

**Golden Sands Resource Conservation & Development Council, Inc.**  
Personnel & Finance Committee Meeting Agenda

**November 21st, 2024**

**Location**

Wood County River Block, Room 206  
111 W Jackson St, Wisconsin Rapids, WI, 54495

**Join Meeting Online**

<https://us02web.zoom.us/j/7153436215?omn=86097384937>

**Call in to meeting (no visuals)**

Phone number: 1 (312) 626-6799

Meeting ID number: 715 343 6215

**9:00 AM – 10:15 AM**

1. Call to Order \_\_\_\_\_ Wucherpfennig
2. Introductions \_\_\_\_\_ Wucherpfennig
3. Minutes Approval \_\_\_\_\_ Committee

\*\*\*CLOSED SESSION\*\*\*

*The committee may enter into closed session to consider personnel matters, legal advice or activities, or other issues of a confidential nature.*

4. Discussion and Possible Action – Treasurer’s Reporting and Endowment Fund \_\_\_\_\_ Hilgart
5. Discussion and Possible Action - Financial Procedures \_\_\_\_\_ Glad
  - a. 2023 990 Filing review
  - b. 2025 COLA for staff wages
  - c. 2025 Fee for Service hourly rate
  - d. 2025 Draft Overhead & Admin budget for review and approval
  - e. Employee Retention Credit - special projects budget update
  - f. NICRA re-negotiation for 2025-2027
6. Discussion and Possible Action – Staff & Membership \_\_\_\_\_ Glad
  - a. Hiring Updates
    1. Onboarded Dan Nath, NRCS NRI LTE 9/26/24
    2. Onboarded Jenna Tuma, Administrative Coordinator 11/11/24
    3. Will begin summer field season 2025 Intern/LTE search in December
7. Tribute to service for Al Barden - Riverview Park, Eagle River \_\_\_\_\_ Evans
  - a. Pick a date to commemorate
8. Discussion and Possible Action - Policy & Procedure \_\_\_\_\_ Glad
  - a. Proposed benefits changes
    - i. 2025 stipend in lieu of insurance for full-time regular staff
9. Discussion and Possible Action – PR and Communications \_\_\_\_\_ Glad
  - a. Newsletter
  - b. Annual Highlights - combined 2023-2024 version
10. Other Business
11. Adjourn

*We are a 501(c)3 non-profit conservation organization celebrating over 50 years of solutions for a healthy environment and economy.*

*Serving the Wisconsin Counties of Adams, Columbia, Green Lake, Juneau, Marathon, Marquette, Monroe, Outagamie, Portage, Taylor, Waupaca, Waushara & Wood*