



Friends of Hartman Board Meeting

August 10, 2021, 5:30 pm

In person Location: Hartman Reserve Nature Center

Board Members in Attendance: Tom Blanford, Dwight Fritts, Nate Goetsch, Joel Haack, Kathy Green, Theresa Johnson, Diane Holmes
Jim Young, Henry Frederick, Kendra Wohlert

Absent: Gretchen Ogden, Henry Giddens Nina Hamer, Laura Walter,

Also in Attendance: Amy Davison, Hartman Reserve Unit Manager

- I. Call to Order – Jim Young: Meeting was called to order at 5:37 pm
- II. Review and Approval of Agenda: Nate moved and Dwight seconded a motion to approve the agenda. Approved.
- III. Review and Approval of Minutes of 5-11-2021 meeting: Kathy moved and Diane seconded a motion to approve the May meeting minutes. Approved.
- IV. Review and File Financial Statement for Audit – Kathy Green reporting:
 - a. **July financial activity:**
 - Income: \$54.00 from Frontstream
 - Expenses: \$1,530 for summer camp interpreter, \$8,000 for full year of field trip funding, \$44.41 for annual mtg/donor celebration postcard printing, \$166 for annual PO Box fee, \$600 for window clings, \$2,235 for power assist on Nature Ctr outdoor restroom door, \$900 for annual Inclusion Connection partnership, \$275 for staff sign language interpretation training
 - Requesting approval to transfer \$5,000 (of \$9,474 eligible) from the Endowment Fund to US Bank checking account to cover upcoming expenses. Nate moved and Kendra seconded a motion to transfer \$5,000.... Approved.
 - b. **FY21 Year End Financial Report in summary:**
 - Friends of Hartman Reserve received \$79,682.00 from 90 donations, either given in checks directly to Friends or given to the Friends Endowment Fund at the Community Foundation of NE Iowa.
 - More than \$55,000 was expended to benefit Hartman Reserve either through direct contribution to Bl Hk County Conservation or through sponsorships.
 - The Friends' endowment fund surpassed \$1,000,000.00, a longtime goal.
 - Friends' operational expenses were < \$5,000, as part of a priority to be good stewards of donor funds.
 - c. **Friends 990 (tax form for FY21):** Board member review is required. Hogan-Hansen has completed and electronically submitted the 990 to the IRS; their Invoice is \$1,000. Nate, Dwight, Jim, Joel, Diane, Tom, Nina, Theresa and Kathy have reviewed the 990.
- V. Hartman Unit Manager, Amy Davison –

August report –See report below. In summary, Amy said it has been an amazing summer of programming. Americorp students were awesome. Over 22 different camps, two overnight camps. All but two camps filled except two...first time to finish in the black rather than in the red. Gave two Girls/Boys Club scholarships and one additional scholarship. Lucy Price prairie project continues. All staff attended the environmental conference Friends funded. The butterfly/moth project is highly successful, drawing lots of visitors. Sept 2 is the Pint Night Ride at Single Speed, with funds going to Hartman Reserve. Bricks for Birds pathway will be done in September. Under the Harvest Moon is October 29; all exhibits will be completed by then. Power assist door is working well. Pelican is at taxidermist. Hobbit House is almost completed.

VI. Committees

A. Executive Committee-standing – Jim: Met twice this summer.

B. Finance Committee-standing – Kathy: nothing more

C. Website update /Facebook group– updates

<https://www.friendsofhartman.org>

[Friends of Hartman Reserve](#) - Miranda has been making updates and edits,

including the Board application form. She will be submitting a bill for hours worked, including the postcard invitation. Nina created the FB page. Can anyone on the Board post on the FB page? Amy said we should schedule posts so they aren't too close together, maybe three times a week, at least once a week! If we have one person posting, others can send info to that person to do so. Currently, that would be Nina. Exec. Committee will talk more about this to develop a plan.

D. Friends merchandise update – Nina: Window clings have arrived

E. Youth Board members – Henry Frederick:

1. Signs for audio tour: Project pretty much completed. Signs have been dropped off at Nature Ctr and ready to go. They can be placed at a variety of places and moved around. They are weather resistant. This is Henry Frederick's last meeting after seven years. Thank you, Henry! The audio and the QR codes can be changed as needed. Amy will get the signs up before the "snow flies."

F. Accessibility initiatives -Diane, Theresa, and Joel

1. Memory Cafe update: Great success, making a difference in the lives of participants. Theresa has done an amazing job with this project! Next one the first Wed. in Sept has a birdwatching theme. Joel would be glad to help!

3. Door project update: Complete and working.

G. Inclusion Committee Conversation

1. Report of the takeaway messages of those who attended the Hawkeye CC event: Amy Davison, Gretchen Callaway, Kathy Green and Diane Holmes attended. Kathy's and Diane's summary notes are printed at the bottom of the meeting minutes. Diversity is a challenge for Hartman Staff as well as our Board. It takes work and time and intentional actions. Maybe we should add a goal to our action plan related to this. Exec Committee will discuss and develop a goal to bring to the Board.

2. Any discussion of Goals, intent, moving forward. Need to meet with Amy about future plans for the Inclusion Committee, since we have renewed our Including Connection partnership.

H. Newsletter update – Aug edition

1. Next newsletter for Aug. 15: Articles: General Meeting; updates on projects we've paid for; pictures, Memory Café, etc

July 30th was the deadline for submission of articles. Need more Board involvement in providing ideas, photos and articles for future newsletters.

VII. New Business

A. Donor Celebration/Annual meeting: Sept. 14, 5:00 social hour; 6:00 program. Committee is working on the plans. Need help setting up and cleaning up.

B. Nominations committee - Jim, Nina, Dwight: Current officers are willing to continue another year but others from the Board are welcomed to be considered for an office as well. There are two Board applicants: Heather Rios and Bridgette Wood. Jim will meet with them next week. Henry Giddens will not be continuing as a youth Board member. Henry Frederick suggested to reach potential youth members, maybe contact the jr and high school student councils and connect with 4-H Clubs and FFA programs.

C. Discussion of Friends support of the Second Sunday Speakers' Series for the year: Board approved funding the October workshop leader/Sunday Speaker. Staff are always looking for ideas for topics and speakers for Sunday Series, so Board help with that would be appreciated. Pros and cons of fees and differing fees for different speakers were discussed. Board decided to table this topic until the October meeting. Maybe the Board can create a committee to help Connie with speaker planning.

D. Bylaws proposed addition: **The Board of Directors, upon the recommendation of the Executive Committee, may consider the appointment of a new director after the Annual Meeting's election. Such appointment would consider the potential director's contributions to the Board of Directors and the needs of the Friends Board.** This change to the By-Laws will be voted on at the September mtg.

E. Action plan update: Read the plan Jim sent out to Board. A goal related to inclusivity will be discussed and added. Amy made some additions and corrections to the plan, which Jim will edit into the plan.

VIII. Adjourn: Dwight moved and Nate seconded a motion to adjourn the meeting. Approved. Meeting adjourned at 6:59p.m.

Minutes submitted by Kathy Green

Kathy's and Diane's summary notes of information gleaned from the Hawkeye CC workshop on diversity:

To develop an inclusive culture.

- * Equity
- * Diversity
- * Inclusion
- * Engagement

Look for opportunities to develop diversity

- * Identify and clearly communicate Mission, Vision, Values. People will feel more like valued stakeholders when they understand and feel part of a value-driven organization. Friends of Hartman is also engaged in valuing of people, the planet, and purpose - concerns of a broad range of people, especially millennials, Gen X
- * Reach out to corporations in the community that encourage community engagement as possible sources for Board candidates

- * Identify the composition of the current Board members to identify who we are, possible gaps in diversity, and learn of possible avenues to broaden our membership (what organizations/groups are current members involved with?)
- * Developing relationships takes time so developing a diverse Board needs to be incorporated into a long range Strategic Plan
- * When reaching out, do so from the humanity perspective. Lean in, be willing to be vulnerable, give people (including ourselves) grace

- Research shows that diverse teams make better decisions than non-diverse. And with each diverse factor added to the team even better decisions are made.
- Inclusive organizations are 120% more likely to achieve their goals.
- Embrace an attitude of Culture Add vs. Culture Fit. We want to **enhance** the culture of our Board, not just seek people who will "be a good fit" to status quo.
- Once we recruit diverse Board members, we need to work at retaining them by ensuring they feel valued and belong and that they remain engaged.
- A key action step is to connect and engage with individuals and groups to share our vision/mission and to ask for names of people who may be interested in becoming Board members.

Summer Recap 2021

Hartman Reserve

What an amazing summer we have had at Hartman Reserve, Spring field trip season was in full force during May and the beginning of June. June – August has been non-stop with many different summer camps, field trips and private programs. We have been blessed this year to have four outstanding AmeriCorps members. Two of them, Hannah and Matt come to us from the teacher education department at UNI and Marley is studying environmental science also at UNI. Gabby comes to us from New York and will be returning there to gain her masters in bassoon performance. Lead by our phenomenal staff they planned and implemented 29 different summer programs including 2 overnight camps all but 2 were filled. Their creativity and ability to build relationships with youth never ceases to amaze me and they even let me tag along on a couple of camps. (Attached you will see a video of the funeral they had for a water snake that they found at water camp). We were able to scholarship two kids from the Boys and Girls Club to go to Vintage Camp and another family to our Superhero camp. Marley our AmeriCorps member from the summer will be staying on for a second term to finish out a 300 hour minimum time position!

What is happening now at Hartman?

- Prairie Restoration is continuing. Staff is close to being finished cleaning up the dead trees and will using the drill to plant pollinator seeds later this fall (hopefully we will get some rain) then they will be adding in a few trees in the spring.
- Along with summer camps we have continued to do field trips including Camp Cedar Falls, Cedar Valley Childcare, (multiple locations) Community United Childcare, Hicks Place, Discoveries PreK, the Boys and Girls Club, and the YWCA

- Naturalists and AmeriCorps staff will be attending the MEEC conference in Decorah at the end of July.
- If you have not had a chance to see the lepidoptera exhibit at Hartman, you need to get over here. We have everything from black swallowtails to monarchs and Luna and cecropia moths. It is amazing! You can even pick up some butterfly or moth eggs to raise at your house.
- Conservation and Hartman will be highlighted and funded at the Sept 2nd Pint Night Ride at Single Speed in Waterloo if any one is interested in attending.
- Yoga in the park will start in September from an outside instructor this will be a 6-week class that is held on Wed. from 8-9:15 and we are working on getting an evening class as well.
- We are beginning to get signups for Fall field trips and those will begin in early September.

Project Updates:

- The Bricks for Birds walkway is underway and will hopefully be finished mid-August. We will get plants and bushes ready for planting in the spring. An email will be sent out to all the people who purchased bricks when the walkway is finished so everyone can come and see their brick.
- Exhibit work continuing
- The new signs for the back of the Buckles are up and the old sign by the retention pond is down.
- The power assist door has been installed and is working well.
- The pelican is at the taxidermist
- We are ordering plants for the first garden in the parking lot. They will be ready to put in next spring.
- Hobbit house has arrived and will be going up yet this summer.
- We are working with Iron works in Cedar Falls to create the planters that will go in front of the nature center.

Report from Interns regarding the Conference:

Matt Marvin: "Attending the MEEC conference in Decorah was a great experience for me, as I was able to make connections with fellow environmental educators and learn about other opportunities available in the field of environmental education. It was nice to be exposed to ideas from people around the Midwest and to see what projects researchers and other educators are working on."

Marley Millar: I was able to attend many different sessions ranging from scientists presenting their ongoing research to instructions on how to include nature in the K-12 curriculum which taught me many valuable skills I will take with me while furthering my education and in my future career. My main takeaway is how selfless most environmental professionals are. All throughout the conference presenters were willing to speak with me, offer advice in more fields than one, and provide contact information for further communication. All of these people were excited to share their knowledge with me and were quick to thank me for pursuing a future in conservation work. I was able to network with people in many different fields and learn more about Midwest conservation.

Hannah Bertram: The MEEC conference provided me with the opportunity to learn, share, and grow my environmental knowledge while developing new and existing relationships with colleagues. At MEEC, I was exposed to new strategies for teaching environmental concepts from a hands-on, student-led approach. This included classroom pets, community engagement projects, and technological resources such as *Skype a Scientist* and *Google Lens*. MEEC also connected me with the PBS Iowa Phenomenon Project, which my team has now submitted a proposal for and will hopefully be published on the Iowa Phenomenon website soon! I am grateful for the experiences I had at MEEC and the doors these networking opportunities have opened for me.

Gabby Hartman: This year's Midwest Environmental Education Conference was a wonderful opportunity to meet and connect with other environmental educators from different walks of life. The sessions and keynote speakers all provided intriguing food for thought, and the other participants were great conversationalists. I particularly enjoyed the session on tracking monarch butterflies and the session on teaching climate education in an effective yet hopeful manner. The off-campus trip was particularly interesting, as we were able to visit a dairy farm and discuss conservation efforts while petting cows. Overall, I greatly enjoyed the conference!