

**King Conservation District
Board of Supervisors Retreat
January 10, 2008**

The King Conservation District Board of Supervisors held their annual retreat on January 10, 2008 from 8:00 a.m. – 3:30 p.m. at the Cedarbrook – WA MU Leadership Center at 18525 36th Ave. South, Sea Tac, Washington 98188. The retreat was facilitated by Wendy Barry of Effective Options LLC.

Attendees included Chair Matt Livengood, Vice Chair Scott Wallace and Board members Bill Knutsen, Bobbi Lindemulder and Bob Vos, and Associate Board Member David Irons.

1. Outcomes and Expectations

- The Board members will discuss their roles and develop consensus on how they will work together, with the Executive Director, and with staff.
- Board members will be introduced to the operations analysis portion of the business plan and recommendations for the Board and Administration and Finance.
- Board members will identify three important goals for the Advisory Committee.
- Board members will review the board survey results and staff's November 2007 Team Effectiveness Self-Evaluation.
- Board members will discuss strategic planning and other processes they need to incorporate to be successful.

2. Executive Director Recruitment

Chair Livengood reviewed the draft brochure with the Board and collected input from the Board. He passed the input on to Avery Associates the day of the retreat. Avery and Associates will be providing market salary survey information in the next few days for Board review.

3. Board and Staff Survey Results

Consultant Barry presented Board Survey results and staff team self-evaluation summary information to the Board. Board members were provided an orientation to the draft chapters of the business plan including the District Overview, Board of Supervisors and the Administration / Finance chapter. A summary of specific recommendations was presented to the Board. No action taken.

4. Advisory Committee Roles

The Board tabled the discussion on the Advisory Committee Roles due to time constraints.

5. Election

Board members reviewed the outreach committee's projected plan to advertise the upcoming election. The effort outlined in the 2008 is expanded over previous years. They discussed various options to expand the efforts further. No action was taken. They will have the option to bring this up during the budget discussion at their meeting on January 14, 2008

6. Board Roles

Board members discussed their roles, how they would work together, with the new Executive Director, and with staff. They identified specific behaviors and outcomes they hope to achieve in the near term.

7. Strategic Planning

They briefly discussed strategic planning and were clear that they want a plan that works and is used.

The board was asked to identify the most important things that need to be achieved for the District to be successful in 2008.

- Shift from being a working board to a policy/decision making Board.
- Define and clarify roles/responsibilities with clear organization chart. Balance with multi-tasking.
- Support the Executive Director to work on relationships and organization.
- Continue to improve relationship with stakeholders.
- Support transition for leadership change.
- Build positive relationship and trust with staff.
- Articulate board's intent to support staff in getting things done and balancing fiscal responsibility.
- Develop way to measure outcomes (grants etc.)
- Pay more attention to benefits of the District's work to "people"

8. Take Aways & Next Steps

The Board spent the last portion of its retreat focused on desired outcomes for the upcoming board and staff retreat. The Board expressed interest in starting the dialogue with staff, and re-building their relationship with staff as high priority outcomes for the retreat.

9. Adjourn 4:00 p.m.