

Golden Sands Resource Conservation & Development Council, Inc.
Personnel/Finance Committee Meeting Minutes
September 18th, 2025
Midwest Renewable Energy Association/Online

Attendees: Shane Wucherpennig (Wood); Bill Leichtnam (Wood); Gary Beastrom (Member-at-Large); Bob Walker (Member-at-Large); Jennifer Glad (Golden Sands RC&D Staff); Amy Thorstenson (Golden Sands RC&D Staff); Denise Hilgart (Golden Sands RC&D Staff); Jenna Tuma (Golden Sands RC&D Staff); Angel Rakow (Golden Sands RC&D Staff). Bill Clendenning (Wood) also attended.

CALL TO ORDER: Wucherpennig called the meeting to order at 9:03 a.m.

INTRODUCTIONS: Everyone introduced themselves.

APPROVAL OF MINUTES: A motion was made by Leichtnam, which was seconded by Beastrom, to approve the minutes of the July 2025 meeting. Motion carried.

CLOSED SESSION: A motion was made by Walker, which was seconded by Leichtnam, to go into closed session at 9:08 a.m. Motion carried.

OUT OF CLOSED SESSION: A motion was made by Walker, which was seconded by Beastrom, to come out of closed session at 9:15 a.m. Motion carried.

TREASURER'S REPORT: Hilgart presented the treasurer's report. A motion was made by Walker, which was seconded by Leichtnam, to accept the treasurer's report and recommend for full council approval. Motion carried.

FEDERAL FUNDING STATUS: Glad reported federal funding for NRCS co-employment contracts and other programs is settling back into normal patterns, though some changes in processes and procedures were needed due to reductions in government staffing.

990 UPDATE: Hilgart reported that the 990 report for 2024 is being worked on.

2026 OVERHEAD ADMIN BUDGET: Glad reported that a proposal is being worked on and will be ready for review by the committee and full board in November.

HIRING UPDATES: Glad reported on NRCS affiliate staff and fall interns. Four NRCS affiliates have returned to their previous positions. Three have found other employment and will not be returning. One was hired for a Golden Sands RCYD staffing position. Two affiliate positions are pending with NRCS due to staffing model changes. Two fall interns have started: an admin staff position and a media production intern.

MEMBERSHIP DUES: Glad reported that three counties paid dues in August. She has made in-person visits to the Land & Water Conservation Committees, in various counties where dues have not been paid, to build better awareness of the value Golden Sands RC&D provides to those counties.

AL BARDEN TRIBUTE: No update.

POLICY AND PROCEDURE: No report.

PR & COMMUNICATIONS: Glad updated the committee on various communications initiatives.

OTHER BUSINESS: Walker introduced the idea of developing and administering an employee communications survey to identify opportunities for improvements. Walker, Glad, and Hilgart will initiate a steering committee to develop the concept more fully for future consideration by the committee and full board.

ADJOURNMENT: A motion was made by Leichtnam, which was seconded by Beastron, to adjourn. Motion carried. The meeting was adjourned at 9:57 a.m.

Minutes by: Bob Walker, Secretary