

Golden Sands Resource Conservation & Development Council, Inc.
Personnel/Finance Committee Meeting Minutes
November 20th, 2025
Golden Sands RC&D Office/Online

Attendees: Shane Wucherpfennig (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); Amanda Gurklis Tuma (Golden Sands RC&D Staff); Katherine Jaeger (Golden Sands RC&D Staff); Brian Haase (Waupaca); Jared Mader (Marathon). Bill Clendenning (Wood) also attended.

CALL TO ORDER: Wucherpfennig called the meeting to order at 9:01 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 September 2025 meeting. Motion carried.

CLOSED SESSION: A motion was made by Walker, which was seconded by Leichtnam, to go into closed session at 9:04 a.m. Motion carried.

OUT OF CLOSED SESSION: A motion was made by Leichtnam, which was seconded by Walker, to come out of closed session at 9:08 a.m. Motion carried.

TREASURER'S REPORT: Hilgart presented the treasurer's report. In addition to normal routine reporting, Hilgart addressed the issue of reimbursement delays caused by the recent federal government shutdown. A motion was made by Walker, which was seconded by Beastrom, to accept the treasurer's report and recommend for full council approval. Motion carried.

FEDERAL FUNDING STATUS: Glad discussed impacts of the recent federal government shutdown. There was an impact on staffing and projects, along with slow reimbursements that adversely affected cash flow. Potential sources of revenue outside of federal contracts are being explored to reduce dependence on federal funding.

FORM 990: Thorstenson reviewed highlights of the document.

2026 OVERHEAD/ADMIN BUDGET: Glad reported that budget drafts had been prepared during the government shutdown period, but due to the uncertainty of funding at that time, she recommended the board delay consideration of the budget until the January 2026 meeting.

2026 FEE-FOR-SERVICE RATE: Glad recommended increasing the hourly fee-for-service contract rate from \$65 an hour to \$75 an hour. A motion was made by Walker, which was seconded by Beastrom, to approve the new rate. Motion carried.

Employment Updates: Glad reported that two NRCS employees, who were laid off at the start of the federal government shutdown, have not yet been put back on payroll. She recommended

keeping them in that status until back payments from the federal government have been received.

AL BARDEN TRIBUTE: No update.

POLICY AND PROCEDURE: No report.

PR & COMMUNICATIONS: Glad updated the committee on various communications initiatives, noting specifically that social media efforts have been enhanced.

OTHER BUSINESS: Glad reported on efforts to recognize long-time Golden Sands RC&D supporter, Merlin Becker. Glad also discussed the idea of developing and administering an employee communications survey to identify opportunities for improvements. Walker, Glad, and Hilgart will initiate a steering committee in early 2026 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 Beastro, to adjourn. Motion carried. The meeting was adjourned at 9:59 a.m.

Minutes by: Bob Walker, Secretary