

Cobre Valley Watershed Partnership
Leadership Structure Meeting Notes
Globe, Arizona
December 04, 2019

Attendance:

- | | | |
|---------------------|-------------------------|-----------------------|
| 1. Chris Jones | 7. Stanley Gibson | 13. Michael Seronde |
| 2. Paul Buck | 8. Sandy Palmer | 14. Paul La Farga |
| 3. Keith Alexander | 9. Sheryl Cormack | 15. Phone- Ben Downer |
| 4. Leitha Griffin | 10. Chad Cooper | 16. Phone- Jessica |
| 5. Mary Anne Moreno | 11. Bryce Mares | Asbill-Case |
| 6. Cathy Melvin | 12. Victoria Hermosilla | |

Agenda Review:

1. Leadership and by-laws structure
2. Refine mission/vision and implement strategies
3. Cobre Valley Watershed Schedule

Results from survey taken during the October 30, 2019 meeting:

- Time commitment responses 0-10 hours, but most people said 1-3 hour per month commitment.
 - Victoria suggested, with no objections from those present, that 1-3 hours per month be the expected commitment
- More is expected from board of directors, sub committees, however, shouldn't expect more than 1-3 hours

Board of Directors Discussion

- Why it's necessary and what are the duties
 - Board will be signing for major decisions, putting together 501(c)(3) paperwork, people will be listed as core executive leadership
- Sheryl Cormack (USFS): hopes USFS can be on executive board, but that person would need to be district manager.
 - Sheryl is willing to serve on a subcommittee (again with approval of district manager)
- Lessons learned from Gila Watershed Partnership: board started similarly, very passionate individuals and heavy federal agency participation on a large board. Partnership found that over time and with growth, passion alone is insufficient. Specific skill sets, as needs evolved, are needed.
 - Suggests: CPA, Attorney?, Lobbyist? 1-2 federal agencies, but careful of too much Fed. Representation overshadowing partnership.
 - Helpful if board members have some sort of financial stake in board
 - Smaller is perhaps better, though size is somewhat dependent on the tasks/goals of the organization
 - Smaller group, faster decisions—to get projects done, good structure. However, can be accused of secret meetings, moving very/too fast.

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Keith Alexander recounts significant projects of the Gila Partnership:

- Initially started to address flooding. Unusable cropland due to flooding, lands needed to be dewatered.
- Water quality issues: E.coli study, identified outbreak issues due to human sources, not ranching. This drove efforts to improve recreation facilities.

Group asked ‘What do you want out of this partnership?’ / additional comments re: board

- Bryce Mares (FMI): measurable achievable goals. Even if they are small wins.
 - Helps keep traction, keeps projects moving.
 - When too broad w/o measurable indicators, can lose direction and focus
- Paul Buck: Partnership goals/mission/structure can evolve.
 - Small steps to start with are key.
 - In the past, too many organizations doing same thing
 - Need Pinal creek group onboard if CVWP is to engage in this work
 - San Carlos has no interest on board since it is out of their political boundary.
 - CVWP can work with tribe as projects/collaboration opportunities come up
- Chris Jones: ideally small group working closely with stakeholders
- Keith Alexander: Gila Partnership has an advisory committee, called upon when needed.
 - Keeps them involved, but not part of formal structure to meet all the time.
 - Subcommittees can provide expertise and advising to board

Group discussion re: Leadership Structure, Board of Directors

- Specific skillsets for board of executives
- Idea of advisory committee be composed of people working in various subcommittees
- Is this structure feasible in this community?
- Conflicts can happen when board is working too closely and heavily invested without input/participation with other people. Are there conflicts we can envision, and how to form the board/CVWP to anticipate/address them?
- Who has the skills for the project?
- Should partnership be focused on small wins, or larger, big-picture vision?
- How many board members: 5-7?
 - Smaller board = faster decisions, but more risk for too few decision-makers and resentment
 - Larger board = increased representation and voices, but slower decision-making process and possibly fewer projects
 - Seek balance
 - Having 7 board members, have an idea of skill set with membership goals. Cross to match leadership.
 - Ex) CPA, CEO, Scientist, Lobbyist...
 - Keith Alexander: GWP has 7-member board. At one point 15 people, wasn't good thing.
 - Will demographics represent community?

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Specific Project Ideas- discussion to think about what leadership is needed:

- Miner's Steps
 - would be beautiful to restore that area, steps and plunge pools to catch water, urban forestry program does match grants
 - Supports recreation goal (#5 Small Town Forum goal)
 - Chris Jones offers to assist with urban grants
- Pinal Creek Trail Group- Old Dominion Mine Demo Site
 - Supports recreation goal (#5 Small Town Forum goal)
 - Supports Public-Private Partnership goal (#3 Small Town Forum goal)
- USFS Travel Changes (i.e. forest roads maps update)
 - Supports management practices goal (#1 Small Town Forum goal)
 - Supports recreation goals (#5, #6 Small Town Forum goal)
 - Supports education goal (#7 Small Town Forum goal)
- Timber management program?
 - Not enough resource here
 - BUT, possible fire education opportunity
- Club at the community college
 - Supports education goal (#7 Small Town Forum goal)
- Class at Gila Community College
 - Supports education goal (#7 Small Town Forum goal)
 - Can be easily adapted to this watershed, per K. Alexander
- City & County empty lots; weedy lots
 - Potential buffer strips; use for stormwater?
 - Supports Public-Private Partnership goal (#3 Small Town Forum goal)
 - Supports management practices goal (#2 Small Town Forum goal)
 - Supports matching water quality to water use (#4 Small Town Forum goal)
- Public Forum with tribal participation
 - Supports Public-Private Partnership goal (#3 Small Town Forum goal)
 - Supports shared knowledge for collective impact goal (#6 Small Town Forum goal)
- Xeriscaping Incentive program
 - Supports Public-Private Partnership goal (#3 Small Town Forum goal)
 - Supports management practices goal (#2 Small Town Forum goal)
 - Supports matching water quality to water use (#4 Small Town Forum goal)
 - Supports shared knowledge for collective impact goal (#6 Small Town Forum goal)
 - Supports education goal (#7 Small Town Forum goal)
- Water Festival
 - Already have one
 - CVWP can participate
 - Supports education goal (#7 Small Town Forum goal)

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- Old Dominion Mine Well
 - Treatable for potable use?
 - Talk to Capstone
 - Long-term; supports Public-Private Partnership goal (#3 Small Town Forum goal)
- Public Speakers
 - speakers and education filmed to put it on website for community outreach
 - Supports education goal (#7 Small Town Forum goal)
- Target shooting in washes vs Target-Shooting Range
 - Supports recreation goals (#5, #6 Small Town Forum goal)
- County municipal sludge/landfill issue
 - Comes out of water. Green waste compost better than burying it
 - Supports matching water quality to water use (#4 Small Town Forum goal)
 - Supports shared knowledge for collective impact goal (#6 Small Town Forum goal)
 - Supports education goal (#7 Small Town Forum goal)

Keith Alexander: May want to decide if group is advocacy group or not. San Pedro is advocacy; Gila river isn't but also successful.

- ✓ **Meeting Consensus reached:** CVWP to remain neutral, not take advocacy role.

Goals/Vision/Mission Discussion:

- ✓ Group likes Small Town Forum Goals, minor revisions below:

System Efficiency/~~Conservation~~ *Wise Utilization of Resources*

1. ~~Develop a comprehensive~~ *Revise existing water budget with updated data and information*
2. Expand management practices of land to better utilize storm water flows and quality

Economy/Development

3. Set framework for private-public partnerships for long-term water supply resilience
4. Explore feasibility of matching water quality to use

Recreation/Environment

5. Foster ecological stewardship to preserve, enhance, and manage natural resources for resilience, adaptation, and restoration
6. Combine and share both knowledge and resources under guiding philosophies for collective impact

Water Awareness

7. Education of the public and decision-makers to increase awareness and motivate action

- ✓ Vision reviewed, recognized and agreed upon to keep as is

- ✓ Mission created

- *The CVWP strives to facilitate stakeholder driven watershed planning that promotes sustainable economic development through community action and educational outreach*

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Back to Board Membership Ideas:

- Property owners and land managers are needed on board of directors
 - Cooperative extension,
 - Landowners (USFS),
 - Mines (FMI/BHP have property that isn't federally owned)
 - Towns
 - Who has decision-making ability, and who has the skills? Ven diagram of large stakeholder and skill set
 - Ensure those approached are high enough in organization to enable real participation
 - Careful of conflict of interest issues inhibiting corporate participation – if someone serves on board, they may not be able to contribute financially to 501(c)(3)
 - Mary Anne Moreno: if Board of Directors is too small, with equally small quorum for decisions, then not enough people are involved in decision-making process and legitimacy of CVWP and leadership will be in question. Should have large enough leadership core, with respectively large enough quorum for good decisions, representation, and balanced approach
- ✓ **Meeting Consensus reached:** CVWP number of Board of Directors should be 7

Schedule at a Glance:

- Jan-March: development of by-laws and revision and all that will happen. Specific subcommittee to be on this who has done this before.
 - Cathy Melvin and Mary Anne happy to work on bylaws. Paul Buck will help too.
 - Technical aspects help from Keith Alexander

Next Steps/Action Items:

CVWP Tasks:

- Identify attributes needed for Board of Directors, and individuals with those attributes to serve on the board of directors.
- Establish Board
- Draft By-laws
- See if San Carlos Apache Tribe are welcoming to a public forum

WRRC Next Steps

- Establish and lead science technical working group
- Follow-up with EAC re: educational program

COBRE VALLEY WATERSHED PARTNERSHIP
LEADERSHIP STRUCTURE
MEETING AGENDA

December 04, 2019 (2:00PM-4:00PM)
Globe-Miami Chamber of Commerce, 1360 North Broad Street, Globe AZ 85501

Meeting Goals

Discussion-Focused Meeting (be prepared to talk)

1. *Determine structure and criteria for Board of Directors; necessary Subcommittees*
2. *Refine Mission, Vision, Goals, Strategies*
3. *Check-in on CVWP Schedule*

2:00PM – WELCOME AND AGENDA REVIEW

- Introductions
- Review agenda and meeting goals

2:10PM – FORMING THE BOARD OF DIRECTORS & SUBCOMMITTEES

- Review survey highlights
- Building a sustainable Board of Directors in the context of lessons learned from previous organizations' successes and shortcomings
 - Refer to draft structure and criteria
 - How to include stakeholder representation?
 - Number of members (5-9)?
 - Current Board commitments and suggestions for seeking other commitments
- Subcommittees: bylaws, recreation, science coordination, economic development, mining, grants search, water supply, etc...

3:00PM – REFINING CVWP MISSION, GOALS, AND STRATEGIES

- Revise draft mission
- Revise draft goals based on the needs, assets, and ongoing work within the communities
 - What is feasible for the CVWP to tackle and how?
 - What are top strategies to achieve our goals?

3:30PM – REVIEW SCHEDULE AND SHORT-TERM GOALS

- Discuss short-term (1-3mo) goals for board and subcommittees
- Discuss timeline to reach goals
- Meeting frequency for each group: locations, preferences, and ideas

4:00PM – ADJOURN