

SE EPPC Strategic Planning Meeting

Elachee Nature Center, Gainesville, Georgia

January 13-14, 2009

Moderator

Bill Hubbard

Participants

Chuck Bargeron
Joyce Bender
Kristen Allen
Lee Patrick
Brian Bowen
Nancy Loewenstein
Steve Brewer
Karen Brown
Connie Gray
Cynthia Taylor
David Moorhead
John Brubaker
Robin Mackie
Nancy Fraley
Alix Cleveland
Chris Furqueron

Kentucky EPPC (Joyce Bender)

Hosted a meeting in December with University of Kentucky of 120-140 people on invasives. Great deal of interest from professors, etc. They will plan to host one every other year.

September will be Weed Awareness Month; There will be a proclamation by the governor.

Still trying to increase membership. Invasive species mgmt plan is now required to receive state funds thru Joyce's agency. Fish & Wildlife on board as well.)

Mississippi EPPC (Steve Brewer)

In a bit of disarray; Jim Copland had to resign as president due to conflict of interest with his job (US Navy); But do have a statewide Cooperative Weed Management Area;

Never elected a vice president; currently trying to fill both positions;

Have looked at whether or not to disband, but have decided that they are a worthwhile organization and want to continue on.

SC EPPC (John Brubaker)

Under pressure to get together Symposium; Challenging considering there is no money for travel, etc.

Good program; Presence with DNR is evident in the fact that they cancelled a workshop they were having two weeks after and decided to partner with SC EPPC instead; Colette DeGarady met personally with DNR to help arrange this.

Still looking for abstracts; Need to get the word out; And need to get some sponsorship; Need help from Regional group; (Board suggested that people be contacted and asked to speak)

Suggestion made to send Call For Abstracts to chapter presidents and ask them to pass to their boards and to others. Plants Conservation Alliance, Alien Plant Working Group – suggested contact (list). So far, very low response but deadline is not here yet. Brian stated that typically 75-80% of attendees come from hosting state; typical total number of attendees is @120.

FLEPPC (Karen Brown)

Meeting will be in Delray Beach in May; there will be a session on exotic biofuels;

Two RFP's out for annual education and research grants; Will present grant awards at meeting;

Updating plant list (do this every two years); Final list will come out soon.

TN EPPC

In the middle of revising plant list; Will be finalized in the next couple of weeks; Out for review; Hasn't been done in 5 or 6 years; Terri Hogan has been instrumental;

Cogon grass early detection and treatment has been a focus and has engaged DOT and other state agencies; Developing

Started Tenn IWAW; 47 invasive weed and gardening groups have signed on; Will have several activities to publicize;

Updating webpage

Working on EDRR program for the state following Randy Westbrook's model;

Soon will have inspection forms for gravel pits; if getting material and bringing into natural area, can go to the site and inspect in national parks (Yellowstone is already doing this); TN May host next year.

SAMAB a potential co-host. TN working on a CWMA Cogongrass.

Pest Plant Technical Advisory Committee that TN EPPC is involved with; Working to add several species to the Noxious Weed Law; Received push back from nursery industry; But still working on it. The Nurseryman's Association has funded a grad student to develop a Risk Assessment for weeds;

Considering hosting next year's SE-EPPC Symposium; Looking for organization to partner with.

TN-Dept Agriculture & TN-EPPC, plus three hort reps and three conservation reps, using NatureServe Weed Risk Assessment – 13-14 plants listed. Hort reps didn't agree with any of it, but species will be added to non-prohibited species list.

Joyce said "seed test" scuttled their progress as seed inspectors didn't want to have to test for more species. Nancy: NC State funded a grad student (with help from the nurserymen's association) to develop a process to assess species. Working under Joe Neal.

ALIPPC (Nancy Loewenstein)

Has put out a grant RFP for outreach (research-KB) related projects; \$1000; Steve Enloe helping to lead.

Plant Conservation Alliance group working closely with ALIPPC;

Next annual meeting in May at botanical gardens; emphasis: Landscape and Sustainability; President elect is a green industry guy;

Challenged members to make at least one entry in EDDMAPS;

Stephen Enloe (Auburn University) will be attending NIWAW in DC.

GA EPPC (Connie Gray)

Had a meeting in November; Sent out questionnaire to find people who might be interested in various roles in the organization;
Vice President resigned;
Getting ready to update species list;
Thinking of developing weed awareness activities and putting on webpage;
Invasive species plan for GA came out of DNR to the governor's office in order to get money for aquatic nuisance species;
In the process of putting out a replacements list that the GA Green Industry has helped author; GA-EPPC attending their trade show.
Workshops going on; would like to get a calendar on the website. Endangered species formal agreement; good relationship. GA Invasive Species Strategy – being federally reviewed. MOU between state agencies; formalized; invasive species council and task force – will be up on website soon. Very productive. Enables states to get federal money – ANS – includes aquatic AND terrestrial plants.

General Announcements for the Board members and their state chapters

Membership is 590 without the 300 in Florida;

Take back message to state chapters: in the next few weeks, we will have the ability to take credit cards online and each state chapter will have to set up a PayPal account to handle membership; May get to the point that it HAS to be handled by credit card online; Then it will be much easier to send out reminders once memberships expire;

Have only 70 people on listserv; Could put members automatically on listserv and let them unsubscribe if they want; Send out an introductory note saying that we have done it; Ensures that communication is better and there is more interest.

How did we get here (Brian and Joyce)

- Brian summarized history based on his journal article.
- Bylaws were loosely established in '99 when EPPC was established, and there have only been three revisions since;
- From that point until 2004, there was a focus on trying to establish state chapters; TN EPPC transferred its group exemption status to SE (by changing its name to SE with IRS) and then restarted;
- Board was large at that point (whoever wanted to be a part); Symposium was something that the BOD wanted to focus on (75/25 revenue share; Changed to 60/40 in 2004 in Florida); Would move around from state to state so no one had to do every time; Webpage was developed and Chuck came in in 2000 to do the work; TN EPPC Newsletter was transferred to SE and was mailed and overseen by Coordinator (Brian);

- 2002 Coordinator position was discussed as far as whether it was needed; The then president resigned and the Coordinator position was dissolved and Brian became president; Newsletter stopped; Major initiative was to work with Lowes to get them to take certain species off their inventory; They did, but were species that had no economic value;
- 2004/05 There was restlessness that led to the start of a Strategic Planning process; AL meeting, two things were started: Platform developed by Randy Westbrooks; Presentation from Joyce on Strategic Planning; The need for a Coordinator position; EDRR;
- Brian also presented a list of activities he has been involved in in the past year as Coordinator;

Strategic Plan (Joyce)

- From Platform, there was a committee to develop/finalize a strategic plan, but this never happened;
- 1999-Goals: Lists for states; Risk Assessments for ornamentals; Outreach initiatives; Coordinate with FL and regional and national entities; Wanted to participate in Federal Invasive Species Advisory Council (ISAC);
- 2001- Goals: Develop chapters in states;
- Other early things (2004): Funding for these things; But accomplished many of these things; Still needed Coordinator/Director position;
- 2005 – AL meeting had session that started the discussion among the membership on Strategic Planning; Organization roles and objectives touched on by Jim Miller and others including:
 - Need to expand capacity/Knowledge on Socioeconomic Impacts; Expand connectivity among groups;
 - Be a means for distribution of knowledge (networking); Organization to help states be successful in their mission (i.e. protocols for various things such as how to develop a symposium);
 - Need a better understanding of people we are trying to reach ;
 - Need higher level goals like EDRR;
 - Can't be hesitant; have to be more bold about eradication;
 - Need to have the commitment of the people serving on the board or they should resign;
 - Developing an Executive Director Position: Best productivity was when we paid for a coordinator; We decided that we needed an Executive Director, but first needed to decide what we wanted this person to focus on. Easier for a state level organization to be based on volunteer work; regional level organization needs someone paid to move things along;
- Need more clarity on where we want to be and how we want to get there; What should we focus on? Can we really do and be everything we said in 2005? How can we be more effective at the things we want to focus on?

Discussion Followed

Chuck: Need to table the discussion of paid position until we decide what we want to do.

Karen: Good way to keep people accountable is to go over action items at each meeting and have someone report on what they said they'd do; Also develop a calendar with deadlines and those responsible are held accountable;

Alix: Capacity is important; Determine how to keep strategy in line with capacity to accomplish things; Lofty ideas without capacity only results in frustration.

Chuck: I don't think we need an Executive Committee and I think we need more participation from states; We can do both things without changing the bylaws; Would like to sit here as long as it takes to figure out where we want to go.

Connie: We have state organizations, regional, and now national; Do we need all those levels? When states develop something get it out to other states without SE having to filter it; Sharing information is incredibly important.

Brian: Regional is supposed to be a sharing house for information (we do this on our webpage); This year there has been a disconnect in process; Until this year, the regional board was involved in planning and funding symposium; EDDMaps was also a good example of a regional effort.

Chuck: Connie's question is important because it is usually one person that is the president of the state chapter, then is active at the regional level and is now being asked to participate in the national level; One person can't do all this.

John: Need to make the board larger and encompass more agencies; That makes meetings have more information exchange and more energy;

Alix: Need to be able to come to meeting and go away feeling like it was worthwhile for going back to state;

Karen: Chapters should encourage committee chairs to attend regional meeting so they can meet other chairs of similar committees and compare notes; ~~get together at that meeting with those from other chapters who are interested in the same things to be able to get together and talk~~; Regional organization can provide a core to discuss issues and see how others are doing things, etc.

Chuck: Annual meeting should be a large function of the regional group; This regional organization should be a way for all the state chapters to get together and talk;

Robin: Should have an engaged regional contact to be able to participate in planning;

Alix: Really need to have regional help with Symposium in the future.

Joyce: Need to get at what we want to be; Should be the focus of the meeting; We've had some bad communication.

Nancy: TN EPPC has never felt unsupported by the region;

Brian: Has been involved in every symposium until this one and until MS;

Moderator: This is valuable discussion; Each state is good at some things, not good at others: Still value in sitting down together; Sounds like people want to continue as a group; Want to start with some big picture ideas;

Alix: Need to know why people think this organization is failing so we can fix what is broken;

Is there a need for SE EPPC??

Need to communicate among the region;

Brian: States would have to seek their own tax exemption status if regional disbanded;

Chuck: national organization could take on exemption status; Not a reason to exist in and of itself;

Brian: But at that level it gets even more complex and there might not be someone willing to take that on; The regional is a big supporter of national, so by removing that support, it weakens national;

John: Current tax exempt status is working well;

Chuck: ...if treasurer and coordinator are willing to take on responsibility; The minimal alternative would be if status moves to national and regional is a much looser organization.

Connie: Weeds are regional, so we share the same issues and solutions across the region; So we don't have to reinvent the wheel;

Karen: Assess regional socioeconomic impacts of weeds; Each state could come up with for state and then combine to region to bring before legislation; Also need to know what legislation is already out there to know what still needs to be addressed.

Brian: This was a function of National to track federal legislation; Regional level coordinated information collection from state to national;

Alix: The sum is bigger than the parts; Visibility; Regional is a key piece; Information sharing should move upward and downward;

Karen: Should we have a legislation committee to work on these things;

Chuck: Was all for moving away from a regional committee until he went to national meeting where agendas are very different from southeast;

Brian: And the NA has not even fleshed out what it is; It is depending on regional; Others think we've got our act together and have a lot of stature based on the things we have accomplished; If you look at '05 platform, we've accomplished 2 of the 3 things; completed a lot of progress in many of the categories.

Review Goals, Objectives, Mission

Mission on webpage and in WW was taken from FILEPPC and is fairly concise. We've had past mission statements that were not so concise.

John motioned that we adopt the mission on the webpage; Nancy seconded; Board voted and it was unanimously accepted;

Bylaw objectives were borrowed very early on in the formation process;

Connie: objectives seem complete.

Robin: They are too specific and field oriented; Not regional in scope.

Karen: These seem complete; Let's look at how we follow through with them to support the mission statement.

Chuck: Do they cover EDRR? (Board felt it was covered.)

John: Made a motion to add to an objective to those in the bylaws: "To serve as the administrative body for the EPPC chapters of the southeast region of the US". Should this be added as a revision?; Chuck motioned that it be added; Nancy seconded; Voted on and passed unanimously.

Review Major Current Activities

(Board listed the following items. Following the list of new activities, there was discussion regarding what, of these things, we should focus more on, what should we do less of, and what needs discussion. Those items needing additional discussion (starred) were moved over to be ranked/prioritized with future activities. Items already addressed on the new activities list were crossed out. Also discussed the e-newsletter and whether information could be dispersed by Listserv and WW; Brian pointed out that the Newsletter was a request from membership.)

Support EDD Maps

Co-host Annual Symposium with state chapters.

Discussion: Develop a checklist for the new people of what to do when; Karen can adapt Florida's and share; Develop a Symposium Logistics committee that includes last year's organizer; Develop a list of expectations of the Symposium; Program Committee: Chuck, Nancy L., Dave and John will develop a flexible template that will serve as a structure for all future Symposiums; Budget Committee has in the past decided a lot of the logistics based on money; Johnny wants to be on the logistics protocol committee and Lee and Tony; One committee will do all; Draft Protocol should be developed by May; Karen will send any FL info to Chuck.

Support and distribute Wildland Weeds magazine to members quarterly.

*Publish a newsletter and distribute to members.

Host a webpage and listserv.

Need to come up with a committee for webpage to follow up to make sure things are posted.

Chuck will add all members to the listserv ASAP; States need to be better about getting things to Chuck.

Have representation on the board and interact with National EPPC (Should we have one member? Or should all states be represented? Nancy says no: too much for each state; Karen: Good function for SE; Will be coming up as a question with NAEPPC; Should figure out later.)

Treasurer keep current Membership database (also serves as the WW mailing list) – members without a state will just arbitrarily choose a state or be assigned to a state by the Treasurer.

*Produce and distribute publications.

Serve as a clearinghouse through webpage of publications and events; States will do a better job of getting information out.

*Training and Workshops (EddMaps)

~~Interfacing with other regional and national initiatives~~ (already on future activities list)

~~Legislative liaisoning and advocacy~~ (already on future activities list)

Maintain 501c3 status and develop reports for IRS

Coordinator has overseen some of the duties associated with this; a logical job for the Treasurer to perform; Chuck, Brian and Lee will work to make sure transition from Coordinator to Treasurer is smooth.

Review Possible Future Activities (Board listed the following items)

Facilitate/Foster CWMA formation; How to divide up CWMA's (i.e. where are there needs); Create a SE map with locations for current CWMA's and gaps; Identify ED RR species/needs/areas (Provide distinction for ED RR and CWMA); Maintain SE CWMA list.

Need to provide a protocol for getting data into the EDDMaps system; Needs to be done in an organized manner.

Expand and get involved with more agencies.

Better sharing of success stories and activities online.

Create an advisory committee for research of exotic species; Network researchers; Publish a list of research needs and priorities; Develop a list of research experts; Develop a speaker database, tech transfer or consulting; Would need to keep it up to date; States could identify experts in their states; Steve Brewer will plan to coordinate this effort.

Test an invasive species invasiveness model for new species entering the country or moving between states; Large discussion on this; And the board wondered if that was something that was outside the scope of a regional organization; Refinement or confirmation of Invasiveness based on NatureServe might be something we could work towards; This works with EDDMaps; Need to find a mechanism to find available research (limited).

ID Regional policy issues; Be a forum for states to address policy issues.

Discussion on whether promoting natives is within our purview; In order to prevent reinvasion; Need to focus a bit more on restoration after control efforts; Facilitate connecting control efforts with restoration efforts; Have been approached by Society for Ecological Restoration and asked to partner on a meeting or workshop (Southeast region); Good idea to help with shrinking travel budgets, but need to also remember that revenue may be cut; They should get their own sponsors.

Market ourselves so that we are in the forefront of this issue; Have a banner and brochures; Need to be present with other groups at other meetings.

Should have a committee to work with horticultural industries to get plants out that are currently being sold. Should identify people from the industry who are willing to serve on the state boards; Each state could have one person that interacts with that person.

Need to work on outreach to these groups; They probably don't know their plants are impacting our natural areas. Do we want to contact radio or tv gardening programs?

St. Louis Declaration (Codes of Conduct for Botanical Gardens); We need to promote them and haven't; Send a follow-up letter to state botanical gardens and see where they are with this.

Are there people who should be at this table who aren't? APHIS? USFWS? DOT? NRCS? DOD? COE? How do we do this? Encourage them to come to state meetings.

Is there another way to bring in money? Need to do some work. Need to come up with certified weed managers training; Develop a short course that contractors would take and take test with continuing education credits to maintain certification (like the ISA or SAF programs); Not pesticide licensing; Need some collaboration with other agencies so that there is some incentive for contractors to do this.

Figure out how to get a "natural areas" pesticide applicator certification in all states but Florida (where it already exists);

Start developing articles for natural areas related magazines; Could start with one article and submit to large list of nature related magazines; Garden clubs are huge with lots of interest and often money and connections; Garden Writers Association (1800 writers) are meeting in Raleigh this year in September; Need to get our poster there (will assign Johnny); Master Naturalists.

Review Barriers/Issues

No Money

Few people on board

Do not tap into the membership like we could/should

Board does not rotate new people in and people into leadership roles

Too much to do

No follow-through on actions (accountability)

Should the EPPC chapter presidents be the state liaisons? President should go home then delegate; Shouldn't be doing all the work; Too few people doing too much at state level.

Committees are not there or not active; Need to have more people not on the board to work on committees. (These are the existing committees: budget, EDDMaps, Membership, Communications); Committees aren't given objectives with deadlines and held accountable; Need a strong committee chair; There are committees that exist but are not always needed (i.e. bylaws committees – bylaws not revised very often); Committee chairs need to be held accountable; Get list of needs out there on listserv to recruit some help for committees and chairs; board member would develop committee and find a chair so that the responsibility is not on board member; Can ask other board members to find someone who might be interested.

Prioritization of Possible Activities

Activities list above was lumped and prioritized. This was accomplished by each board member placing a check next to only six of the listed activities. Checks were tallied and those with five or more checks were considered the organizations initial priorities.

1. Create a certified natural areas weed manger program (4)
2. Get states to add natural areas to their pesticide applicator training (1)
3. Refinement of quantification of invasiveness at the species level (i.e. Nature-Serve) (4)
4. Synthesize and share list development of each state EPPC chapter (9)
5. Facilitate and collaborate with other groups that work in restoration (host/co-host conference workshops, etc.) and other related stuff (6)
6. Develop database of experts (3)
7. Identify and publish high priority research needs (4)
8. Add more liaisons and affiliations to the board ("green" industry, DOT, FWS, etc) (5)
9. Foster Development of CWMA's (8)
10. Foster EDRR Committee development (3)
11. Increase marketing and communication of SE-EPPC (include Master Gardeners and Master Naturalists programs) (6)
12. Increase online presence of success stories, examples and case studies (3)
13. Make peer-reviewed materials more readily available (4)
14. Identify regional and legislative policy issues (9)
15. Code of conduct letter (St Louis Declaration) (5)

16. Popular press articles (garden club) (3)
17. Create green industry committee (5)
18. Produce and publish e-newsletter (1)
19. Produce and distribute publications (2)
20. Training and Workshops (1)

Items for Tomorrow

Action Steps

Assignments & Timeline

Coordinator Position

Discussion over Bylaw Amendment by John. Chuck reiterated that changes can be made to structure of BOD without changing the bylaws

John unhappy that bylaws were never finally accepted.

Karen offered a compromise that the revisions made in Biloxi should be revisited and reviewed and finished at the next quarterly meeting.

Joyce: I am part of the bylaws committee with Bob Parrish and was not a part of this new bylaw amendment.

John: we need to start operating by our bylaws.

Karen: we need to complete work that was started on bylaws at Biloxi board meeting.

Chuck: Executive Committee has been the same people for years; This is a problem.

John: Should dissolve the Executive Committee to increase ownership by the rest of the BOD.

Brian: The committee was started to make decisions between board meetings that had to be dealt with quickly.

Karen: For business that cannot wait until next meeting with FLEPPC, there is a protocol for how to conduct business by email by entire board. This was incorporated into the SOPs (Standard Operating Procedures) and has worked successfully. Dissolving the Executive Committee would give the board more transparency.

Kristin feels if it's a problem, then we should open it up by eliminating the executive committee.

Lee feels that some people feel they are out of the loop.

Karen: Made a motion that we dissolve the Executive Committee; Nancy Loewenstein seconded; Voted on and passed unanimously. (Note: this action did not require a change in the bylaws.

Adjourned for the day at 8PM.

Day 2 - Action Items

Synthesize & Share Plant List development of each State EPPC Chapter

Brewer: Should we have a common approach for all states?

Nancy: Can't do it; It depends on the state.

Alix: This group does need to set a standard to maintain the credibility of this group.

Connie: Needs to be a committee of people that have done this and can speak intelligently and can work with states on this.

David : Could do a White Paper on what SE-EPPC thinks should be the criteria of a state list.

Nancy: Should be a section on webpage with this information to assist others, and then follow with White Paper.

Action Items: Each state shall provide their plant list and documentation (about how its list was created/ listing process) to SE-EPPC webmaster by the week before May meeting to put on webpage.

Brian: This works well with the Invasiveness ranking objective.

Chuck: Seems to be a lot of discussion, need to form a committee; Not going to affect certain states since they've been doing it for awhile; can't standardize, but let's form a committee.

Robin: Let's identify a chair to contact state presidents and get recommendations on who should serve.

Nancy L. will coordinate the identification of a Listing Committee Chair and will report back in May;

Brian: Can see which listing processes are way off.

Nancy L: Would be a back-up for states that run into political situations.

(Each state create a poster with accomplishments; Then have a SE EPPC forum/business meeting lunch for general membership.)

Identify Regional and Legislative Policy Issues

Connie: Should summarize what's out there currently and determine what this organization could do to add to it.

Karen: TNC in Florida has decided to pursue this and Kris Serbesoff-King from Florida TNC said they would be happy to collaborate, so a committee could be formed with them.

Connie: Need to form a committee (Connie will head this up).

Steve: Will see if Jim Copeland would be able to help.

Action Items: Committee will be formed (one person from each state) to identify what each state already has in the way of legislation and what the needs are; This committee should eventually interface with TNC. Connie will head up the committee development.

Send someone to NAWA to represent group. Brian will be going (see discussion, etc. below).

Should also have a discussion/forum at Symposium – Regional Issues and Policy – Robin and Connie will work on; (Could have breakout sessions on various topics).

Need to identify a NAEPPC liaison;

Based on discussion yesterday and today, Brian would like to resign as coordinator; And now has no structural affiliation with SE-EPPC.

Chuck would like to add an officer that is a liaison to NAEPPC; Steve would like to second; Motion withdrawn for additional discussion.

Joyce and Connie: Recognize the heavy lifting that Brian has done throughout the history of this organization; Would like to discontinue the rapid edits of bylaws in the future.

Brian: Have heard many people who think coordinator position is not necessary. This undercurrent is not good for the organization and it's not worth it.

Chuck: Structure of Coordinator position will be changing, and if we decide that we want one, Brian or not, we can institute later.

Nancy F. – As TN EPPC rep, we are having a discussion that I know very little about; Coordinator position; Bylaws discussion; And if we're going to continue with this, TN EPPC would have to withdraw; I am frustrated that something seems to be going on that is not known to the entire board.

Karen: It was all discussed at Biloxi and it was in the minutes that were sent out. Several state chapters were not represented at Biloxi and it was discouraging and it was when it was suggested that perhaps SE-EPPC wasn't functioning well and questions arose as to whether or not it should continue.

Brian: Responding to conversations he has been privy to outside of board meetings about budget.

Nancy L.: Need to have discussion about whether we want a coordinator and if now is the time to decide this.

Robin: Seems like this doesn't need to be personal; Just want to follow bylaws and get some new blood.

Alix: There are two things going on: Certain items that the coordinator did have been taken off of the focus; And then some people don't think we need a paid coordinator.

Steve: Was at the Biloxi meeting and had no feelings about Brian's position and is now seeing that we have much more work than we will be able to do, and if it requires compensation to have someone as hard-working as Brian then that's fine.

Chuck: We can vote to accept Brian's resignation. Non-voting members and Brian were asked to leave the room for further discussion by the board.

Lee: Brian paid \$4500 salary and \$2000 in travel (55% of total budget).

Chuck: We've done a terrible job of keeping track of what Brian does or has done.

Karen: Why do we put money into one person's volunteer time and no one else's?

Lee: We had decided to hire him for two years and that was in 2005.

Chuck : we hired him to come up with a position description for Executive Director position and he has done that.

Nancy F.: It is a given that we will tweak the system if we decide to keep the coordinator position; But there seems to be an undercurrent that some board members want Brian to no longer be involved.

Answer was no, that isn't the case.

John: Brian was supposed to come up with grant/funding for Ex Dir position, and hasn't done it.

Nancy: Does Brian know that this is missing?

Chuck: No, we've done no check on what Brian is doing.

Karen: Caught her eye when she came on as the FLEPPC liaison that the newsletter editor got paid \$4,500 per year. Didn't think this was right or fair.

Nancy, Chuck, Kristen: Only a small part of what he does.

Chuck: Discussed last night with Brian that he should resign as Coordinator and stay on in a different capacity. We need to change coordinator position and we need to start fresh down the road.

Joyce: Regardless of who does it, do we want a paid coordinator?

John and Karen: Why does this position need to be paid?

Nancy: Just because you two are willing to do volunteer work this is not grounds for discontinuing the coordinator position.

Lee: But we could look for an unpaid person that is willing to do it and save the money.

Karen: Has heard complaints that coordination has not occurred.

Chuck: Has a problem firing him because we haven't done our job as his employer; If we allow him to resign and let Brian continue as a board member, then we can start fresh .

Chuck: Amend the bylaws (emergency situation) and motion to add an officer position that is the Liaison to the NAEPPC. Karen seconded; Vote was unanimous to accept. He would be a voting board member equal to all other members.

Board asked Brian to take this position; He accepted. Chuck: There will be travel money to support position once budget committee meets; Agrees to go to NIWAW and report back to board. States will need to work with Brian to make sure their interests are represented with NAEPPC.

Will need to reinvigorate the Bylaws Committee (Joyce, Bob Parrish, John Brubaker) to look at them and make sure we are following them. John Brubaker minutes revision (1/29/09): committee will meet and make a presentation for May meeting.

Foster the Development of CWMA

Chuck: Is working on developing a website cookbook that would show CWMA's how to post their information for USFS in Florida; This is transferable.

Karen: Kris Serbesoff-King put an article in WW on criteria of CWMA's; Information is in the Winter 2008 issue.

Chuck: Need to have a committee to help with these.

Karen: Chuck is in a position to pull this together.

Action Items: Work with states to host workshops to promote the development of CWMA's ; And serve as a clearinghouse of information; Develop a CWMA Committee (Chuck and Nancy F. will take the lead on this: Will host a session at Symposium and will go forward from there); If you know of any CWMA's in state, provide information to Chuck so Kathy O'Reilly-Doyle can include in her plenary talk.

Facilitate and Collaborate with other groups that work in restoration and other subjects (host/co-host conferences and workshops)

Steve will propose to Society for Ecological Restoration (SER-southeast chapter) at their March meeting that we co-host a meeting in 2010 (ask them to consider); Attendance is best in Florida; Will send an email now to have them start considering before meeting; Karen will also mention to FLEPPC that FL is a possibility for hosting SE EPPC meeting in 2010 (would be good to have in the northern part of the state); TN will also be willing to host the meeting.

Nancy L. will take SEPPC banner to SER meeting.

Should have someone who is responsible for keeping track of national meetings and identifying someone who is already going and can take banner;

Should we write down organizations that we are interested in collaborating with? And talk to their BOD and find out how we can collaborate? Have a calendar of upcoming meetings etc. Can sit down at the beginning of year and strategize based on what meetings are coming up and figure out who we want to collaborate with and how; ASB, SAMAB, SWSS (Brian will contact ASB; Nancy F. will contact SAMAB; Will open up dialogue and attempt to identify liaisons.)

Develop a committee. Karen and Robin will work on this together.

Increase Marketing and Communication of SE-EPPC

Need to print more banners so there is less spent shipping them around. This will be addressed at next budget meeting and report back at May meeting.

Print more membership brochures. Budget committee will address this.

Meeting of Budget Committee in February; John B. will join; Will approve budget on next teleconference board meeting in March; Then Brian can report on NIWAW.

Figuring out a way to incorporate our goals into Master Gardener/ Master Naturalist groups; This is a state function, not regional. State boards are encouraged to check in and find out if these groups are incorporating this into curriculum; revisit at May meeting.

Need to work on communication among states; Need a mechanism to get new stuff out.

What if we developed a powerpoint presentation on our website that could be used (or some of the slides) that describe our group and what we do; Need to get out what the plants are; Could have slides on feature plants; This is about getting word out on our organization, not the plants. Table this and work on later.

Will add all members to listserv.

450,000 hits to website last year.

Could send a message to listserv that whenever someone is going to a relevant meeting, can take brochures, banner and or WW magazines.

Code of Conduct Letter (St. Louis Declaration)

Connie and Alix will draft a letter to circulate to board by end of February.

Add More Liaisons and Affiliations to the Board

Brainstorm List of Affiliations: USFWS, APHIS, DOT, DOD, NRCS, ACOE, TVA, Southeast Nurseries, TNC, State Forestry Divisions, NWTF, Garden Club

Chuck: Will contact USFWS, APHIS, TNC

Karen: Will contact ACOE

Connie: Will contact Federal Highways

Lee: Will contact DOD

Alix: Will contact NWTF; John Taylor

Nancy L.: Will contact SE Nursery Association

Tell them we've got this organization and we've got FS and NPS to advise the board; We'd like you to attend 2 meetings per year and work with the board; Need to find people that work on a regional level; Ask them to attend the May meeting; Plan to report on progress at next meeting.

Creating "Green Industry" Committee

Nancy L. will see if Harvey Cotten can lead; Johnny Randall will also be asked by Lee to look into this.

Misc Topics "Parking Lot"

EDDMaps committee to have states verify, etc. Tabled for now until May;

Nominations –Will be looking for another Secretary and President-elect; Kristen requests that we find another Secretary before next face-to-face as she cannot travel to another meeting to discuss; Kristen agrees to be the head of the webpage committee.

BOD Structure: Do we want two people from each state? Want some new blood, but we've put several mechanisms in action that will do this; So let's keep it as one person from state is required to come to board meetings; If they cannot come, must appoint a proxy in writing.

Meeting adjourned at noon.