

Meeting Minutes 06/20/24

Meeting started at 10:05

Attendees: Alex Onisko, Dexter sowell, Aimmee Cooper, A. Buyer, Deb Stone, Paul Evans, Lynn Proenza, Dennis giradina, Jenna Cole, Telmadarre Telmah, Taylor Clark, Maria McInnis, LeRoy Rodgers, James Leary, C.J. Greene

Meeting minutes approved by quorum

Introductions.

Lynn Proenza has accepted and was voted in as new Chair of FISC.

Aimee mentions that an email will need to be sent to membership. Website will need to be updated. Certificates need to go out to past BOD. I mentioned Andy Lawrence may have certificate.

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Website updates- New tab added to FISC website for Cisma. Getting rid of the fairly new but old website and back to WORDPRESS website. Old site will be archived. Some tweaks need to be made but shouldn't postpone the launch of the new site.

Need head shots and Bio for all new Board Members.

Deb will have some verbiage drafted for the merge. Was shown on the screen and is on the website under the 'About' tab.

Need a timeline put on the website the before merge of Cisma and after Cisma. If you have any items send to Deb and Lynn. Also a timeline of major things that have happened to FISC. Aimee said should would put this together. But also send out to legacy members.

James- do we need something to distinguish or identifies the two groups, different missions

Deb- no does not need to be separated. Cisma fits in well with FISC. FISP was essentially the umbrella for all the Cismas and the focus was to work across boundaries. Work with other partners and private landowners. 2008 Governor of the time created a private lands working group. This evolved into something else in 2011 and 2013 became FISP and started work with Cismas. There are several on going programs within Cisma. In FISP's strategic objectives are captured in the PAC committee. Deb/PAC committee helps Cisma with coordination.

Dexter requesting header above the merger paragraph, so it stands out better. Folks engaged locally at Cisma level but may not be involved with FISC. Now the local coordination is now under the auspice of FISC.

Aimee believes that Cisma needs to be mentioned to spare confusion. Are there other organizations that make up FISP outside Cisma. Suggests what FISP was and what other organizations make it up.

Deb will add more description for the partnership and FISC

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Deb- Due to merger we get Google Workspace and going to use Google Drive- Nonprofit account set up. Will be a central drive for all FISC BOD/Chairs/officers can you use. It will be organized in a way to make it easier to find needed documents.

People will be added as needed.

Deb described via share screen how the site works.

Officers will get own email for access. BOD may be more difficult but will use Board\_Member\_1 ect

Committee chairs may also have access to DRIVE

Needed this Drive because past FISC members left with all this pertinent information.

Naming conventions needs to be followed based on the document sent out. Committee Chair responsible to check once year to ensure all protocols are being followed.

Drive link will be coming today.

Change emails to generic address.

Created a welcome to DRIVE for CISMAS-----Can do a myriad of applications with DRIVE

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#### UPDATES FROM OFFICERS COMMITTEE CHAIR

Lynn since she is website committee chair she needs all updates.

Deb is Liaison officer now.

Taylor not a board member

Chris Marble is not a board member

Veronica Runge not a board member

Paul Terry a board member

New board members are Jenna, Telmadarr and Alex new board members.

Student Board members/ question but bylaws state that no student board member could vote. But what about a Student Chapter as opposed to be being board members. Need to discuss further.

**ACTION ITEM\*\*\***

Committee Vacancy- Finance Committee does not have a chair. Allegra can't be the chair because she is the treasurer. Only a few hours spread out over summer. Main responsible is compiling the budget and provided to the Board. James volunteered to chair the committee. Not much of a committee yet but that may be corrected.

## UPDATES:

Treasurer says all is good.

Secretary got some ideas for quarterly letter,

Local arrangements- got link got hotel

Past chair- stepped down as chair, but more folks reaching out to us.

Plant List Committee- Dennis--website updated with new plant list. There is a watchlist, for plants not listed under Cat I or Cat II list. Definition page. It took some time to get up due to the merger. No recent meetings, but looking to get folks back together. Once Everglades Invasive species Summit over will have more time to put into plant list committee. There have not been any criteria sheets submitted for plants. And no pressing business for plant list committee. Looking towards having a meeting soon.

Dexter- added some plants can be removed from the list, but it has to be done objectively. Though summer is uber busy. Is not sure if it can be done before the 2025 plant list.

To-Be-Watched list- some deleted some added to Cat II. Wanted to revisit through CAT II and CAT I but ran out of time and haven't completed yet. Dennis wants to continue with this process. Believes the 2024 list will be the 2025 list.

STRATEGIC PLAN- LeRoy has long history with FLEPPCC. Now all taxa and merged CISMA. Now time to revisit Strategic planning. Le Roy will head this up and has found some information. He envisions- ad Hoc committee not permanent team. A Five-Year plan, What are the boards thoughts

Aimee believes that it is needed at this time. Possibility of rebranding our logos taking on a whole new partnership with the CISMAS, ensure we all look the same.

Aimme motions Leroy to be committee chair.

Allegra agreed with strategic plan creation. C.J. Also agreed for a strategic plan.

LeRoy voted in as Chair of this committee.

Leroy looked into facilitators from UF and they do strategic planning. FWC hires them for as facilitators and focused on strategic planning. They are expensive, 15K. And LeRoy feels that this may be outside FISC's realm. In the past got a facilitator for free from UF extension services. Although doesn't know how to find this service from IFAS/Extension services.

James stated he would look into the Extension services. Would buying the facilitator would that generate report?

The Cadillac plan would start a one on interview with BOD, and what they want from the organization, send survey out to members, then facilitate three meetings, and then a strategic plan retreat for two days and then facilitate complete a full write up as a strategic plan

Deb thinks having someone writing it up would be great.

Deb has contacts at the Pi center which could help.

LeRoy mentioned this to the UF Service representative and they mentioned that to cut cost they FISC could do some of the work.

Would probably be more important to find out what are wanting?

James wants to know from Allegra what we could spend, but feels that the cost is worth it.

CJ stated that facilitators are very thorough.

Dexter can it be completed in one fiscal year or can it be billed over a few years. If it can be then it would be worth it.

Allegra stated that FISC fiscal year is October 1 to September 30th. It needs to be voted on by board. Not one person decides how we would move forward. We have the money, but doesn't think that the upcoming symposium would cover the cost. Is it worth while to pay for it every 5 years.

\$6500 for assessment interviews of the board-Leroy felt this one that FISC wouldn't need.

\$1300 initial review and question development to members

\$6500 to handle all the strategic planning retreats

\$1500 Overhead for UF

The above does not represent travel for the two facilitators. Add a \$1000.00

Allegra believes we don't need the first item, but also thinks we should look at other options.

Deb will look around Gainesville for comparable services.

Dexter-does this need to be done in year. Short answer is yes.

Leroy wanted it to get together and present at the next business meeting in the symposium.

Lynn wants to know if we could break it between two fiscal years but Allegra does not think that would be needed.

Aimee- is it possible to utilize our non-profit and have 50 percent up front and 50 percent once complete

Leroy believes that we could structure how we want to pay for our deliverables

Aimee- curious wants to know which fiscal year we would pay.

LeRoy states however we would want to structure the payment schedule

James- if we took out board member interviews. Then we are looking at 15- 6500. As such should ask other organizations for similar services.

LeRoy- Initial assessment interviews and summary report, they are looking to get one on one discussions to find what big things the strategic plan will provide. And identify questions we want to

ask the larger membership as part of a survey to see how the membership sees the value, benefits and value of fisc.

Next big item was doing survey themselves and compiling information from membership

Last would be the retreat taking all the above and lead through a strategic action plan.

Deb/Allegra looking for other options

LeRoy can send out the quote-Fixed Price.

Retreat- will be for Ad Hoc committee only, in person, hope agency to cover travel. Smaller focused group get more done. Maybe three virtual meetings.

Ad Hoc Strategic Planning committee less than 10people- Who will be on the committee - Jessica Spencer, Allen Dray, Deb Stone, Dennis Giardina, Paul Evans, Lynn Proenza, Paul knows a Grad Student, James Leary, LeRoy Rodgers, Alex Onisko

Time requirement – 2 intensive days, 3 virtual meeting, maybe less than 10 hours of homework

Procedurally- find other quotes once we get the other quotes, we can move to setting a board meeting ACTION ITEM

Leroy will work on until the next quarterly meeting or could have ad hoc meeting to discuss.

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Symposium updates

Paul will start advertising on August 1 the save the date. Meeting will have a July meeting to go over small stuff.

Event page built, logo built, almost done with google drive form.

October 1 start accepting abstracts end early December. Want out early to secure presenters.

Lynn can get this on the website if Paul sends info. Hotel link is up

LeRoy could be keynote speaker. What would he present on?

Theme everything coming together and how it fits together. Where has FISC been Where is it going. Leroy could pencil in.

Possible themes- Seize the TREES. Trees to Seas

LeRoy could work in resiliency.

James- mentioned getting more management talks involved. Could supplement the Science and research points. Board members should get Paul management talks by July 1. ACTION ITEM

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Committee Vacancies-

Telmadarr not sure what each committee does.

There are SOPS and descriptions on the website.

Education

Mech/Silent Auction

Website Liaison- will be ditched. Since Lynn is Chair on FISC website-Deb is Chair for PAC side of website

Finance needs to be filled in. James volunteered for Finance Chair

Plant Industry Liaison- needs to be changed to all taxa. need two people one for reptiles and one for plants

Draft SOPS for invasive species liaison. Some of this may come from new Federal laws and the board members—ACTION ITEM waiting till we have a strategic plan.

Leroy stated that the person who sits in Invasive species liaison position, may not be an agency person since they may be in contrast to agency mission.

Merge social media committee with the FISC PAC, which is what Deb is doing now

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CISMA GRANT FROM FFS-

Has BIL funding to give to the CISMAS. Deb spoke with FFS and has 50,000 dollars to give to CISMAS for on the ground work, work on private lands, outreach projects

Due date is June 30 th 2028

There is also 1,000.00 for accounting. Need to set up meeting with the next month to sit with Jeff Eickort. Mariah has asked to be a part of that with the FISC PAC committee chairs.

Then would give FDACS a proposal on how we would use the funds.

Allegra wants to know what their tax work arounds are.

If we give it to UF their overhead is steep. The state has 10 percent charge for managing the money. Although Deb would like to handle the money itself.

Allegra would like to see the CISMAS manage their own money but not sure how it works. For federal stuff we are fine, but State things requires much more paperwork. Hard to find help with State forms.

If anyone wants to be involved send to Deb.

Dexter asks if it could go to private contractors. Deb says yes.

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MISC.

Deb has some branding packages. Looking for help.

James will be asking for budget. And the budget will be presented at the next meeting.

2026---C.J. Needs to work out how symposium will be set up. This will need to be brought to Marjaneh. ACTION ITEM Paul, Allegra, Taylor, and Lynn in that meeting. And send out to board in case they want to join. The meeting will be scheduled in July. Morning of the 25<sup>th</sup>.

2026—Supposed to be with Wildlife Society but may not be financially feasible b/c of strategic planning. If we co-host, then must split the profits 50/50. Should write to them and let them know it won't be 2026 but maybe 2027 and go through all the details about that meeting. That way we have a plan in place.

Jenna Cole interested in Merch/silent auction

Aimme made motion to adjourn and was seconded.

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