Illinois Valley Watershed Council
Regular Monthly Council Meeting
Illinois Valley WC Office/ZOOM

Meeting Minutes

Meeting Called to Order Sept 10, 2026 at 6:02 pm by **Carol Crawford**, Chair.

ATTENDEES	ZOOM ATTENDEES	ABSENTEES
Carol Crawford		
		Gene Merrill
Bill Joerger		
Katrina Poydack		
LeahMarie O'Neill		
Zoe Raihl		
Guest- Tessa Carlson		
Heather Gilinsky, Staff		
Kevin O'Brien, Staff		

SCRIBE

Notes were taken by: Heather Gilinsky

- Minutes: The minutes of the July meeting were presented to the council for review.
  - LeahMarie O'Neill made a motion to approve the minutes after correction made.
  - Carol Crawford seconded the motion.
  - The minutes were unanimously approved.
- Financials: The Financial Reports for July 2026 were presented to the Council for review.
  - LeahMarie O'Neill I made a motion to accept the May and June 2026 financial reports.
  - Katrina Poydack seconded the motion.
  - The motion was unanimously approved.
- Bill Joerger made a motion to designate the Council's strategic reserve exclusively for costs associated with executive staff succession.
  - Zoe Raihl seconded the motion.
  - The motion was unanimously approved.
- Zoe Raihl made a motion to approve the amendment to the Board Recruitment policy. The amendment removes the dollar-range figure, which has been misread as a fee, and recognizes in-kind contribution alongside financial contributions, while preserving the Council's expectation that all directors participate in supporting the organization at a level of their own choosing.
  - LeahMarie O'Neill seconded the motion.
  - The motion was unanimously approved.
- Zoe Raihl made a motion to accept changes to the Executive Director vacancy announcement description to replace compensation and benefits section to detail all benefits.
  - LeahMarie O'Neill seconded the motion.
  - The motion was unanimously approved.
- Bill Joerger made a motion to approve a $1.50/hr pay raise for office manager Heather Gilinsky after completing her 90 day probationary period.
  - Katrina Poydack seconded the motion.
  - The motion was unanimously approved.

- Kevin O'Brien gave an update on volunteer board recruitment. He reported that the KXCJ-FM 105.7 radio segment that Carol Crawford, Katrina Poydack and he did on August 23rd had gone well. Katrina reported that she'd heard some feedback that indicated the segment had been heard by quite a few folks and was well received. He shared his upcoming plans to place an ad in the IV News and to keep posting occasional splashes on our Facebook page and website. He plans to put flyers up on some of the community boards as well. A Recruitment & Development Committee (RDC) meeting was scheduled to convene after Tessa Carlson's interview at 12:15 to consider Tessa's application and interview.

- Council members were informed the policy committee will meet on Sept 22, 2026 at 10 am.

- There was discussion regarding switching regular monthly meetings back to a 5:00pm start because of the Daylight Savings ending. Directors decided to continue starting its regular monthly meetings at 6:00 pm on the 2nd Thursday of each month.

- Kevin O'Brien stated that he'd met with the ED of the Southern Oregon Guild of Artists and Artisans (SOGAA) is interested in collaborating with the WC for events, movie nights in particular. They are willing to provide a venue (the art gallery) for movie night. A discussion followed. Kevin will be attending an upcoming SOGAA board meeting.

- The staff succession plan was discussed and a **hiring committee was formed** that consists of: Katrina Poydack, Carol Crawford, Zoe Raihl, LeahMarie O'Neill, and Kevin O'Brien. A hiring committee meeting was scheduled for 11:00am on Sept 22nd

- Kevin announced he will begin facilitating a series of new director onboarding sessions that will occur on a to-be-determined regular basis on Tuesdays from 5:30-7:00pm at the office. The first session will be held on Sept 29th.

- Zoe Raihl gave a report on the southern Oregon nickel mining proposals. A discussion followed.

NEXT MEETING·

The next monthly meeting is to be held at **6:00** pm on **October 8, 2026.**

ADJOURNMENT:

Meeting Adjourned by Carol Crawford- Chair, at 8:00 pm.

Approved Minutes: **Signature** _____ **Date** 10.8.26