Natural Resources Conservation Service. The idea is to follow this up with some GIS mapping of oak and we’ll go onward from there looking for projects.

We’ve talked off and on with Oregon Agricultural Trust about building partnership and I made a plan with Nellie McAdams (Executive Director) to partner on a workshop with them next year.

I continue to help plan the Oak and Prairie Summit on 11/25 and will summarize at next Board Meeting



Staffing & Partnership

Cierra and I worked together early in the month to get her

oriented to several things and acquaint her with the Cooperative Weed Management Area. I also worked with Teresa as she led us through the completion of our first ODA Quarterly Report without Donna at the helm. Teresa and I have also been connecting with NRCS and enjoy open sharing with them about upcoming staff changes and evolution at both organizations. We’re establishing stronger lines of communication with District Conservationist Stephanie Rice.

Benton County Intergovernmental Agreement

In October, Cierra and I attended an update/training on emerald ash borer. The training inspired us to present EAB as one of the topics for the Benton County Roads Crew this fall (as part of our annual IGA). We the crew 5 times per year and share updates on high priority noxious weeds – but decided to shake things up with an EAB presentation this month. We also presented Tree of Heaven and partnered with Greenbelt Land Trust to attract 12 volunteers to a weed pull event by Lupine Meadows.

OUTREACH IS THE KEY TO CONSERVATION SUCCESS!

2024 Native Bulb And Seed Sale 9/28 to 9/29

Accomplishments:

Piggy back on local event Fall Festival. Draw from wealth of loyal volunteers. Native plants is our connection to Benton County residents. Selling bulbs and seeds provides another opportunity to talk conservation.

In progress: This year we used two

tents, one for orders and transactions (this could be the smaller tent); the other for outreach, plant information, demonstrations, and chatting with folks.

Needs Attention: Follow up staff meeting to capture lessons and insights, Make a hanging sign that says Native Plants. Reconsider volunteer needs and shifts—perfect on early Saturday shift—super busy, Sunday after church there is a brief flush of purchases. Mostly need outreach staff to chat with passers-by to discuss what we do, where we work, how we are funded, and share the love of natives and conservation practices.



Busy seed and bulb sale (left). Clean up crew (right)

Management changes create opportunity

Accomplishments: A lot of the area west of Monroe was Christmas tree farms. Over the years the tree farms have been divided into smaller acreage rural residential properties. Landowners acquire land with large fir that may pose wildfire threats to their homes. When logged, a fresh landscape canvas appears in need of restoration and conservation practices. After my initial site visit with Rann and Doreen Millar, they stopped by the Native Bulb and Seed Sale to



Millar's new landscape canvas

purchase seed. **In progress:** This month, Cierra and I visited the Millar property to discuss site prep, seeding techniques, landscaping with natives, water patterns across property, seasonal moisture changes, weed management, and what to do with piles of soil mixed with dry vegetation. Andy Gallagher will classify one or two points on the Millar property next month.

Needs Attention: Thanks to native plant outreach, Living on the Land workshops, and the opportunity to offer soil health testing, we are able to reach out to previous contacts for follow-up site visits and to discuss conservation strategies. Look for my November staff report to learn how outreach and the field work continue to fortify relationships with landowners.



Infiltration test!

I am honored to participate on the planning committee for Oregon Climate & Agriculture Network's (OrCAN) upcoming Soil Health Summit slated for January 22, 2025 at OSU's LaSells Stewart Center. It is exciting and rewarding that OrCAN is building on a foundation of soil health education that I've worked on since 2009.



Salmon Watch

- Going well so far!
- Officially halfway done: 8 programs down, 8 to go
- Lots of salmon in the river, and we've also had some other cool sightings including large freshwater mussels, a dipper, and a kingfisher
- Recruited 7 new volunteers so far this year, with a couple more coming to train next week
- We had two TV reporters stop by and produce the following stories about Salmon Watch:
 - [Benton County students go outdoors to learn the importance of salmon hands-on](#) (KEZI)
 - [Benton County Students explore salmon ecosystems](#) (KVAL)

Winter Native Plant Sale

- Everything running smoothly so far
- Current net sales: \$8,658.25
- 9 products currently sold out

New staff onboarding with Cierra

- Lots of hands-on Salmon Watch training. Cierra also coordinated a program on her own last week. She's doing great!

Community Grants

- Met with all Pollinator Grant recipients to check in on their progress. Everyone is doing well and currently in the process of procuring and planting their plants.



A few highlights this month have been:

1. First Salmon Watch season is going well! I've taught 3/4 of the stations now (riparian ecology, water quality, and macroinvertebrates). I also coordinated a program date on my own unexpectedly and it was a success!
2. Coordinated my first field work day doing oblong spurge removal at two properties here in Corvallis and got to meet/introduce myself to those landowners.
3. Created and presented a short presentation on tree of heaven to the Benton County roads crew with Michael.
4. Got to meet a couple of the Jerry Paul Pollinator Grant recipients with Sara and hear about the status of their projects.

Things I'm looking forward to working on soon:

1. Attending my first Benton CWMA meeting with Michael on Monday November 4th.
2. Attending the Willamette Valley Oak and Prairie Cooperative Summit on November 25th.



Staff Report October 2024 - Operations Coordinator

Employee Name: Candace Mackey
Reports to: Executive Director

Position Summary-This position provides operational and administrative support for the Benton Soil and Water Conservation District ("District"). Operations Coordinator duties are central to the day-to-day smooth functioning and safe operation of the District.

ESSENTIAL FUNCTIONS-Operations Coordination (50%) Organizational Support (45%)

Goal #5: <i>Implement operations that support highly effective programs and services.</i>	
Strategies	
4. Ensure District operations meet the highest standards of public agency administration.	
5s. (CM) with HC input, complete Operations Manual final draft by Sept. 30, 2024	In progress-HC to edit/approve
New Project- Create meeting guidelines for: 1. Technology Needs 2. Sustainability Goals	In Progress-Editing for Final Draft
5ae. (CM) Investigate and implement if deemed acceptable; new options for processing Credit Card charges to streamline accounting process by December 31 2024.	This also includes drafting a CC use policy for approval-In progress

Narrative: In October, the PFC meeting prep was forefront. In addition , restoring our office to normal was top priority, which isn't really a Measurable Objective, but essential to BSWCD Operations. Files from the 24 Audit had not been filed, sorted for document retention, so items from the new Fiscal Year had piled up. Things now are looking good and I'm grateful to our landlord and all of the staff's patience while I sorted it out.



Benton SWCD board members play a leadership role in executing our mission: to engage Benton County residents in the conservation and stewardship of natural resources for current and future generations. Benton SWCD provides services that encourage people to value and enhance resilient habitats from the floodplains of the Willamette River to the mountains and valleys of the Coast Range. To learn more about how we achieve our mission, read our Strategic Plan.

Name: ___Charlene Carroll_____ Date: _10/11/24_____
Address: _____548 NW Mirador Place, Corvallis, OR _ Zip Code: 97330_
Phone Number: _____541 6023693____
Email Address: charlimcarroll@icloud.com

What position are you applying for?
Associate Director

Why do you want to serve on the Benton SWCD Board?

I resonate with the goals of conservation efforts, clean water, and restoring wildlife habitat

Describe past experiences or positions held that would assist you as a board member.

currently on Benton County Disposal Advisory Board; currently on BSWCD budget committee; currently Salmon watch volunteer; former land owner in Wren with Kincaid Lupine and Fender's Blue butterflies, etc.

The Benton SWCD's mission is to engage Benton County residents in the conservation and stewardship of natural resources for current and future generations. The District is an Equal Opportunity employer and service provider.

Outline strengths, abilities, and talents that you would bring to the board.

Listening, collaborating, enthusiasm. Keen observer. Able to distill issues and offer solutions when appropriate.

In your opinion, what is the most important role of a board member? *Work towards the organization goals in collaborative fashion.*

If appointed, would you be able to serve the entire term? ___yes___ For information about the election process, click here.



Board Member Application

Benton SWCD board members play a leadership role in executing our mission: to engage Benton County residents in the conservation and stewardship of natural resources for current and future generations. Benton SWCD provides services that encourage people to value and enhance resilient habitats from the floodplains of the Willamette River to the mountains and valleys of the Coast Range. To learn more about how we achieve our mission, read our [Strategic Plan](#).

Name: Michael Rhoades Date: 10/29/24
 Address: 38970 Kings Valley Hwy Monmouth OR Zip Code: 97361
 Phone Number: 541.929.3685 Email Address: mrhoades66@gmail.com

What position are you applying for? (Click on one.)

- Zone Director*
 At-Large Director
 Associate Director

*If you selected Zone Director, which Zone? _____ ([Click here for zone map](#))

Eligibility Requirements are different for the three positions listed above. For Zone Director and At-large Director Eligibility Requirements [click here](#). For Associate Director Requirements, [click here](#).

Why do you want to serve on the Benton SWCD Board?

As an Associate Director I would have the opportunity to contribute my experience and understanding of natural resource management issues to the Board, and be able to support and promote the District ' s work beyond what I could do otherwise.

Describe past experiences or positions held that would assist you as a board member.

Professional experience: I have over 15 years of experience improving watersheds through planning and permitting stormwater treatment projects, promoting Low Impact Development-based stormwater solutions, outreach and advocacy around watershed protection. Most recently, I spent over seven years managing natural resources for a 50,000-acre public park/open space agency, including improving forest conditions, conservation-focused cattle grazing, negotiating and caring for conservation lands, trail planning and construction, ecological burning, and tree care. Experience presenting information to boards and commissions.

Continued →



Outline strengths, abilities, and talents that you would bring to the board.

I have relevant professional experience in many of the environmental stewardship issues the District is involved in and a strong belief in the efficacy of community-focused environmental improvement and protection.

In your opinion, what is the most important role of a board member?

I think Board members should be thinking about the future and making decisions now that will ensure the long-term viability of Benton County natural lands and working lands, and to foster the next generation of environmental stewards.

If appointed, would you be able to serve the entire term? Yes
For information about the election process, [click here](#).

Please submit your application to:

Benton SWCD Operations Coordinator
136 SW Washington Ave., Suite 201
Corvallis, OR 97333

Or email completed application form to:
office@bentonswcd.org

Subject: New form submission received: Now recruiting members for our Budget Committee!

Logo used for headers



Now recruiting members for our Budget Committee!

Name (First and Last):	Jen McRae
Email:	jennifermcrae66@gmail.com
Phone number:	5419293685
Are you a registered voter in Benton County?:	Yes
Why do you wish to join the BSWCD Budget Committee?:	I wish to support the mission and goals of the conservation district. As a retired public school administrator, I have extensive experience preparing, reviewing and revising budgets. As an organic gardener and the steward of nine acres in Kings Valley, surrounded by conservation land, I have a deep connection to the need to conserve our natural resources in the face of human caused climate change.

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