



## Missouri Association of Soil and Water Conservation Districts

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# MASWCD MINUTES

## Regular Meeting

### Margaritaville Lake Resort

### Tan-Tar-A Conference Center

### Osage Beach, Missouri

### November 28, 2021

### Present

Ron Willis, President  
Ryan Britt, Past President  
Jim Carlson, Area I  
Steve Radcliff, Area II  
Beverly Dometrorch, Area IV  
Mike Haeffner, Area V  
Harold Lampe, Area VI  
David Hutsell, Area VII  
Kenny Spooler, Area VIII  
Henry Heinze, Treasurer  
Sandy Burd, Executive Director

Kurt Boeckmann, DNR Soil & Water Program  
Scott Edwards, NRCS  
Greg Collier, MDC  
Melissa White, MSWCDEA  
Gary Bonacker, Area V Incoming Director

### Not Present

Scot Shively, Area III

President Ron Willis welcomed everyone and called the meeting to order at 2:00 p.m. with a quorum established by roll call. After review of the agenda, Harold Lampe made the motion to approve the agenda. It was seconded by Beverly Dometrorch. Motion carried unanimously (8-0).

Ryan Britt made the motion to invite Gary Bonacker to the Closed Session. It was seconded by Jim Carlson. Motion carried unanimously (8-0).

Steve Radcliff made the motion to go into Closed Session to discuss Personnel. It was seconded by Mike Haeffner. Motion carried unanimously (8-0).

The board of directors came out of closed session at 2:23 and the partners and Executive Director joined the meeting.

The minutes from the October 4, 2021 meeting were read by Sandy Burd and presented for approval. It was noted that the second by Beverly Dometrorch to the motion for the \$100 first time attendee and \$400 for the cash prize at closing was not included in the minutes as well as the passing of the motion (6-0). Jim Carlson made the motion to approve with the addition of the second and the vote. It was seconded by Kenny Spooler. Motion carried (7-0) with Steve Radcliff abstaining.

Greg Collier with the Missouri Department of Conservation visited with the board. Staffing is also an issue with MDC as it is with the districts and they are experiencing several vacancies as well. He reported on the recent deer season and upcoming hunting seasons including bear and elk hunting. They are still working on the feral hog eradication with over 9,000 killed this year.

The Biodiversity pilot program was discussed. He said that this is also conference season and he will be attending several of them. The board had several comments on different wildlife concerns. Sandy Burd said that she met with Lisa Potter and Bill White concerning the Biodiversity Credit Program. There is a new agreement for MASWCD to administer the funds for the new program. They would like to move \$100,000.00 from the Monarch Incentive balance in support of the Biodiversity program. Greg said that their goal is 1,000 acres. Steve Radcliff made the motion to approve the new agreement. It was seconded by Mike Haeffner. Motion carried unanimously (8-0).

Scott Edwards with NRCS presented a report to the board. He said it was good to see everyone in person instead of online. They still have not received guidance on COVID and how it relates to district employees. He discussed the vaccine mandate in place for federal employees. The return-to-work process for employees will start in January. There are about 80 offices that are at 75% staffing back in the office. The plan is to move all vaccinated federal employees back into the offices in January and February. They will be working on filling 30 different positions that are open. Discussion was had on hiring new district employees and the vaccines. Scott Edwards said that the guidance on contract employees has been moved from December to January. He is anticipating that there will be several changes coming after January 1<sup>st</sup>. Ryan Britt commented on the backlog of wetland determinations. Scott Edwards said that he is aware of it and that it seems to only be happening in pockets of the state.

Kurt Boeckmann gave the Commission Report and said that the Commission meeting is planned for tomorrow. Items to be discussed will include presentations from the Practices Committee and the Program Delivery and Operations Committee which will include the proposed salary increases for all levels of district employees. He gave a summary of the changes and added that their main focus for changes were for the District Specialist I and II position salaries. He added that a District Specialist V was discussed for the future. Kurt Boeckmann also discussed the Mapping Tool and working with it and NRCS Conservation Desktop. Supervisor Elections are underway and an update to the Cost-Share handbook has gone out. All manuals are currently up-to-date.

Melissa White reported for the Missouri Employees Association. She discussed several items including maintaining staff, the mapping tool and review of their last meeting. Diane Matthews gave a presentation on the budget process at their meeting. They currently have two vacancies for area representatives. She said they are moving forward with AAIM which is an HR firm but they have not been able to provide all the data they were seeking but hope to have something by the first of the year. She gave some data on the sales tax from a spreadsheet that she has been updating in the same way as Peggy Lemons had done it in the past. She commented on MOPERM coverage and the Cyber Security that they had been offered in the past. The IT department had determined that it is not needed as what is included on the state computers is adequate.

As Henry Heinze was not able to be present, Sandy Burd updated the board and reported that Henry's checking account had a balance of \$60,660.35. She said that she is still working on updating the financial records for the Training Conference and MDC accounts so an audit of the books will not be possible at the conference. There are some discrepancies in the bank account balances in the checkbook registers that she received and the bank statements. She

said that with the changeover, a few bank statements were missed that will most likely clear that up once everything is received and entered. The bank statements show that more funds are on deposit than what is recorded in the registers.

Sandy Burd reported that she received a telephone call from a lady whose husband had passed away. When going through some old paperwork, she found four checks from the Monarch Incentive program from 2017 that had been sent to her husband. She was wondering if she could still get the money. Sandy Burd went to the bank to verify that they had not been cashed or deposited and it was determined that they have not cleared the bank. Greg Collier commented that contact could be made with Bill White and Lisa Potter to let them know of the situation. Sandy Burd will also double-check the MDC Incentive spreadsheet to see if there were any notes made and then send the funds to her to replace the checks.

A report on the 2021 dues paid has 92 out of 114 districts paid. Each area was noted on how many districts have not paid. For a quorum for the annual meeting, 47 districts would have to be in attendance. Current registration has the number at 42. It is not clear if a quorum of paid members are registered for the conference as some may register on-site. Also, the extension representative in attendance could count as an alternate district from the one that paid their registration if they represent more than one district and there is another board member present.

The bill for the NACD dues was received. Last year the amount paid was \$775.00 which is the Gold Level. David Hutsell made the motion to pay \$775.00. It was seconded by Mike Haeffner. Motion carried unanimously (8-0).

Jim Carlson made the motion to approve Henry's Treasurer's Report. It was seconded by Steve Radcliff. Motion carried unanimously (8-0). The balances for the Jefferson City banks was given with Jefferson Bank showing \$92,095.13 and Mid-America Bank has \$562,734.10. This was as of the October bank statements ending balances. Once the missing bank statements are received, this should clear up the discrepancies mentioned earlier.

The budget committee will meet tomorrow when Henry Heinze is in attendance. The question was proposed on what constitutes an annual meeting. The bylaws committee will look into the question. Bylaws changes have to be publicized 30 days prior to the vote. There has not been a strategic plan committee meeting and new members need to be confirmed.

Under Old Business, the Executive Director's position and making it full-time was brought back to the table. Harold Lampe said that he has asked David Hutsell, Kenny Spooler and Ryan Britt to work him on looking into it. They have not had the chance to meet yet.

The Training Conference Duty Lists were handed out to the board and it was reviewed with additions and corrections made. Other duties were assigned. The name tags and how they were labeled were discussed noting who was required to have a meal ticket to enter the room for the meals. Andrea McKeown is taking care of the Live Auction and working on the Powerpoint with the items that has been donated.

The Resolutions that have been submitted for voting at the Annual Meeting were discussed and what would happen if there is not quorum. Sandy Burd said that in 2019, there was not a quorum and Colleen Meredith offered to still take them to the Commission. Kurt Boeckmann added that they can still be taken to the Commission and let them know that there was not a quorum but just for their awareness. If they apply to a certain committee, they will be sent on to them for review. It was determined that there will still be discussion and a straw vote taken at the annual meeting even if there is not a quorum. The voting clickers from the Program Office will be available to use to count the votes. Sandy Burd did bring the green voting signs

that have been used in the past to count votes. It was agreed to send these all home with the districts. For those making motions and seconds, instead of using the signs from their districts they will need to stand and state their district. If it is determined in the future that signs are needed, new ones can be ordered that are more lightweight.

A memorial contribution for Scot Shively's wife Melissa was discussed. Harold Lampe made the motion to donate \$100.00. It was seconded by David Hutsell. Motion carried unanimously (8-0).

The North Central Region meeting will be in Ohio on January 10<sup>th</sup> and 11<sup>th</sup>. Anyone is welcome to also attend. There is no registration costs, only hotel and travel. Both Ron Willis and Ryan Britt will be attending.

The NACD Annual Meeting will be Orlando Florida from February 12<sup>th</sup> to 16<sup>th</sup>. Ron Willis and Ryan Britt will be attending. Scholarships could be available for first time attendees.

There is also a \$1,000 stipend for a Soil Health Champion available. Harold Lampe made to motion to approve Sandy Burd for registration and travel expenses to attend the NACD Meeting. It was seconded by Beverly Dometrorch. Motion carried unanimously (8-0).

The donation for the NACD Live Auction was discussed. Steve Radcliff made the motion to spend \$600.00 on an item to be determined. It was seconded by Mike Haeffner.

The Educational Seminar was discussed. It is usually held in March on the same date as the MASWCD business meeting. It was decided at one time that it should be held on even numbered years. Sandy Burd stated that it would be up to someone else to set up and schedule the seminar. It was determined that having an Educational Seminar in 2022 would be determined at a later date.

The Area Reports and Correspondence were not done as time did not allow. Andrea McKeown is on the NCF Operating Committee and is requesting funding and sponsorship to attend the meetings that are being held at the NACD meeting in Orlando. She will not need registration for the conference but is requesting three nights hotel and flights from Kansas City and return with an estimated cost of \$1140.00. Ryan Britt made the motion to sponsor Andrea to attend the meetings. It was seconded by Beverly Dometrorch. Motion carried unanimously (8-0).

The next board meeting for the MASWCD Board will be determined along with the decision on the Educational Seminar.

There being no more business, a motion for adjournment was made by Ryan Britt. It was seconded by Mike Haeffner. Motion carried unanimously (8-0). The meeting was adjourned at 4:04 p.m.

Respectfully submitted,

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Sandy Burd, Executive Director

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Ron Willis, President