

Orient Land Trust Board of Directors Regular Meeting  
Seitz Residence - Valley View Hot Springs  
**Saturday, March 11, 2006 – 8 AM**

**AGENDA**

8 AM

- I. Record attendance – Betsy Miller
- II. Meeting call to order – Barb Tidd
- III. Changes to Agenda – Barb Tidd
- IV. Minutes from Jan. 14, 2006 regular meeting and executive session – Barb Tidd (for decision)
- V. Questions/comments from guests – Barb Tidd

ED, Officer, and Committee Reports

8:15 AM

- VI. Executive Director's report – Neil Seitz (for information only)

8:35 AM

- VII. Secretary's report/Correspondence – Betsy Miller (for information only)

8:40 AM

- VIII. Treasurer's report – John Eiseman
  - a. Income statement, Balance sheet, Cash flow statement (for decision – 15 min.)
  - b. Updated Budget (for discussion – 10 min.)
- IX. ED Hiring Committee report – Barb Tidd (for discussion and decision – 30 min.)
- X. Treasurer's report continued – John Eiseman
  - a. Updated Budget (for decision – 10 min.)

9:45 AM

- XI. Resource Development Committee report – Neil Seitz for Laura O'Leary, Acting Chair (for information only)
  - a. Fundraising Plan (for decision - 20 min.)

**BREAK – 10 min.**

10:15 AM

XII. Unfinished business

- a. Financial Goals and Policies for FY2006 (100% Towards Land and Open Space Preservation and Protection; Capital Reserve Goal: Increase funding to \$3,000/mo. by end of FY2009; Endowment Startup Goal: To maintain an investment return which eventually provides 1/3 of our budget) – Neil Seitz (for decision - 20 min.)
- b. Email voting policy – Chris Miller (for decision - 10 min.)
- c. Amend Bylaws Section 3.2(a) regarding Board of Directors Qualifications (to add “natural resource management” to align with strategic plan) – Barb Tidd (for decision - 10 min.)
- d. Amend Bylaws Section 3.3(b) Attendance Requirement (to bring in line with LTA standard) – Barb Tidd (for decision – 5 min.)
- e. Non-staff complaint to Board report – Neil Seitz (for discussion and decision – 30 min.)
- f. Respect, Responsibility, Recognize policy – Neil Seitz (for discussion and possible decision – 10 min.)

11:40 AM **BREAK – 10 min. - Lunch will be provided on site (while meeting continues)**

11:50 AM

XIII. **Questions/comments from guests** – Barb Tidd

11:55 AM

XIV. New Business

- a. Report on Board Training Workshop – Chris Miller (for information only - 15 min.)
- b. Post Lease Plan: establish committee and discuss planning schedule – Kate Padilla (for discussion and decision – 15 min.)
- c. ED Evaluation procedure and criteria for 2006 year and forward – Harold Pratt (for discussion and decision – 10 min.)
- d. Property preservation/protection update – Neil Seitz (**Executive Session** for discussion and possibly decision - 15 min.)
- e. Executive Director performance evaluation (**Executive Session** for discussion and decision – 40 min.)

**BREAK – 10 min.**

1:40 PM

- f. Board Development Committee Chair – Barb Tidd (for decision – 5 min.)
- g. Board member self-evaluation – Barb Tidd (for discussion - 10 min.)
- h. Recognize Service of Jim McCalpin, Rob Zabrecky, and Laura O’Leary – Barb Tidd (5 min.)
- i. Election of Board of Directors – Neil Seitz, Acting Chair of Board Development Committee (for decision – 15 min.)
- j. Election of Officers – Betsy Miller (for decision - 5 min.)

2:20 PM: Recap

- XV. Board Task List – Chris Miller (for information only – 5 min.)
- XVI. Board governance: How have we conducted business today? How do we want to govern? - Chris Miller (for discussion – 15 min.)

2:40 PM: Announcements

- XVII. All Board members and officers update bios. for website
- XVIII. LTA Conference – May 4-6, San Antonio, TX
- XIX. Confirm next meeting date – Saturday, May 13, 2006 at **9 AM** at Seitz residence.
- XX. **Work session weekend of May 13? (Sun. a.m. 2 hrs.? re: board tasks, aligning with strategic plan, setting dates)**
- XXI. Adjourn regular meeting (Neil leaves at 3 PM.)