

GREAT LAKES UNITED BOARD MEETING MARCH 28, 1992 WINDSOR

PRESENT:

Bill N.	Fred	Glenda	Bill
Sarah	Chris	Camilla	John W.
Jack M.	Paul	Dorreen	John J.
Dwight	Rick	Pam	Dick K.

STAFF:

Phil
Bruce
Glen (introduced by Phil to Board)
Mary

1) Minutes

Minutes of Chicago meeting should reflect changes by Glenda on Habitat. She wanted words added to beach keeper discussion. They are: "projects to organize volunteers to monitor stretches of shore on a regular basis - both for pollution and physical shoreline protection."

Dwight and Jack - Additions to Corporate Policy
Labor/Environment - add sentence on Canada from Rick
Attach corporate Donation Policy

2) Director's Comments

Phil requested time to make comments to the Board on his resignation as Director. Dwight recommended that the discussion take place in camera. Bill seconded. In camera discussion followed between Phil and Board. Other staff members were asked to leave.

3) Windsor Director

After in Camera Session Phil introduced Mary Ginnebaugh, Windsor office Director, to the Board.

4) PERSONNEL AND OPERATIONS COMMITTEE

Sarah, John, Dwight, Rick, Phil, and staff except Reg and Dottie

Reported on facilitated meeting with staff and personnel committee. Recommendations were as follows:

- Assessments should be done more regularly.
- Redefine and re-discuss roles, create a mediation structure.
- Review overall Board and staff relationship.
- Need to create a plan for the transition to a new Director.
- Answer questions such as whether Executive Director is one or two jobs. Possible Administrator/Financial position and Environmental Program Director.
- Clarify relation between Buffalo and Windsor offices.
- Develop a growth management plan.
- Foster better communications/ways for people to feel better about their jobs.

Discussion - John J. spoke about the need to set goals, clarify

Rick reminded Board that issues from Cleveland still hadn't been acted on.

Bruce K. stressed the positive nature of the facilitated discussion and pointed out how the facilitator had pointed out that GLU is going through recognizable organizational changes and that conflict is necessary part of growth. Resolution of conflict is necessary for change. If you don't resolve the conflict you stop.

Several spoke to the need for longer range plans. Dwight thanked everyone for being open and stressed the need to see the positives as well as negatives. Thanked Phil for his work as Executive Director.

Glenda suggested that at retreat the Board develop better communication and service of its organizational members.

Bill N. thanked Phil for his work.

Dorreen suggested institute for Conservation Leadership and person of color facilitator.

Discussion of the Executive Director position. Phil explained the tension between the dual roles of issue work and publically representing GLU and the administrative/office manager. Despite the attractiveness of a separate fundraiser position it is often necessary for the program person to come up with funding ideas and opportunities based on experience in the field. There is always a problem when you hire an "environmentalist" to manage an office. It works better if one person does not have to play all the roles.

Rick - we know one person can't do everything. We need to hire two people and the Windsor office has to be autonomous.

A discussion followed during which several board members supported the concept of separating the administrative management duties from the advocacy position. Questions of campaigns and planning for the future were also raised.

John J. summed up saying we have two processes that need to be gone through, finding a Director and strategic planning.

Jack suggested that an interim Director be hired. Rick supported.

Several board members expressed concern about the interim position and preferred to hire a new Director while Phil is still available to train. It was brought up that Phil did not have the benefit of being trained by Dave when he came on.

Phil is planning to leave July 5 and has vacation and comp. time coming.

MOTION

Jack Moved that the Board develop a job description of the Executive Director in the context of the Board discussion of Task Forces, the role of the board, Board/staff relationship. That we hire an interim Director to help facilitate the transition during this period. Final decision will be made at the summer retreat of the Board of Directors. The hiring process will begin after the board retreat.

Rick seconded

Dwight, Sarah and Camilla spoke against, citing the need to move forward, get the notice out and start interviewing people as soon as possible.

John called the questions. Motion lost 6 for
8 against

MOTION

Dwight moved that the President charge a committee to develop options for GLU administrative organization, that the committee report to the board at a special board meeting to be held in approximately a month and that the pending vacancy be advertised immediately

Jack supported. Motion carried.

ACTION

John charged the Personnel and Operations Committee to carry out this motion.

Fred recommended that Dick, as President elect, serve on a search committee. Dick volunteered.

Search Committee: Dick, Paul, Dwight, Rick, Glenda, Phil, Sarah, John J.

ACTION

A Transition Committee of Dick, Sarah, John and Phil was also set up.

LUNCH

5) Canadian Financial

Phil reported that the auditor is completing the financial statement. The Canadian budget will show a \$9,000 deficit due to contracts completed but not paid in 1991.

In 1992 additional grants will have to be received to support the Canadian work or there will be problems.

Sarah stated that there is not a lot of opportunities for the support of the health project in Canada.

Phil went over the Canadian charitable status. There is credit with a legal firm that we will use to pay for a lawyer to make the application as an educational organization.

6) U.S. Financial

Phil reported on letter of intent to Kellogg Foundation with Labor/Environmental and Pollution Prevention activities. The request is for \$270,000 over 3 years. The project Director is on maternity leave and will be back in April.

Went over \$7,800 grant for Environmental Leaders meeting for representatives of each state plus regional organizations. GLU will receive \$2,000 for organizing the meeting.

Discussed the health project and brought up minority outreach.

ACTION

Finance Committee will have conference call when the Budget is complete. Finance Committee will make recommendations.

7) IJC Library

Pat Murray, Librarian at the Windsor IJC office was introduced. Pat went over the events that proceeded the threatened closure of the IJC library. The library office has been in Windsor since 1973 and contains information on the Great Lakes and the Agreement back to 1914. There are rare document compilations from the 1960's and the entire Great Lakes Basin Commission Collection from 1968-1981. There is a possibility that the library will be broken up. The University of Windsor might take the collection but the Canadian government has the right to take the documents of historical value.

A discussion followed in which it was determined that GLU must take a strong position in support of the IJC and maintaining the library at Windsor.

Paul commented that Great Lakes activists have made the IJC their voice. The IJC took stand on important issues and we must now fight to support it when it is under attack. Dorreen suggested laying claim to the library on behalf of citizens.

Rick and Windsor people will hold press conference at which people will show up to use the library and stop the dismantling on Tuesday March 31.

Fred asked if there was standing to sue from the standpoint of the public?

The Board determined that legal action should be looked into.

ACTION

Paul will contact lawyers to see what action might be taken.

MOTION

Dorreen moved that GLU include laying claim on the library at a press conference to be held on Monday while some Board members were still in Detroit. Put out a news release and combine with IJC report already sent out.

Seconded by Bill passed

A committee of Dorreen, Sarah, Jack and Phil will write the news release.

Victoria Cross, assistant to Member of Parliament Stephen Longdon, spoke on the review process of the Windsor IJC office in Canada.

8) Water Level Study

Phil reported on background of Living with the Lakes document. After Phase I of the report which documented that structures to control lake levels were not feasible or practical, there was great public outcry from the lakeshore property owners. Phase II was initiated, which included setting up a citizen advisory committee with broad representation from around the Great Lakes. GLU asked Phil to serve on the Lake Levels Board which is again investigating control options at the suggested locations of Niagara, Sarnia and the St. Lawrence River. Fred also serves on this board. Workshops in May and June of 1992 will put out the results of the latest study which indicates that controls would create great fluctuations in the St. Clair, St. Lawrence and Detroit Rivers. Fred comments that land-use studies needed to develop land management measures have not been completed on the U.S. side.

MOTION

Fred moves that GLU emphasize the criticality of comparable investigation of landuse management measures to balance lake level regulatory measures to alleviate adverse consequences of fluctuating levels, and request that IJC be made aware of the lack of comparable investigation of land-use management measures on the U.S. side to date.

Dick seconded passed

Dick brought up problems with structures around Presque Isle. Camille suggested article in newsletter on lake levels.

Phil would like to continue to serve on study board despite his resignation from Director because of his long-standing work on issues. Suggested that GLU look for a replacement for his position on the Citizen's advisory board. Sarah recommended an experienced engineer, Doug Wilkens.

MOTION

Fred moved that request be made to keep Phil on Lake Levels study and that Doug Wilkens be approached to fill citizen's advisory position.

Seconded Dick passed

9) COMMITTEE REPORTS

Annual Meeting

Schedule and agenda were reviewed.

John will take responsibility for first ten years in Unglued review.

10th Annual Book will come out after meeting.

Fred said any political ads may not say "Vote for".

Board Elections

GLU nominees for Board membership were reviewed.
Fred asked about definition of Native Representative

MOTION

Camilla moved for the adoption of the following definition of Native Representative:

The Native Representative must be a member of a membership organization in good standing whose activities and mission are focused on the concerns of native people on the Great Lakes and the St. Lawrence.

Bill N. Seconded passed

Gene Perrin has submitted his resignation to the President. This leaves a one-year U.S. at large position to be filled.

ACTION

Camilla will call candidates for U.S. at-large position and ask if they are interested in 1 or 2 year terms. Ask them to have themselves nominated for the 1 year term from the floor.

Fundraising Committee

Chris reviewed fundraising committee recommendation that GLU reach out to businesses and people with a vested interest in clean water. Sports clothing, water sports products and magazines.

Further recommended getting a grant to do fundraising. Someone who needs training or a salesperson who would work on commission.

MOTION

Chris moved that the fundraising committee continue on the program they are developing with guidance from the board and that a search be made for a fundraiser for the organization.

Dwight seconded passed

Dwight reminded Board and staff not to give up on fundraising program that's already underway.

Membership

Phil passed out list of new members and lapsed members. He asked Board to call unpaid organizations in their areas.

Phil reviewed request for membership by Canadian Coalition for Great Lakes Regulation.

MOTION

Glenda moved that the Board reject the application for membership in GLU by the Canadian Coalition for Great Lakes Regulation because their stated goals and objectives are clearly in conflict with ours.

Rick seconded passed

Habitat Committee

Camilla reported that Habitat Committee merged with Fish and Wildlife Committee and produced 7 resolutions for the annual meeting.

The Nature Conservancy is putting together a data base saying what should be protected on the Great Lakes. Also a directory of responsible agencies and a fundraising plan for land acquisition.

Resolutions

Board discussed sending out annual meeting resolutions in advance.

Discussion: If anybody wants resolutions in advance they can call in for them.

Dwight requested advance copies of resolutions for MUCC.

Newsletter

Committee suggested breaking present newsletter into two parts: 1) an 8 1/2 x 11 magazine format Journal with in depth policy articles 3 times a year and 2) a grassroots-friendly action newsletter with short newsy articles reflecting work of member organizations around the Great Lakes.

Fred liked the idea but said organization needed to get funding of publications on a more solid footing.

Board agreed that this recommendation was something Board and staff should try to move to and discussion would continue after new Director was on board.

Fred said don't use basin-wide "allocation" terminology.

MOTION

Glenda moved for the temporary diversion of water from Lake Michigan with the return clause.

No support

MOTION

John Witzke moved to support no diversion unless water comes back.

Dwight supported for 3 - motion failed

MOTION

Fred moved that GLU reaffirm its opposition to the diversion of Lake Michigan water outside the Basin but with the proviso that we can accept the use by Lowell of Lake Michigan water for domestic purposes with the further proviso that the total capacity of supply pipeline be returned to the Great Lakes Basin.

Jack Seconded motion passed - 11 for

2 against

record opposition-John W. and Dwight

MOTION ON WINDSOR CONFERENCE

Rick requested support of GLU for Windsor news conference schedule for March 21 on IJC. Board APPROVED

Health Committee

Sarah said committee needed some help in framing the health project proposal. Will address this at annual meeting.

Glenda brought up proposal to organize a Lake Erie Federation which she will be working on.

MOTION

John Witzke moved and Rick seconded a motion of support by GLU to participate in efforts to develop a Lake Erie Federation.

Glenda's intent is to make environmental protection of Lake Erie a major priority by environmental groups in the region. The Lake Michigan Federation is facilitating this effort and GLU will send a representative to a May 9 steering committee meeting in Cleveland. passed

MEETING ADJOURNED

Respectfully submitted by Dorreen Carey, Secretary