



NGLC Membership Committee

Conference Call
Monday, Nov. 24, 2008

In attendance on call:

Scott Cotton
Jim Carr
Brent Plugge
Jim Luchsinger
Lynn Myers
Pat Reece
Tamara Choat

KEY POINT SUMMARY:

1. Peer appointed stewards remain as is, with no limit on potential additions.
2. Original list of "stewards" will be referred to as "resource team."
3. Reimbursement will be by board approval on a case-by-case basis using a standardized

I. What defines a "steward"?

a. What is our approved list of stewards?

i. Those that have a bio?

b. How were original stewards selected?

Brett: Mentoring was the original thought behind the program. Steward is a much broader term than mentor.

Jim Carr: Media communications specialist came in to give workshop. Group determined that mentor creates an age paradigm. Program was set up to share neighbor to neighbor, not an age. Her feeling was there was too much stereotype on age.

How do we select stewards? Pilot program. Selection based on really good, experienced ranchers who are conservation minded; people who thought outside of the box; had good track records of being sound conservationists.

Need a short text that explains the criteria for selecting these folks.

- Respected in their community, have a desire to share – both mistakes and successes.
- Verbiage about being recommended by a peer, agency, organization, etc.

Sometimes need to be more nebulous; not be tied to application process. Original idea was to make sure it is not exclusive, and to create a more open sharing network. Make sure it is approachable.

Probably need to encourage people to seek a second opinion on advice given from stewards.

c. Do we want to continue to recruit more stewards?

i. What would the criteria be for being a steward?

ii. Do we have a target number of stewards?

d. What do we envision their role as being?

e. What about those who act as stewards, but don't want publicly promoted?

We should always be trying to recruit more members. Have a few in the pipeline, as some are going to be dropping out.

II. Do we want “members”?

- a. How would a member be different than a steward?
 - i. Call them members, or use a different term
 - ii. Create different levels of “stewards”
- b. What would define a member as a part of NGLC?
 - i. Would we charge dues?
 1. Charge to attend event, with part going toward dues
 - ii. Would it be those who request to be on the list serve and get info?

Do we need to discuss a new term for mentor/mentee? Brainstorming group. “Steward” took top priority among 15 member brainstorming group. Do we want to try and find another term?

Set number?

The more the merrier. Do not want to limit them.

Lynn — after talking to more active members, its amazing the impact we have. A lot of these members are not keeping good track, but there is an impact.

Original purpose was to create a network of knowledgeable people. Originally designed to meet the needs of a large influx of out-of-staters moving into the Sandhills, to help them avoid career-ending mistakes.

NGLC helps provide the infrastructure and support, including quality control, program support, funding and administration.

Term Cowboy Logic was introduced as the name would enhance the marketing of the program. What we were working with before was linked to the NRCS web site, and part of the growth discussion was creating its own web site.

Perhaps getting more hung up on terms that aren’t important. We need to focus on making the program work, not get hung up on terminology. Do we need to be more specific? Missouri program – did not call them mentor or steward.

What do we call the folks who offer to be the resource people?

Would call them participants, or more general. By their own admission, many learn as much from being mentors as they do from being mentees. When are you a mentee? When do you become a mentor?

Like to keep things as simple as possible. Don’t need a term for people who attend meetings. Is there some sort of term we can give to the pool of resources? Perhaps “team member”?

When you visit with prospective people for resource pool? First question is: what do you expect me to do? Gather information to document program input? Justify grant dollars for travel expenditures. Identify team members/resource member/etc.

Mentors are just one choice. I don’t know that we need a defined term.

Brainstorm terminology for this group:

- Resource team
- Resource members

- Team members
- Resource partners
- Neighbor to neighbor
- Farmer and ranchers
- Ranching league
- Networkers
- Sharing network – about grazing and ranch management

The mentor/mentee thing is gone.

If we call this a resource team, these folks are resources for others.

On individualized basis, they are working one on one with another rancher.

Refer to them as team members of a sharing network, as a mentoring network; they are resources to other folks.

In simple terms that is what they are – “a resource for other people to use.”

III. Reimbursement/Funding Policy

- a. Board Members
- b. Stewards
- c. Suggestions:
 - i. Points/merit system
 - ii. Application for funding
 - iii. Allocated by region

Jim L. – don’t want ranchers to have to fill out more paperwork, but we do need a form of measurement.

Brent – support having some form of measurement and report; is not too much to expect in return for reimbursement of travel.

Have them fill out some form of paperwork; fill out information as to activities, etc. Come up with standardized form for people to fill out for reimbursement. Do we need to put a standardized line in the reimbursement form?

Don’t think it’s too much to ask that they provide something in return for getting money

What do we actually reimburse for?

Driving to a meeting? Driving over to their neighbor?

Need to help them in addressing an issue.

Some of the most meaningful mentoring is one-on-one; someone knows he wants to do something different, doesn’t know how to do it.

Do we have them present forms to the board?

The people who are requested should be reimbursed for travel.

Have to have standardized reporting sheets to mail out to resource members.

Somewhere it would be nice to find out what the information is that they wanted.

One-page document; three or four places on where, what, when.

Perhaps have a sub-category for special budget; have them submit.

Brent Plugge and Scott Cotton will come up with draft one-page reimbursement form; work with Tamara to create.