



Board of Directors Work Session Agenda
 East Multnomah Soil and Water Conservation District
 Monday December 2, 2019, 4:00 – 6:00 PM
 To be held at: 5211 N Williams Ave, Portland, OR 97217

AGENDA

Item #	Time	Board Work Session Agenda Item	Purpose	Presenter	Packet <i>* please read; ~ please review</i>
1	4:00 5 min	Welcome and meeting called to order: <ul style="list-style-type: none"> • Introductions • Review/revise agenda 	Information	Hensey	
2	4:05 1 hours 55 min	Board Development Work Session	Information	Heffernan/ Hall	a) Board Work Session Purpose, Prewrite and Detailed Agenda *
<p><u>Overview:</u> This Board work session is part of the organizational development work EMSWCD is undertaking with consultants Mary Heffernan and Kay Hall, as identified in their phase three scope of work. The work session will be facilitated by the organizational consultants and is aimed at addressing unresolved conflicts among Board members and improving skills in feedback and conflict resolution.</p>					
CLOSING ITEMS					
3	6:00	<ul style="list-style-type: none"> • Adjourn 		Hensey	



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EMSWCD Board Members, Committees and Meeting Dates

EMSWCD Board			EMSWCD Committees							
Members	Positions	Officers	Budget	Land Legacy	Personnel	Grants	PIC	CLIP	SPACE	Ad-hoc
Gabrielle Rossi	Director - Zone 1	Treasurer	X	X						X
Laura Masterson	Director - Zone 2	Vice-Chair	X	Co-Chair	X			X		X
Mike Guebert	Director - Zone 3		X	X	Chair	X			X	
Rick Till	Director - At-Large 1	Secretary	X	X	X	X	X			X
Allison Hensey	Director - At-Large 2	Chair	X	X				X		
Dianna Pope	Director - Emeritus		X							X
Carrie Sanneman	Director - Associate		X	Co-Chair		X			X	X
Upcoming Schedule										
FY19-20	2019	July	8							
		August	5		5					
		September	9		30					
		October	7							
		November	4		25					
		December	2							
	2020	January	6		27		TBD			
		February	3					TBD		
		March	2	2	30					
		April	6	6						
		May	4	4	18					
	June	1								

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The EMSWCD office is ADA accessible, served by bus lines #44, 72 and 6. Meeting attendees requiring Americans with Disabilities Act accommodations should call (503)222-7645 x 100 ASAP. To better serve you, five (5) business days prior to the event, is preferred.

EMSWCD Board Retreat December 2, 2019, 4pm -6pm

Purpose of the session:

- Establish disposition/next steps of “pinches” identified in 11/18/19 meeting
- Explore individual perspectives on culture and values for EMSWCD
- Preparation for Board/Staff session on 12/13/19

Requested prework:

Reflect on your aspirations for the desired culture of EMSWCD and the values needed to build and sustain that culture. Be prepared to dialogue with each other on your perspectives.

Review the ‘pinch’ model, 5 dysfunctions of teams and the iceberg slides as a framework for your discussion about the 12/13 meeting and organizational values.

Agenda

- 4:00 Welcome, context setting
- 4:10 Clarifying expectations for 12/13 session:
- What is the tone you want to set and the impact you hope for? What are the most effective behaviors to achieve those?
 - Are there unresolved pinches that might get in the way of creating the tone or having the impact you intend? What are they?
 - Roles/responsibilities of Board & Staff on 12/13
 - Is there a difference in power or authority or is everyone on a ‘level playing field’ at this particular meeting?
 - Who is the ‘decision-maker’ about final organizational values?
- 5:15 Discussion of culture and values: what are your greatest hopes for EMSWCD?
- Chart values names, prioritize
- 5:45 Next steps:
- Follow up on pinch topics: refining topics and agreeing on time/place to follow up
 - Evaluation
- 6:00 Adjourn