

Montana Association of Conservation District's Employee Organization
DRAFT Action Plan
Developed November 18 & 19, 2008
Missoula, MT.

The following items were identified by 2 groups of EO members as being priorities to move forward as a functioning group.

The next step in this process is to obtain further input from EO members regarding issues they'd like to see addressed and also to put EO additional member names and dates with tasks. The general idea was to make people responsible for those issues that they feel strongly about.

If you would like to add your name to any of these tasks/goals or you would like to add another task/goal, please contact Lori Zeiser or your area representative.

I. Communication

A. Establish Chain of Command

Executive officers and Area Representatives—Ongoing

B. Create effective functioning committees

EO officers—March 2009

C. Share organizational goals

Chris Evans (web page to attach to MACD's site)—December 2008

D. Run efficient, effective meetings

Julie Ralston—June 2&3, 2009

E. Make committee assignments

EO officers—March 2009

F. Plan 2 meetings

EO Officers—spring and fall

G. Network

H. Insurance issues

Tina Bonnell, Julie Goss, Judy Benson—June 2009

I. Legislative committee

Chris Evans (chair)—December 2009

Teresa Wilhelms

J. Improve communications

Julie Ralston—June 2&3, 2009

Chris Evans (web page)—December 2008

II. Membership

A. Foster Goodwill

B. Set a direction

C. Retain CD Personnel

D. Encourage Active Membership

(while there are no names attached to this portion, it is thought that this section will naturally follow from the rest of the action plan)

III. Fundraising

A. Casting by Montana Silver Smiths

Julie Goss (Chair)—March 2009

Chris Evans

Judy Benson

Lori Zeiser

Barb Berry

IV. Training

A. Update Education Notebooks

B. Establish Resource Library

Jennifer Kenck—June 2009

- C. Develop Training Modules
 - 1. Conflict Resolution
 - 2. QuickBooks
 - 3. Grants for CD's
 - 4. How to Run an Effective Meeting

Chris Malgren
RC&D

- D. Develop Training Plan

V. Bylaws/Policy

- A. Update Bylaws
- B. Define Officer Roles
- C. Establish Policy
 - 1. Fiscal Responsibilities
 - 2. Financial

All of the above--
Pat Johnson (Chair)—February 1, 2009
Sharon Patterson
Chris Evans
Chris Malgren
Julie Ralston

VI. Mentoring

- A. Increase the “mentoring” concept within areas and across area lines
Jean Dunn (Chair)—June 2009
Julie Goss
- B. Look at pay issues & develop recommendations
Lori—work with MACD
- C. Show newer members how to respect others