Call to Order - President, Michele Riggs called to order at 10:04am. Additional participants were Vice President, Jack Hoeck, Past President, Dan Corum, Treasurer, Scott Deatherage, Secretary, Kyle Bair, Directors; Tami Thomas, Kaitlyn Welzen, Jetta Antonakos, Ashley Mihle, Sam Schaefer-Joel, Howard Stenn, Cassie Whitebread, Samantha Fleischner, Mary Harrington, David McDonald, Stephanie Miller, & Staff; Britni Lundin and Katie Bohocky.

Absent were Howard Stenn & Nehemias Chalma.

Guests were incoming Director Steve Diddy & Andy Bary.

The Anti-Trust policy was read by Michele Riggs as a reminder that no business details be discussed today, and all attendees are representing WORC in decision-making.

Consent Agenda: Board accepted both October and November 2018 minutes. Board accepted both October and November financial reports.

Elections and Nominations: Britni informed the Board that WORC’s bylaws do not directly state when Officers are to be elected, but they imply it should be at the end of the calendar year. The Board decided to keep Officer elections at the strategic planning session in January. Britni to bring amended bylaws for review. Britni to send out nominations form to the Board to prepare for Officer elections.

Financials: Britni reported on WORC’s financial health. Both CFOT and the 2018 Annual Conference brought in an income this year, however, the Annual Conference brought in $6,000 less than anticipated. Cost for the Annual Conference was $3,000 less than anticipated.

Katie conducted a 2019 budget review highlighting the need to push for more sponsorships, reduce CFOT printing expenses, and reduce Board meeting expenses. The Board motioned to approve the 2019 budget with a reduction made in Board meeting expenses to $1200.00, passed and seconded.

A motion was made to change 2019 sponsorship packages to no longer include CFOT event sponsorship, and to create a value equivalency; seconded and passed.

REPORTS:

Outreach & Communications:

Newsletter: Sam reported that the January newsletter would be sent out in the second week of the month. Sam will be including Howard Stenn and Olympic Organics for this newsletter. The legislative bill sponsor is to be included in the January newsletter.

Reciprocation:

Jetta discussed reciprocal relationship with WSRA, NW Biosolids, and Zero Waste Washington. The board agreed that this would be beneficial. Britni to set up meetings regarding reciprocal equivalents. The Board will discuss who will attend reciprocal events during the strategic planning session.

Michele will contact Zero Waste Washington and WSRA and invite someone to come and speak to WORC about their organization.

Jack mentioned opening the door for AOR to have a reciprocal relationship with WORC. The board agreed that this would be a positive move for WORC and her members.

ORCA Letter: The Board was informed that this letter was requested from an outside organization that was not initially disclosed. The Board did not agree with the letter being sent to them but wanted the letter to come specifically from WORC. Michele contacted the organization and requested that they not use the letter. The
Board decided to send the letter to the Seattle Times. Britni will send out to news outlets and post on the website. Cassie and Sam will post to social media sites.

**Event Committee Reports:**

*Annual Conference:* Jetta reported the positive feedback regarding the Lemay venue. Britni reviewed the post survey revealing that results were more middle of the road when WORC wants results to be outstanding. Discussion included a need for strong conference content, local/regiona speakers and more direction for round table facilitators. Britni to send feedback to conference speakers.

*CFOT:* Michele reported that CFOT was a full class with scholarships given.

*Soils for Salmon:* David discussed the improvements that he would be making to the banner design. Banner will need to be completed by the WSRA event. The website content is being drafted and updated. Updates will be completed within 2019.

*Legislative:* Michele shared the WSRA powerpoint on the Labeling Bill. She met with representatives and all agree that bipartisan sponsorship of the bill is needed. Steve volunteered to be WORC’s lobbyist for this bill.

*New Updates:* Glen’s proposal for WORC to sponsor a new event in LaConner was reviewed and rejected by the board. Britni will contact him.

The Board discussed re-visiting their relationship with Paul Stamets to be a keynote speaker. Steve will speak with Paul regarding his interest in being a speaker.

Britni reported that all CFOT students have been promised CEU certificates for 2018. This must be removed from website, and all registration communication with students for future CFOT classes and changed to “by request only”.

The Board voted and agreed that Katie did not need to be at the January strategic planning session as she has a conflict and will no longer be WORC’s Executive Director.

The Board reached a consensus that non-board members would not be allowed at the strategic planning session, and all attendance must be in-person.

*There being no further business, the meeting was adjourned at 1:55pm*