

Great Lakes United



GREAT LAKES UNITED EXECUTIVE COMMITTEE
PHONE CONFERENCE MINUTES
JANUARY 6, 1993

Dick opened the meeting by reading the letter he sent to Terry Yonker formally notifying him that his contract with GLU had not been renewed. GLU has given Terry his 60 day notice which will expire on February 15, 1994.

1. **TRANSITION:** Sara discussed with Karen Murphy the possibility of her filling in as an interim manager for approximately six months. Karen expressed an interest but has quite a few questions that would have to be resolved before she would agree. The committee agreed to have Sara and a couple of other board members discuss this in more detail with Karen and work out a contract. Jeanne expressed concern that we not set Karen or the staff up to fail because of the way the job is presently designed. John proposed that a list of tasks be developed (not to be included in her contract), but to be used by the staff to focus their attentions on the priority tasks over the next six months. John and Sara both expressed concern with Karen being involved in the bargaining process. They felt very strongly that she should not play an active role. Karen requested an exit memo from Terry that would lay out where the office and various tasks are. Jeanne will talk with Terry about supplying this by mid-January.

The executive committee will propose to the full board on January 9 entering a contract with Karen. At this time a committee will be appointed to negotiate a contract with her.

2. **STRATEGIC PLANNING:** David has requested more time on the agenda to go over his report and lay out the next phase. Now that the regional meetings are complete he would like us to move into defining our issues. He will be given a total of five hours on Saturday. Concern was raised that so far the planning has focused mainly on process. The Strategic Planning Committee has discussed with the David the need for more information on issues. It was also discussed that the regional meetings failed in terms of being organized and maximizing input from members. David requested more involvement from a senior staff person. Jeanne will talk with Terry about how much money might be available to hire Karen to fill that need. Sara suggested that there will have to be some significant by-law changes as a result of the planning recommendations. This will be taken up when it is appropriate. The Strategic Planning Committee will meet on Sunday morning for breakfast to discuss the previous day's discussion.

3. **COLLECTIVE BARGAINING:** Sara requesting that the discussion on Saturday be on substance rather than "word smithing." She also requested an in-camera session to go over the proposals from staff. Sara would like to see that the recommendations be costed out and studied for their cumulative impacts on the organization. She will "red flag" the key points of concern for the board.

4. **FINANCES:** Fred and Jeanne prepared a report on GLU's current financial status and will discuss it with the Finance Committee on Friday. The US side will transfer \$14,000 to the Canadian budget to help carry them for the first six months of the year. Fred developed five options which require changes in the Buffalo office to deal with the shortage. Jeanne and Fred will present the board with motions to be considered. One motion is to obtain liability insurance for board members. Terry will give a full report on the grant situation at the board meeting. Fred estimates that GLU has approximately \$122,000 in guaranteed funds for 1994. These would come from Mott, Joyce, Gund and the Strategic Planning process. It is absolutely necessary for GLU to get its funds in order and not use restricted funds for other purposes, according to GLU's accountants. A more detailed report will be given at the board meeting.

5. **OTHER:** The agenda for the board meeting has been revised. The revised version will be passed out on Friday. The executive committee members expressed disappointment in the quality of the last newsletter and would like to discuss it at the board meeting.

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