

Chapter Council Meeting minutes March 13-14, 2010

Key:

Action Items

Board motions

Board votes

Saturday, March 13, 2010

Call to Order, Agenda Check-in, Introductions (Kevin Bryant)

- Thanks to RSABG for hosting
- Welcomed new chapter council delegates – David Varner, San Diego
- Agenda check-in
 - Joan asked for time to discuss activities in chapter- announcement comments

Special Election Results (Carol Witham)

- more that ½ of chapters responded to special election notice
 - Marty Foltyn elected as Chapter Council Secretary
 - Vince Scheidt reelected as State Board member
 - All leadership now in place

December meeting minutes (Laura Camp)

- Many thanks to Laura Camp for her service
- Minutes emailed out –only comments received from Greg Suba
- Larry also sent comments - page 21 web template presentation – sentence 2 for instance a box that could be positioned; strike very last sentence strike that starts State
- Mary Frances Poh was here on Sunday but was alternate
- **Motion to accept minutes – made by Ellen Edelson, seconded by Joan Stewart**
- **Motion passed with one abstention, Betsey Landis abstained (did not attend in December).**
- **Corrections received post-vote from Dorie Giragosian – spelling corrections pg 7 & 8, change “helped” to Joan Stewart “staffed” booth – Marty work with Laura to incorporate.**

CNPS Quarterly Status – Dashboard Check-in (Tara Hansen)

- *Presentation included in March 2010 Chapter Council meeting notes electronic packet – minutes summarize Tara Hansen commentary*
- Background - this is a report that staff puts together quarterly for the CC meeting . Green – things going well. Yellow – some difficulties. Red – show stopper/halt
- Vegetation
 - Training – One professional training in January on MCV2 taught by Todd Keeler-Wolf and Julie Evens, one chapter training in San Diego
 - Manual of California Vegetation 2 (MCV2) 446 copies sold through February.
 - Grasslands - NCRS grant for 32K another 5K from TNC, identifying sampling areas in Central Valley
 - Sierra Nevada Foothills Survey - all funding restored and contract deadline extended
 - Fen assessment work continuing
 - Palos Verdes - advisory contract done
 - new contract with National Park Service in Mohave
 - South Sierra Nevada Foothills - sampling and mapping beginning still looking for funding
- Arly- alluvial scrub habitat in sand bed and rivers- Marin has grant to do science based plant list for alluvial scrub \$67K for training for CNPS – April 7/8 Wednesday/Thursday – full rapid assessment – will get notices this week to all SoCal chapters. Will also look for volunteers to help with vegetation sampling in alluvial scrub along base of San Bernardino and Santa Ana Mountains . Anyone who wants to be part of project is welcome
- Tara Hansen- Julie Evens has a number of potential projects in works and has a lot of collaborative contacts in state – keeping funding coming in even if not at same old level- has added staff. Programs are all contract funded
- Rare Plant
 - Rare Plant Inventory – 8 additions; five reviews resulting in 3 list changes and 2 deletions from listing

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- Online inventory and new website -The project received a large contribution (\$30,000) from a private donor, plus funding from Billisoly to complete the project. Late spring release planned. Very cool, iterative work planned, easier to use.
- Rare Plant Treasure Hunt – Shannon Still hired to assist with the mapping portion of the project. Shannon will be housed at the DFG office in Sacramento.
- Conference proceedings – Nick Jensen is heading this project. 55 manuscripts in editing near completion – Will publish in paper form as well as online

- Conservation
 - See details from Greg Suba report later in these minutes
 - Desert solar/Ivanpah- at table with other environmental organization- evidentiary hearings in January – Jim Andre expert witness and Greg Suba leading efforts
 - 9 other desert solar projects - greg submitted comments on 5
 - CalFire timber harvest plans - submitted comments
 - Greg is participating in the Sierra Nevada Forest Plan Revision process as the CNPS representative
 - Walker Ridge – major wind project – been in stakeholder meetings
 - Slower progress than planned on conservation tools from chapters - but still ongoing – Greg planning road show in 2010
 - Litigation successful on WEMO and SoCal Forests (Tim and Tom Egan)
 - Greg, Tara and Vern staying on top of CEQA challenge
 - Statewide vegetation mapping some yellow – would like to get legislation in place for mapping
 - Working to get resolution through CA legislature for CA Native Plant Day
 - September CC meeting will focus on conservation – developing agenda with conservation committee – **have gotten chapter feedback – would like more**
- Horticulture
 - New blog on website – 7 contributing CNPS authors <http://grownatives.cnps.org> or find on website – replacing the forum public ask question and experts respond
 - Quarterly e-newsletter- new professional design layout highest open rate ever
 - Review sub-committee always looking for content – if you or someone in your chapter wants to be a contributing author or submit piece send to cnps-horticulture-reviw-sub-committee@googlegroups.com
 - Horticulture data base yellow partial funding received to develop new database focus on new gardeners
- Education
 - Consortium of Botanic Societies – Cal ECO - New collaborative group formed to develop a certification program for botanists, support academic organismal biology programs, herbaria, museum science and natural science students. The name is: California Ecological Conservation Organizations or Cal – ECO
 - Workshops – program provided training to 134 people in 8 workshops during 2009. for 2010 13 workshops planned
 - Rare plant treasure hunt- joint project of rare plant, education and vegetation programs – see details later in minutes
 - CNPS conference 2012- see details later in minutes – name chosen conserving and restoring the roots of California's richness
 - Stewardship and Education Committee –John Muir Laws and Tom Baird have begun production of a series of short, how-to videos about drawing from nature. The videos and curriculum should be ready and available for field testing at the Splash Center in May 2010. We expect the program to launch in September. Whole curriculum available in flash –

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- outreach for kids in Sacramento area – applicable to all ages – aimed at elementary – materials going to teachers – camp leaders – for kids to become keen observers
- Publications and Sales
 - MCV2 and Moss book sales – 446 of MCV and 374 of California mosses available
 - Posters – wildflowers of Sierra Nevada now available!
 - Publications pipeline – yellow – slow start – Stacy working with team to develop photo companion book to MCV2
 - Fremontia – Bob Hass new editor
 - Webstore – ready for complete design – no \$\$ this year – next year
 - Bulletin still on schedule
- Development and Fundraising
 - grants – research ongoing
 - Donor member databases- conversion completed October 2 still working on system configuration
 - bequests- Board has allocated \$150K from Bilisoly to fund proposals – awards communicate more about this later
 - Marketing – ad hoc brand development committee formed and will explore concept designs – Marty Foltyn and Hazel Gordon on committee, all will explore concept designs
 - Facebook – California Native Plant Society page has 1600 followers/fans
 - eNewsletter- high click rate
 - Rare plant inventory – org membership appeal forwarded to consultants –and online inventory users in late January - call backs in progress results minimal
 - MCV2 appeal drafted go out to potential agency
 - organizational membership levels- new leaflet for brochure has been printed = appeals going out to agencies slow start
- Membership
 - Did lose members in 2009 – had a join rate of 11% but lot of people not renewing attrition 13.7%. This is a big concern - # based on December 31. Net growth 2.4% net with loss of 232 members
 - Membership committee- chairs Arvind Kumar and Mary Frances Poh have talked – will be developing a working membership committee – recruit from Chapter Council – those who can make quarterly meetings and devote time to strategies
- Administration
 - Liability insurance – need reports into State office no later than 4/21/10
 - Accounting –conversion to SAGE MIP software will be finished 4/1/10. Will close books on old system – CNPS thanks Carol Witham who provided significant support.
 - Chapter sales tax reporting – need full complete addresses no PO boxes – to complete electronic filing with BOE.
 - **ACTION - Chapter Council delegate – please pass this on to your chapter treasurer – Need street address – can be treasurer's and be sure to verify tax rates**
 - Fiscal year end reporting – audited financial statements have been completed
 - Governance - has been update on mission and vision

CNPS Financial Overview (Brad Jenkins)

Dashboard/Financial Q&A (Kevin Bryant, Tara Hansen)

- Current budget structural deficit- this means our operating expense exceeds our traditional sources of revenue.
- Concerns – economy not pick up – not have extra like conference revenue
- Not much upside to make a rosy picture
- Pie charts – get from brad

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- getting revenue in from areas beyond dues – but have expenses – so Board is looking at potential cuts- board will be now be meeting virtually between Chapter Council meetings – less staff will be traveling to Chapter Council meetings ;
- **ACTION - would like members to think about what we could do** – maybe 3 Chapter Council meetings a year – bulletin online – what is right mix . Fremontia a sacred cow. also looking at sales – CNPS press books can make \$\$ good for other people – can't charge the full amount of shipping –can't get BN rates – cnps press or exclusive books as only sale over course of year.
- David Magney asked what is difference - cross between previous year budget – last year budget is typical representation - \$1,351,246
- Cari Porter answered question on shortfall calculation – nonprofit- big donor funds/restricted funds/ cash flow – free retained earnings total equity - donor funds are income if not restricted- so need to do that. also planned for significant shortage – needed to upgrade donor systems and accounting system – but this will help to fund programs – conference was good – the issue can't do in 2010 and 2011. Will be big changes coming. welcome to ideas –
- Chapter Council could consider –
 - 3 meetings/year
 - What is format for our outreach- bulletins etc.
 - How do we get information to member in timely manner – eNewsletter = maybe a bulletin for how to articles 2 times/year
- Betsey Landis – have we done a survey for people in membership do not have email? Also suggested bulletin 2x year – include events page in Fremontia which comes out 4 times/year
- Brad– if in Fremontia then membership committee could contribute answers
- Tone is to look for solutions for membership is one of good ones –Membership is 47% revenue currently make up less than half of general funds
- Make up shortfall? - membership is answers =
- Marty – student/child category
- Brad - category membership – begin with a tax deduction membership for \$25 and then step up with more benefits
- Larry – asked what Chapter Council meeting expenses have been– Cari venue \$0; \$3K-\$4k travel expenses (hotel and mileage)
- Question on getting presentation overview in presentable format
 - **Action item Brad will provide summary**

Board of Directors CC Report – Billisoly Proposals (Lauren Brown, Brian LeNeve)

- Have had two board meetings since Chapter Council last met in December
- Brian reported on February BOD meeting –
 - Restricted funds for particular purpose – McNally Hopkins fund –finance women in education every year can take 5% of endowment for purpose – took full 5% and turn loose to what designed for
 - Removed operating reserve title form 3 funds-
 - Operating reserve confusion when reading move into retained earnings
 - Moved to approve compositions and development of new brand for CNPS – with one abstention
 - BOD recommended that Chapter Council capacity and goals adopted with one vote
- Lauren reported on March BOD meeting
 - Went over audit- did very well in audit – audits take a long time – staff time – takes longer further away from end of fiscal year –
 - BOD voted on motion on organizational memberships - appeal to support horticultural databases - will use \$\$ from these memberships to support the horticultural database

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- emphasize budget – lot of time spent at meetings – closed session until get to solutions -
– because so many - cannot disclose everything in budget- looking at things – but
Chapter Council needs to know looking at long term solutions make up short term –
operating budgets– sustainable – some hard decisions to make – chapters will get more
information – will be hearing more about this
- Brian passed out list of 11 approved and funded Billisoly projects
 - Education grants
 - Horticulture database
 - Membership development
 - Workshop scholarships
 - Conservation advocacy
 - Membership promotions
 - Rare plant inventory
 - Rare plant treasure hunt
 - Rare plant communities
 - Branding /web template
 - Chapter membership support
- \$150,000 in fund
- 36 projects submitted
- Total amount submitted \$892,057
- Targeted on projects that increase membership
- Largest single award - \$20K
- Many projects only partially funded
- Quality of projects submitted excellent – made decision process difficult
- Committee wanted to fund many more projects
- Adhoc board committee Brian, Vince, Brett, Brad, Tara
- Vince focus in 2010 = membership – don't be discouraged if your proposal was not funded this
year – maybe next year –
- Brian – board in new role of grantor - lot of discussion
 - Frank – asked how much \$\$ outside of state – have not totaled – most of projects
subsidized by state in support of chapters
 - Arvind – funnels \$ back to chapter for development
 - Stacy – purchase items for chapters to sign up members
- Did not approve any local projects- had to be state wide
- David – is there a process for lessons learned? have develop process for \$\$ spent and results
- Mary Frances – any proposal to post awards on website – No in house procedure not for public
consumption – can be shared with Chapter Council –
- Larry –asked for electronic version

CNPS Brand Development Process (Tara Hansen, Jack Tracey)

- progress to date
 - September 2009- discussion on importance of branding
 - Dec 2009 presentation on importance of consistent web presences and discussed idea
of web template
 - two webmasters met (Santa Clara and Orange County)– opt in template using Joomla
programming language in template design was recommended
 - Marketing committee (Arvind, Brian, Tara, Jack, Dave Varner) made three short
presentations on importance of branding and introduced idea of rebranding for CNPS
- Joan – need to be aware there are CNPS activists who cannot utilize the internet –
office/managers must keep in mind if someone calls the office- be prepared to work with people
who do not have internet access

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- Importance of branding— reflection of everything – organization’s DNA
- Promise make between organization and general public – missions and values – strong brand
- If go to chapter websites – no idea chapter affiliated with state – need to connect them
- Definition of brand- who are we, what we do, history, stability, why care?
- Brand says something about what we do through CNPS –
- We are many things - Brainstorming words - get hands dirty – hip passionate – hard working authentic advocate fiscally responsible collaborate
- Why is branding important? - strong reputation =- developed, updated and consistent visual presences help achieve mission and vision
- What do for CNPS – help public identify who we are; help increase breadth/depth/size of membership; combined with strong community, plan agencies and potential partners recognize us; better links chapter and state efforts and achievements; provide tools to achieve message
- (Chapter Council were shown logo examples) - likes earthjustice brand – because earth needs a new lawyer; and how state chapter incorporated national brand sierra club –
- There is Billisoly funding for concepts designed to develop - concept designs
- Discussion of process by Hansen
 - form ad hoc committee rep 3 stakeholder groups = 3 board, 2 staff, 3 Chapter Council representatives
 - Work with marketing consultants- develop creative brief =- group select designer – creates 3 final concepts designs – present designs to Chapter council June 2010
- Larry Levine - what mean by design – Tara logo and concept RFP – brochure web design logo stationery - may be tag line –
- Carol Witham – marketing component postponed until branding done – will done after design component
- Chapter Council will vote in June 2010
- Gabi McLean – beside statewide design – area where individual chapters put their own mark? Tara – absolutely will develop web template – no mandate for chaps to use it – just make it available
- Joan Stewart asked will you abandon Panamint daisy?
 - Carol Witham– we are attached to logo – but outsiders think it is dandelion
 - Tara Hansen – depends on how committee responds – outcome may be redesigned logo as the logo does not work in color
- Larry Levine – first introduced to logo – monochrome- looked high resolution - seems to have evolved
- Stacy Flowerdew - if don’t have uniform look – may not meet goal –
 - Tara final will be presented to Chapter Council –
- Alison Shilling – look at incorporation idea – put logo inside the chapter
- Gabi McLean– point is that they design statewide logo – make room for where individual could put stuff if include in design fits – consider ahead of time =- space where individual chapters could do mark
- Geri Hulse Stevens– no color recommended in our site – online tutorial cnps webmaster guidance and inspiration bring into congruence – budget for template includes for state webmaster to work with chapter
- Brad Jenkins – a lot of this has been covered – and there are professionals on committee will be lead chapters – can sit back and wait -
 - Kevin Bryant there was joint brand development;
 - Joan Stewart – lot of it has not sunk in
 - Bill Hunt questioned why Chapter Council could not ask questions when the item was on the agenda
- Schedule

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- March/April
 - Initiate ad hoc meeting schedule – Hazel and Marty serving –Orchid would like to volunteer
 - Committee will work with marketing consultant to refine creative brief and select designer
- May - committee reviews and issues request or changes designer submits revision go no go decision on designs
- June – present to chapter council who votes yes and start over
- If approved order materials for new design, initiate design built on web template for chapters.
- Chapter Council will take suggestions – also have Chapter Council delegates on team
- Question on seeing designs before meeting
 - Tara Hansen – should be able to do it online – print it out and fax to chapters –
- Joan Stewart – people on boards – living and using it – important to get feedback from conservation and membership – chance to understand –
- Tara Hansen - will have short timeline – question on why so quick – because running low on materials and supplies - want to do it before reorder
- Larry Levine – make sure chapter boards know see sample prior to meeting – by email or telephone – will have chance to respond
- Ellen Edelsen – would suggest 45 day window for approval – discuss at board meeting –

CEQA and the Status of List 2 & Locally Rare Plants (Greg Suba)

- Taking history of issue and bringing forward to make effective and utilize a reasonable approach
- List 2 plants are those tracked and rare throughout state – gained protection
- Much of time is taken up in defense to actions, i.e. Siskiyou (see conservation update) and solar projects and opinions on list 2 taxa as rare
- Same challenges – protection – defended by fish and game – good for us but CalFire in opposition
- Issue – how do we develop and defend list 2 species – rare and locally rare taxa –
 - Chapters have developed locally rare lists – Alameda, Contra Costa, Ventura county, Santa Barbara county cited as examples
- Protection of plants on local list best addressed as general plan – want to address this afternoon and then in September 2010 at Chapter Council conservation focused meeting
- is unclear how locally is under CEQA unless specified in local and county general plans
- Greg Suba - WANTED - a plan for locally rare plant lists – to protect local biodiversity – most effective and reasoned approach
- How:
 - Reconvene locally rare working group (LRWG) not extirpated – what list is it on?
 - Define job description – perhaps id problems with locally rare plants; focus to move along; establish what lists are and how to deal with them statewide-; what are the products – policy or position statement on locally rare lists? What are long term outcomes?
- will examine in Saturday afternoon session
 - Which chapters created locally rare lists or want to?
 - How do locally rare lists be sanctioned? Is it Nick?
 - What criteria to define locally rare taxa?
 - What legal handles exist?
 - How should we educate others? – legal and messaging PR
 - review important aspects of list 2 - data standards, peer review, critical inclusion on list
 - legal handles
 - Identify workgroup members and make schedule for meetings
- Brett Hall - in 2012 conference we will have session on locally rare communities
- Kevin Bryant – Vern will speak on political issues – significant backdrop is climate change and plants moving – peripheral populations becoming main

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- **Action Item - Greg has reading list – will send to Marty**
- Alison Shilling – is there an overlap with rare plant treasure hunt-
 - Josie –this is a great idea. Greg sees rare plant treasure hunt – locally rare list 2 commandos
- Charlie Blair - definition – rare locally but common elsewhere? Greg- yes
- Larry Levine – locally rare – those that do not qualify for state classification but have local significance – yes Greg
- Dorie Giragosian – CNPS lists 1-4 are in Inventory –but taking concept of List 2 – rather than use geopolitical boundary – use county line –
- Alison Shilling – what is geography –Greg legal handle – general plans - rather than chapters
- Bill Hunt – general plan – East Bay
- Question on how many have process going on = majority do and are participating

Rare Plant Treasure Hunt Update (Josie Crawford, Nick Jensen)

- Presentation handed out –
- Goals – update information on historical (not seen in 20 years) and current rare plant occurrences
- Search for new occurrences
- Funding? – national fish and wildlife foundation grant to fund project on BLM lands in Mojave Desert
- Billisoly funding – coordinator position to coordinate project state wide
- Amber Swanson – new CNPS staff –coordinator of rare plant in Mojave . Shannon Still is coordinating state wide
- Why important – evaluation of rare plants rely on up to date information; planning efforts rely on existing information; most botanical surveys are project driven – a developer tracks occurrences – but never find out anything afterwards – are they now under a parking lot?
- Many locations have not been revisited; many may have been extirpated. 20 years is a long time; areas that have not been surveyed previously have been targeted for development i.e. Ivanpah Valley
- There are early 30K occurrences of rare plants – 44% not documented in 20 years – 12% not documented in 50 plus years; need additional data to evaluate conservation status – CNPS can play data role in finding gaps
- Josie Crawford – how you can get involved
 - Chapters – create treasure hunt event and publicize – reach out to new groups – get them outside team botanist with amateurs –novices with botanists -= learn something about rare plants
 - Tell us and we can post them on web- home school network - log volunteer hours – use special RPTH forms
 - Participate in existing events – watch the webpage – when on plant hikes carry gps and data forms
 - If no time to contribute physically- donate \$\$ -
- State support – Amber Swanson and Shannon Still will help coordinate teams of botanist with amateurs – think of parks; make maps with rare plant occurrence info on them; suggest/prioritize areas of rare plants in need of searches; provide packets; provide educational materials and info and photos about rare plants you are searching for.
 - Information on cnps.org/rareplants –
- **Action Item – Josie Crawford will make liability form.**
- Are making educational materials – importance of rare plants- will provide that on website - find more info on website - <http://cnps.org/cnps/rareplants/treasurehunt/>
- Dorie Giragosian - can tie into invasives –
- Betsey Landis – transects on invasives – look at them first – and learn how to

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- Frank – Landis doing thornmint in San Diego - need good procedure of documenting negatives – in San Diego – will document went there and did not find it. Will look at live plants so they know what it is
- Orchid Black – botanist said can go out – but people new to plants – want to know what everything is – not depend on abilities of leader =- additional training materials on rare plants-
- Carol Witham - if have new botanists in group =- put in packet vegetation survey – so we can intersect- when find rare plants take vegetation data –
- Josie Crawford - will do in Mojave = should do everywhere – if take copy MCV- can key out
- Lauren Brown – will org submit to CNNDP? Josie – yes – and then separate them out for us - in the same office
- Ellen Edelsen - local San Francisco program – big year program – has a contest – lists 32 rare things – plants or animals = ask them look for them – contest- sign up on line – how many see in year
- Josie Crawford – ours has prizes too
- BLM not planning on botanists- so they are interested and are interested in funding, go to desert
- Larry – would like Chapter Council to have visibility to early reports
- Josie have detailed evaluations; first two updates yesterday, Sierra Foothills and Bristlecone chapters out this weekend; Santa Clara chapter event in April
- What is planned to date
 - East Bay chapter and Sunol Regional Park
 - over 80 people from other chapters and the public – use it as membership tool
 - Vince- pilot program – thornmint – choose a plant – one species 80 known occurrences – half no one looked for decades
- Can use Google Earth Can do simple things with tools – one volunteer –
 - On google earth – latitude and longitude – plot locations – exactly where plant was planned – can do historical research
 - Historical – look at clock – blue thing bar appears each separate aerial photo of site
 - Also look at bing.com - oblique aerials – north south east west =- find shrubs and trash on ground – volunteer go right to spot and survey = can see online
 - Nick can help with these online tools .
- Carol Witham - if you have copy of GIS - can use copy of rare find – can export to google – move back and forth
- Brett- can turn on autotracking with gps – can merge them with other applications

Policy Adoption: Native Plants and Fire Safety (Jim Bishop, Betsey Landis)

- Jim Bishop explained process of creating and reviewing Chapter Council policies
 - was 45 day chapter review – back to committee led by Betsey Landis and Celia Kutcher and started by Sue Britting. Final draft now made available at meeting.
- Minutes updated by Betsey Landis in August 2010 to reflect the following:
 - In 2008, Sue Britting proposed a subcommittee of the Chapter Council Policy Committee be formed to create a statewide policy covering wildfire issues of concern to CNPS. Celia Kutcher and Betsey Landis volunteered to be co-chairs. Chuck Williams also volunteered. In late 2009, Frank Landis and Kevin Bryant volunteered for the subcommittee.
 - After years of discussion at the Chapter Board level, at Chapter Council meetings and in a special session at the 2009 Conservation Conference, and after review and approval by the Chapter Council Policy Committee, the final draft of the “Native Plants and Fire Safety” policy was presented to the March, 2010, Chapter Council for adoption.
- Bishop reported that word changes can go on but diminishing returns- policy statement enables us and directs us to accomplish something at CNPS – go out and take it to work – will have to influence agencies and corporations – implementation stage very important - - must put policy into work –

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- Betsey Landis updated the wording in the first draft of minutes (this is a general policy – answering all problems in state) to state: Betsey Landis presented the policy to the Chapter Council, explained the wording, the addition of definition of terms, and special references to legal documents and scientific research on wildfires, fuels management and fire-safe practices.
- Packet presented with policy draft and case studies, and 2007 CalFire statement – where most of the “regulations” came from.
 - Wildland urban can’t be qualified – site specific.
 - Need to do fire fuel management – defined fuel in policy
 - Locals using brush term – law to clear brush
 - Betsey requested everyone please read packet
- **Betsey Landis moved to accept policy, Dave Magney second**
- Larry Levine question – what is the proper time to suggest modifications?
 - Kevin Bryant now
 - Betsey Landis – some comments in – would not be problem to do – move to supporting rationale – carefully defined all terms used – good to go into future policies – every definition given a source-
 - Carol Witham – perfection impedes progress
 - Kevin Bryant - can you live with this
- Larry Levine – was there an intermediate draft between December and what mailed out 1 ½ weeks ago?
 - Jim Bishop – what circulated in September- reworked and sent out – then back to policy committee-
- Larry Levine –is a masterful job – but no opportunity to participate in formation of this – glad turned out way it did – submit comments month ago and trust comments would be considered – but now there is no time to make comments- want next time more participatory –
- Betsey Landis – had a meeting at conservation conference- go around 2 times through chapters
- **David Berman called for vote Joan second**
- **Motion to end debate – passed - all in favor**
- **Motion to accept policy – passed - all in favor**

Announcements (Bryant)

- June 2- 2010 Fire Summit- CNPS can have table there – will send save the date flyer – AQMD Southern California held at ACMDC Conference Center
- Annual chapter reports – 29 chapters submitted – reported by Steve Hartman on behalf of Halli Mason
 - had 7 reports on 2/25 – these used for grant writing and are available online at cnps.org/cnps/chapters – find a link to annual report
 - 6 chapters requested hard copies were distributed – Sequoia – will be taken by Joan
 - Joan Stewart won the Early Bird award – declined the Robin – runner up – Snody Dotson LA Santa Monica chapter – winner

1:00-2:00 (60 min.) Concurrent Session I

- a) Horticulture and Native Garden Committee
- b) Rare Plants and CEQA Discussion Group
 - a. notes will be provided

Legislative Update – Vern Goering

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- CEQA assault – long list – some spot bills – no substantive provision – just amends some words – flesh out later - lots of fronts dealing with – SBX8 (in 8th extraordinary concurrent session going on – one is financial issues) exempts for CEQA deemed “critical infrastructure” –
- The plan – kill the bills. Coalition of environmental and legal groups coming together – couple of special session bills – held up or defeated –
- Of most concern – SB 1010 and AB 1805 – proposals from Governor – bills attempt to circumvent court challenges to projects (125 project for 5 years) – 4 hearings in state – no due process – formal comments provided – what does that mean?
- RE projects on this list – expected to have EIR within 12 months of EIR being completed- question of due diligence – how thorough will they be if know exempt from challenges. consider jobs, capital, public and private sponsorship balances –
- Vern also provided a document on how the public can begin discussions with their legislature
- initiative – out there –
- Other bills – status of key bills included in the handout-
 - SB505 and SB555 (Kehoe) –CNPS legislator of year 2008 – doing a number of things re fire- fire policy can be used – SB1207now introduced as SB505 and 555 vetoed by Governor. Last year no money to fund counties –
 - AB2376 restructure Fish and Game -
- Can see bills on CNPS website - <http://cnps.org/cnps/conservation/legislation/>
- On fall schedule – parks bond initiative – set up a reliable stream of funds support maintenance of park services.
- Vern will go and get roll call on legislators voted in 2009 CEQA stadium bill
- Greg Suba - last issue CNPS e-Newsletter – article has hyperlinks for stadium bill
- Joan Stewart – shared a edocument which she requested comments to
 - Sierra Nevada Alliance board of directors wants to know if your group feels the alliance should take a position opposing the proposed state water bond because it is not in the best interest of the Sierra as a whole. While they recognize that some member groups could benefit economically from some provisions of the bond if passed, they are also concerned about the significant negative impacts to some Sierra watersheds from other provisions. They have already heard from some , but would like at least 55 of their member groups to respond prior to making a board decision on taking a stand on the bond .
 - based on 3 arguments - see if want to adopt a cnps position on ballot measure – good issues on this
- Vern Goehring - shared worksheet for grassroots legislative program
- Ellen Edelsen - in Sacramento we had weed awareness day – learned a lot – develop that through CNPS - Native Plant Week
- Greg Suba – do Republicans in senate/assembly – vote lockstep – Vern yes Republicans vote together – idea to target 24 people identified as moderate democrats List is in the latest issue of the CNPS newsletter - <http://cnps.org/cnps/publications/news/201002.php>

Inside the Consortium of California Herbaria (Ellen Dean)

- Ellen Dean – as Board Member, proud to be here and thanks
- Many attendees use the site

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- Herbaria – living plant – dead – 2D with info – gives information – accurate scientific name, location and elevation, habitat information, date of collection, collectors name –
- Can get DNA from plants over 100 years old – dead plants live on! - seeds not usually viable
- Herbarium specification data are source of much information found in flora and guide books – like Jepson – measurements may be affected by shrinkage
- Since specimens last so long – are historic records of where plants have been – more recent collections show how plants now, and also of extinct species as well as specimen records of early reports on invasive weeds such as star thistle
- Label data – trying to get online – huge job – enter label data and then georeferencing (assign latitude/longitude) location
- UC Riverside has databased entire herbarium also Chico State – and UC Berkeley – concentrate on California specimens – UC Davis has 80K specimens /40K databased
- Consortium is collection of universities – link at <http://ucjeps.berkeley.edu/consortium>
- Some lots databased and some not for example California Academy of Sciences – lots of specimens not many databased
- Not linked to pictures – but very comprehensive – uses geographic tools
- Betsey Landis had questions on collection # - Ellen Dean replied not everyone uses #
- Georeferencing – 557,735 specimens geo referenced so far as of January 2010
- Tool can help in resolving undercollected areas – where should concentrate
- Herbarium data used to project the effect of climate change
- Photos from UC Berkeley set - historically National Science Foundation funded

CNPS Strategic Goals (Carol Witham)

- Witham made a report on CNPS strategic goals.
- Almost there!
- Responsibility of Chapter Council to set strategic direction for organization
- Now working on proposed program and capacity goals 2010-2012 – will likely go to 2013
- In December – Chapter Council approved new Mission and Vision statement – goals next part of structure. Below goals get strategies and projects
- Billisoly list of funded projects fall under some of these goals and strategies. Board will flesh out and allocate funds
- This document in 3rd version – email sent to delegates in 2/2010 – asking for comments and modifications
 - Arvind Kumar - include horticulture programs
 - Alison Shilling – paragraph 5 should be reworded – Carol Witham responded that Chapter Council does not have authority
 - Second paragraph has been reworded
- Discussion on perception of single organization although many chapters
- Betsey Landis - membership expansion has been a goal for awhile – have a specific number.
- Influence legislators and influence legislation – last paragraph gets us partway there – add legislative – to seeking legislative, agency ,
- Marty Foltyn – how are quantifiable goals set – Board is responsible for allocating funding and setting quantifiable goals, milestones, and deliverables

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- Membership goals very specific- can take out specifics but 15,000 is a major goal which will have milestones
- Lauren Brown made motion to accept below as changes – amend to accept proposed program and capacity goals – Dave Magney second –
- Motion to accept as amended - passed - all in favor
- Priority setting
 - Arvind Kumar recommended that membership be highest priority
 - Lauren Brown – getting members for other priorities
 - Brian LeNeve – revert to goal – Conserve California native plants –
 - Carol Witham – segregate – priority goals and priority capacity goals
 - Arvind Kumar these are goals for 2 years – setting #1
 - Mary Frances Poh - we are one who does advocacy – so ranking is important-
 - David Magney - point for what improved- just want to increase public awareness
 - David Magney - highest priority goals – all really go together
 - Carol Witham – goal #1 about public awareness – last phrase neutral; goals do not need to be rearranged;
- Joan Stewart moved to approve as amended ; Bill Hunt second
- Discussion – Ellen Eddelsen not separate out –
- Motion to approve priority settings - passed unanimously

Proposed PROGRAM AND CAPACITY GOALS

2010-2012

Increase public awareness about the importance of native plants and natural habitats and the need to protect them by expanding the resources of the ~~all CNPS Education and Conservation~~ programs.

Serve a greater role as a synthesizer and distributor of information about California native plants and plant communities by cooperating with diverse data providers, including public agencies, academic institutions, private organizations, and individuals along with CNPS's own wealth of data in members, chapters, and programs.

Continue to expand native plant information delivery systems within and outside of CNPS.

Advocate for the maximum protection of native plants and increase CNPS's presence and involvement in both state and regional land use planning efforts that support habitat and resource conservation.

~~Through the Horticulture Committee,~~ Raise funds to hire a full time Horticulture Program Director to more fully promote, support, and encourage the appropriate horticultural use of California native plants in gardens, landscapes and conservation activities.

Promote, support and encourage ecologically based land stewardship activities and practices.

Strengthen the network of people involved in native plant protection.

Increase the involvement in and effectiveness of local chapters.

Develop a more consistent and cohesive public face throughout the organization.

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Mobilize a committed, diverse and effective pool of people to actively support CNPS.

Expand CNPS's membership to 15,000 members by 2012.

Develop stable and sufficient financial resources.

Continue to improve organizational infrastructure as necessary to support the growth of the organization and maintain professional and ethical operations.

Expand the organization's opportunities to realize its vision by seeking legislative, agency, organizational, and foundation partners in projects that support our scientific, educational, and conservation mission and objectives.

PRIORITY SETTING FOR THE GOALS

All goals were viewed as important and valuable to pursue. The following five goals were identified as the highest priority for achievement:

- Increase public awareness about the importance of native plants and natural habitats and the need to protect them by expanding the resources of the educational and conservation programs
- Serve a greater role as a synthesizer and distributor of information about California native plants and plant communities by cooperating with diverse data providers, including public agencies, academic institutions, private organizations, and individuals along with CNPS's own wealth of data in members, chapters, and programs.
- Serve a greater role as a synthesizer and distributor of information about California native plants and plant communities by cooperating with diverse data providers, including public agencies, academic institutions, private organizations, and individuals along with CNPS's own wealth of data in members, chapters, and programs.
- Advocate for the maximum protection of native plants and increase CNPS's presence and involvement in both state and regional land use planning efforts that support habitat and resource conservation.
- Develop stable and sufficient financial resources.
- Expand CNPS's membership to 15,000 members by 2012.

Conference 2012 Update (Brett Hall)

- Planning for a 2012 conference celebrating the roots of California richness
- Steering committee formed – Program chair – Brett Hall. Steve Shone – act as technical coordinator for contributed paper sessions
- San Diego January 2012 – may be February 2012
- Build on success of 2009 conference – looking at length
- Thinking of public day during conference- exhibit area – not sessions – engage –
- Kinds of sessions – rare plant community, horticulture, ethnobotanical, still building it – have committee - very exciting –
- Hope for 1,000 attendees – increasing young people and students –
- Opportunity for volunteers – reaching out – will be asking for participation in many different ways
- Kevin Bryant – can September 2010 Chapter Council meeting - with a focus on conservation – help ? Greg Suba - interested for September meeting how to pump the conference . Brett Hall – yes to pump the conference.

Conservation Program Overview, Discussion and Q & A (Greg Suba)

- Discussed challenges to list 2 rare plants

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- Solar energy project – asked on last day – do you intent to brief those (rare plants) – found complex issues – rare plants intend to brief –will only find some rare –
- Legislation – scorecard – CEQA challenge bills - bills need 2/3 majority vote to pass – 24 of 51 moderate Republicans vote yes in assembly to pass; 12 Democrats out of 24 in Senate vote to pass. less than # pass staging bill. – could happen!
- Thanks to Billisoly funding – work on laying foundation to establish renewed efforts for statewide vegetation mapping – vegetation community surveys
- Get resolution from California legislation for Native Plant Day/Week – awareness, celebration, planting questions – plant a native day –
- Vern Goehring question – prefer day or week – Betsey Landis – day; Carol- Witham Texas has native plant week; Bill Hunt – weekdays and weekends not equivalent – public more weekend; Charlie Blair – public awareness – not meet with legislator; Lauren Brown - invasives get week –
 - Straw poll - Day 4 votes ; Week everyone else
- Alison Shilling – will walk around with pictures of beautiful California landscapes- talk to your legislator – postcards –
- Ellen Edelsen – bring a toy to leave with legislator – flower that squirts water
- Pick week – ad hoc meeting –
- Forestry – deep well – rely on others such as Sue Britting. CalFire forest and range assessment plan ust released - has strategy on how resources in assessment – conserve – email Greg Suba and he will send link –
- Litigation
 - settlement agreement - talks with USFS re 4 Southern California forests- unauthorized roads –
- Tara Hansen - CNPS listed as one of top environmental groups
- Mojave chapter involved in surveying documents for roads
- invasive – BAEDN – introduce early detection efforts – online mapping database being developed by CalFlora team of developers
- Shasta - wilkins harebell – 1B species on slope of Mt. Shasta.
- Orchid Black – LA- SGM –working on county oak woodlands planning – have adopted language parcel and stand are not related.
- Renewable energy – everywhere now – looking to identify where good stuff is - rooftop is viable
- Greg Suba - steer to documentation that supports- testimony to Energy Commission by bill from Powers of San Diego – get it on website – **Greg will email information to Marty**
- Steve Hartman – Bristlecone Wildlands conservancy – 128K acres of disturbed lands that would meet California goals - Alison asked for source for that
- Greg Suba – spending time working with Tuleome (sp?) –establish national conservation area from Davis to Snow mountain – Coast Range – gaining support – area covers Walker Ridge – for 6th time – company wants to put wind towers there –
- Challenge – maybe this a good place for rare plant treasure hunt – Sanhedrin and Sacramento Valley
- Many chapters with projects under review
 - LA DWP solar park –
 - Ivanpah – had evidentiary hearings – impacts to native plants significant – unmitigable under CEQA. also serious desert tortoise issues – Jim Andre testified . applicant now

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back can slice off some of the upper part of solar blocks – to avoid a greater percent of list 2 species on site – everything else gets fence around it – and fine growing under mirrors

- There were prominent botanists for applicant – this could work as avoidance mitigation of rare plants – extra shade advantage –
 - Will have one more day of hearings – to review – CNPS will make it clear again that the idea of mitigating – putting fences around isolated bits- does not ensure self sustaining populations
 - Greg Suba – could go either way – decision –
 - Geri Hulse - not enough to be against project =- promote stronger alternatives - prefer rooftop if can provide support – other studies – maybe more successful for partnership
 - Wheels greased for big projects on public lands- we are making sure that there is adequate review – slow down for that – distributed rooftop – makes sense – but since when does it go that they lobby against rooftop solar but public utilities must lessen – while slowdown of project
 - Bill Hunt – short term – this project in front of us – try to make it better. This is different than Bush administration – good thing step toward energy independence- In way part don't want to defeat opponents but modify behavior of allies – this project might go forward and smell band – not really what wanted – may say rooftop solar is better and prefer – in reality – push will be as much renew as possible as can accomplish in 10 years – will be some of everything – best try to make big scale solar mirror be as good as they can be disturb soil appropriate scale – no fresh transmission infrastructure ‘
 - Greg Suba – Ivanpah could set bad precedents - only good if learning from it – group did not do Fall surveys – did bring that up – this part of Mojave has rain – so future projects will do Fall surveys
 - Joan Stewart – relationship between San Diego and Ivanpah – Powerlink transmission line = bring power from coal in Mexico – solar 2 will hook up – reevaluate – separate issue – not linked to Ivanpah
 - Orchid Black – isn't desert quality of light – cannot proof Ontario warehouses have same light
- discussion of San Diego emergency legislation – use of emergency to exempt – that is precedent – what Betsey Landis needs- sent back to drawing board to do CEQA

CNPS Volunteer Recognition Awards (Charlie Blair)

- Charlie Blair recognized Larry Levine for his valuable contributions to CNPS, including the original Online inventory of Rare Plants 2001; Chapter Council – member since 1980 and also Chapter Council vice chair since 2008
- Citation presented
- Charlie Blair - recommend folks from your chapter for volunteer award

Announcements, Session Summary (Kevin Bryant)

- June meeting – Sacramento Valley/Mt. Lassen/Redbud at Butte College in Oroville - nice field trips – June 5 and 6, 2010.

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- September – in north part of state – won't be in Redding - informal poll was that North Coast would work – perhaps Ft Bragg – or Eureka – will be second weekend in September
- Yerba Buena will host December weekend – will second weekend in December work? December 11 and 12
- Directory copies here – need changes - - Stacy Flowerdew has – if you are not here send to cnps@cnps.org
- San Diego has a board member and chair person duties document developed by– Dave Flietner – **Marty will take as action item to post as a pdf and copies of minutes –**

Adjourn Saturday Session - 5:20PM

Sunday March 14, 2010

discussion on 2010 fire summit – living with wildfire, planning for the future - June 2 – AQMD conference center – Diamond Bar - Organized by RAST regional area safety task force for southern thematic 909-226-7463

New Tools for Membership – Stacy Flowerdew, Tara Hansen, Arvind Kumar

Bilisoly grant program for membership development – Kumar

- \$16,500 available to chapters for membership development will equal \$500/per chapter for new initiatives in membership development and outreach
- chapter presidents and delegates will receive in 2 days – application form and questionnaire
- Arvind will send email in the next few days to presidents and chapter council delegate
- apply by May 5 grants announced June 5
- June 5 know if get \$\$ - then engage in activity – send in reimbursement request when activity complete – summary report that tells what did and when did it – receive funds 30 days from reimbursement request
- Examples of fundable activity given on application
- funds to be used 2010-2011 can apply for more than \$500.00
- every year get 11% new members but lose at 13% - no magic answer – Arvind suggest focus creative energy on this –
- Alison Shilling – asked how to start native garden tour – Arvind suggests Fremontia articles from 2 years ago
- Arvind Kumar - happy to share garden tour tips - will combine info into notes
- Tara Hansen – all Bilisoly rewards – emphasis on measurable results – with funds investing no punitive results if not as hoped
- Tara Hansen and Stacy Flowerdew will put together a quick brochure on CNPS benefits
- Lauren Brown – is there a comparison to past years for membership loss – for example bum in conference membership
- Mary Frances Poh – is a trend
- Orchid Black – can we do a poster – state poster – join – discussion good idea – no one took action
- Lauren Brown – good to have recent wins on poster

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- Bill Hunt if concerned about losing members - put category on form – find out why people did not renew – send letters. Tara – survey goes out with renew Bill suggested second letter. Tara – phone call is better
- Vince Scheidt – was skeptical on program – but not optimistic that chapters will take advantage of this \$\$ - hope all apply
- Mary Frances Poh – hope you will track not only new members but returning members coming back. - postcard – I missed you? =phone call did you lose your form

Membership Incentives - Flowerdew –

- all will feature new CNPS brand logo – Autumn 2010
- Laptop backpacks for students -
 - chapters can now do student promotion - those who want to develop active campus outreach for chapters
 - letter/email out in July 2010 from Stacy – with your plans for outreach
 - 200 backpacks – will be ordered and received by the state office in August – chapters will be contacted at this time and asked to submit a brief proposal for student outreach strategies
 - Chapters who do this may order backpacks to be picked up at September chapter council meeting or other arrangements
 - Katie - might be nice to partner with Cal-IPC as they do student outreach.
 - in late autumn success of initial program will be evaluated and more backpacks ordered as needed for spring semester
 - Betsey – spring earth day events are good for campus recruitment
- Shopping bags for chapter events
 - 1,000 reusable shopping bags ordered in time for distribution at September Chapter Council meeting – reusable shopping bags – allocated to chapters
 - bags not for sale - for new member signups only
 - Tara – can use for members -lapsed for year or more – considered new
 - Tara – may consider a program to sell bags to current members at a future date
- Stacy Flowerdew – also need to find homes for rare and endangered plants book – idea that chapters could put local info in them and distribute – must be out by summer – contact Stacy sflowerdew@cnps.org

Outreach – Jack Tracey

- need to get the resources to sport program development plants
- increase current CNPS membership from 9,000 to 15,000 important
- must retain members already have
- must ensure that members are welcome – chapters have responsibility – but state supports
- with less resources, may be difficult –
- now have funded program – as adjunct to what chapters are doing –
- state membership support position – 16 hours week reporting to Jack Tracey – will hire in April, start May 1.
 - establish baselines to measure progress
 - follow up with lapsed members by phone email and/or surveys

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- coordinate and implement statewide membership outreach, including brochures, web, newsletter promotions and support for chapter, regional, and state-wide events where membership outreach can be accomplished.
- provide support to executive director on donor outreach strategies
- Ellen – another useful idea - have buddy system to help new members

September Chapter Council meeting - Focus on conservation – Greg Suba

- likely be in Ft. Bragg – 2nd weekend in September
- can look at agenda in two ways
 - general approach for day – common theme – one main theme a few highlights
 - ideas – science behind issue; current litigation and applicability, relevance to land use planning, where holes are, when have/how might we use litigation to clarify hoes; additional topics to energize ; keynotes
 - example – focus on a list 2 – local rare – local flora list
 - Larry Levine – CEQA training? discussion that this might take all day
 - Greg Suba asked what is the purpose – shared understanding. more in depth knowledge
 - Joan Stewart – picking one theme may be hard to get excitement
 - Greg Suba – common theme would still allow time at end of day
 - Betsey Landis – if we have conference with theme – want to have experts and
 - you tube videos of speakers/topics proposed
 - Greg Suba – stepping stones to 2012 conference
 - smorgasbord approach – several different topics for day
 - some themes – got this from all call for themes to local chapters
 - peripheral populations list 2
 - green energy vs wildlands
 - CEQA challenges
 - vegetation mapping as a conservation strategy - chapter case study (San Diego?)
 - how to make networking with conservation partners most effective at developing public support
 - current status of HCPs/NCCPs
 - vegetation management strategies
 - identify priority conservation areas and ways to connect them
 - roles of native vegetation and carbon sequestration
- Bill Hunt and David Magney – some might be strategic and important for 2012 conference
- Marty Foltyn – use the 2010 meeting as springboard for looking at speakers for 2012 conference
- Lauren Brown – one day of conservation – goal pick one item - what is next step on issue for chapter council, not just information gathering - needs to be a working day
- Larry Levine – should concentrate on items we can work with – what should product be at end of day
- Orchid Black– might be difficult to get speakers to a remote location; would vote for one theme – and it would be green

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- Joan Stewart — I can draw a lot on what I need from all these topics – so theme for whom are we managing public lands may not be theme but I can draw what I need from any of these topics
- Carol Witham – defense of list 2 – most burning issue and will impact/have relevance to other issues on the list .
- Greg Suba – we can also target collaborative groups
- Betsey Landis – lacking in science – need things we can use in chapters –
- Greg Suba – in 2006 was a list 2 event at September conference – but this does not mean it is not still important – what came out was agenda and handouts – material online <http://cnps.org/cnps/conservation/resources.php>
- Larry Levine – can we pick two? GregSuba do one – and then end of day have 2 or 3 hot topics as well
- Betsey Landis – on topic item of fire policy – have already discussed what to do next - don't want to do this in September – build database and structure for getting legislation passed. and see if is good topic in 2012.
- Gabi McLean – would like not to wait until Septebmer - renewable energy is so important now
- Greg Suba –do have talking point at <http://cnps.org/cnps/conservation/desert.php>
- straw poll – single focused topic vs smorgasbord – majority voted yes
- straw poll – 4 topics sprinkled during day – main topics and three at end of day
 - Main topic - peripheral population list 2 locally rare
 - Three other topics -#1 renewable energy vs wildlands – #2 CEQA challenges, #3 vegetation mapping as conservation strategy
- Kevin Bryant – need ½ day business meeting – members present decided on Sunday morning rather than Friday night

Adding members - David Magney

- had a landscape symposium – how to grow natives in yard
- started planning 6 months ago – (you will need more time)
- price – to cover costs – 100 participants at \$45/each – those that are not members should pay more - \$60 for non members – if join at same time - \$90 could join and attend – instead of pay \$60 with no benefits (book discounts)
- free venue
- speakers - Owen Dell ,Rich Halsey, Greg Rubin, Bart O'Brien and more
- offered their books for sale –
- lunch
- had 217 people attend – 122 members – 50 new or renew members – had 95 did not want to spend extra so paid just non member fee
- final – made \$10K on gate fees –
- paid honorarium of \$400/person for speakers – they covered their travel
- caterer – only paid for food
- get CNPS insurance – for venue

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- details on native plant symposium at http://www.cnpsci.org/Calendar/CNPSCI_Native_Plant_Landscape_Symposium_Flyer-reg_form.pdf

next meeting – June 5/6 in Oroville

meeting adjourned at 12:00 noon.

Submitted by

Marty Foltyn Chapter Council Secretary

Attendees:

Kevin	Bryant
David	Berman
Jim	Bishop
Catie	Bishop
Orchid	Black
Charlie	Blair
Lauren	Brown
Laura	Camp
Josie	Crawford
Ellen	Dean
Ellen	Edelsen
Stacy	Flowerdew
Marty	Foltyn
Dorie	Giragosian
Vern	Goehring
Hazel	Gordon
Tara	Hansen
Steve	Hartman
Geri	Hulse Stevens
Bill	Hunt
Brad	Jenkins
Arvind	Kumar
Betsey	Landis
Frank	Landis
Brian	LeNeve
Larry	Levine
David	Magney
Gabi	McLean

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Mary Frances	Poh (Sunday Only)
Vince	Scheidt
Alison	Shilling
Joan	Stewart
Greg	Suba
Amber	Swanson
Jack	Tracey
David	Varner
Carol	Witham