




## LOWER PLATTE SOUTH natural resources district

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Agenda Item #9

### Memorandum

**Date:** April 14, 2022  
**To:** Each Director  
**From:** Paul D. Zillig, General Manager   
**Subject:** Executive Subcommittee Meeting Minutes

The Executive Subcommittee met at 5:30 pm on Wednesday, April 13, 2022 in the NRD Conference Room. Directors participating were Deborah Eagan, David Landis, Chelsea Johnson, Bob Andersen, Larry Ruth, and Luke Peterson. Others participating included Kristin Buntmeyer and myself.

Chair Eagan called the meeting to order, welcomed those participating and reported that she talked to a few Directors to draft some ideas on Director ethics or a code of conduct. Eagan handed out some ideas and asked the Subcommittee members to please review and the Subcommittee can discuss it next meeting.

The next item on the agenda was to answer any questions on the FY 22 Accomplishments that were emailed out. There were no questions but Ruth commented that we need to continue to keep current on our review of District activities and how it relates to climate change.

I then reviewed with the Subcommittee our current staffing (see attached Organizational Chart). I reported that we've had several retirements and openings on our staff this year. Replacing these experienced employees is challenging but I feel good about our new employees. I reported on the staff changes and we now need to hire a new District Engineer. Considering that the Deadmans Run Project is nearing a critical phase of plan review I will likely obtain private sector assistance until our new District Engineer is hired and able to assist.

I also reported on the need and opportunity to provide additional assistance to communities and well owners in protecting their drinking water. I reported that the NRD has been assisting Waverly with their Source Water Assessment and Drinking Water Management Plan. Nebraska Department of Environment and Energy has offered to consider providing Section 319 funding for a 5 year term to provide 60% cost-share assistance for the position. I reported that drinking water protection is a priority of many Directors and adding a staff person for this purpose is needed. The Subcommittee discussed their support for this position and that receiving Section 319 financial support for 5 years would be appreciated but not required for approval.

It was moved by Landis, seconded by Andersen, and unanimously approved by the Subcommittee to **recommend the Board of Directors authorize the General Manager hire a Drinking Water Protection Specialist in FY 2023 and apply for Section 319 assistance.**

The next item on the agenda was to discuss salary adjustments for Fiscal Year 2023. I reported that the Board annually considers adjustments this time of year and we typically approve an adjustment for all of staff (i.e. cost of living), several years the Board included some additional across-the-board increases (i.e. in 2022 the cost of living was 1.7% and an additional 0.3% was added), and typically approves approximately \$20,000 for merit raises to be determined by the General Manager. The past 5 years the “cost of living” adjustment has been based on the Consumer Price Index (CPI) from the U.S. Bureau of Labor Statistics and it has been typically around 2%.

I stressed the need to retain our employees and that between the pandemic, low unemployment, and inflation employee salaries are increasing along with the cost of almost everything else. I shared my concern we will lose employees if we don’t compensate them fairly, and I don’t want to lose more employees.

I then reviewed the CPI report for March 2022 (attached). I reported that about this time last year the CPI began a steady climb and inflation has been occurring for the past year. The CPI for the past 12 months was 8.0% as of February and for March is at 8.6%. I reported that the CPI takes into account food, energy, shelter, medical care, vehicles, household, etc., all these have increased for everyone. I’ve continued to look for more accurate methods to utilize for staff salary adjustments but have not identified any. The bottom line is that the cost of goods and services are going up for all of us individually and for all taxpayers/agencies/businesses. I reported that I didn’t know what the solution was, but we need to increase wages.

I reported that my recommendation was to continue to use the CPI and “recommend the Board of Directors approve for FY 2023 an across-the-board increase of 8.6% for all salaried and part time employees, and an additional \$22,000 for merit and adjustments for changes in duties.” This motion was put on the floor for discussion by Andersen and seconded by C. Johnson. Discussion ensued.

The Subcommittee discussed the need to retain employees, they discussed factors such as the low unemployment rate, how would they adjust salaries when the CPI falls, how gas prices fluctuate, and discussed a number of ways to make the adjustments over a longer period of time.

The Subcommittee realized that some additional information and discussion will be required, Andersen offered to withdraw the motion, and C. Johnson agreed. The Subcommittee agreed that additional information is needed and directed me to report back next month, in the mean time the Subcommittee will listen to additional information.

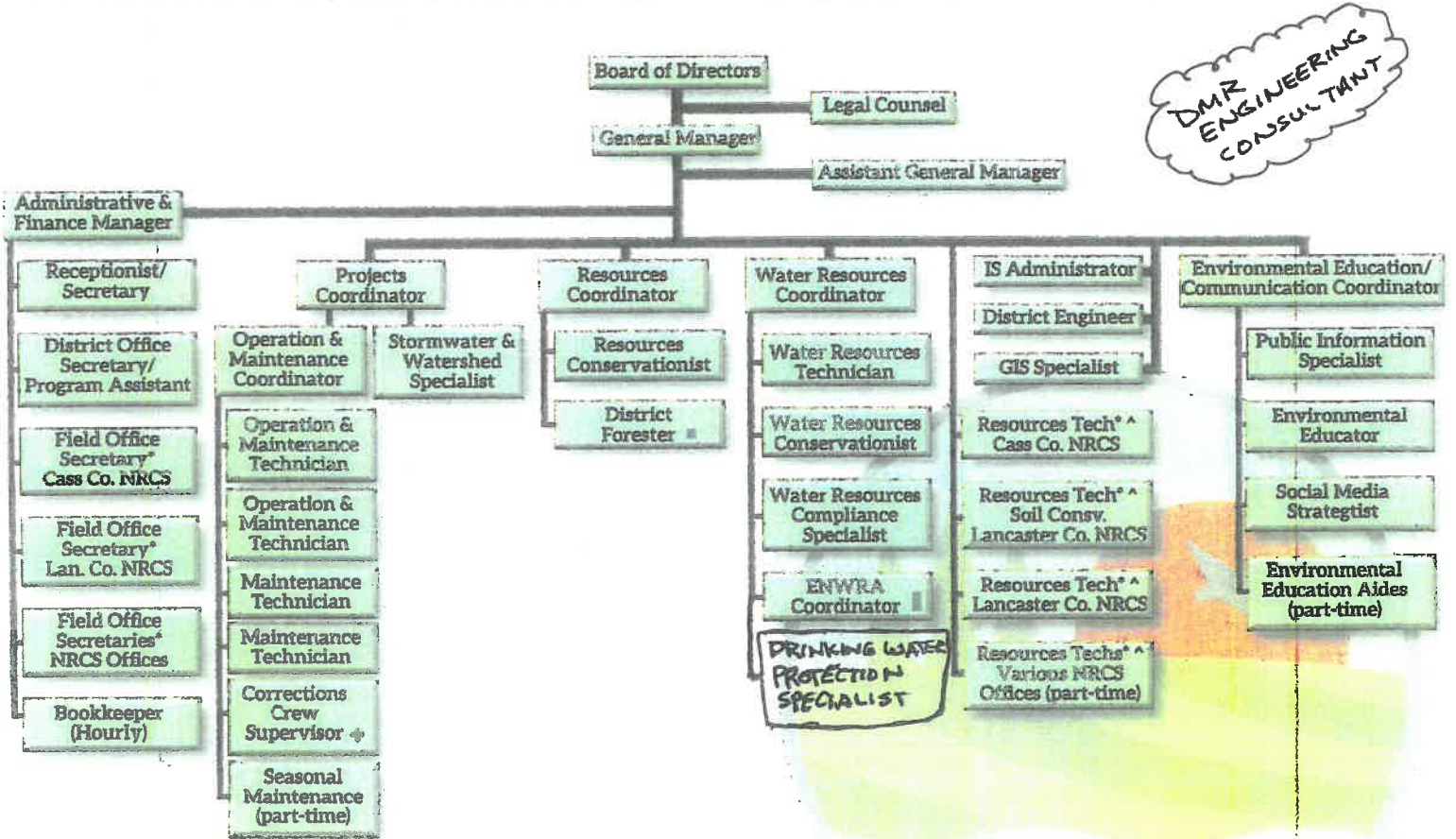
The final item on the agenda was to consider appointing a second representative on the Nebraska Land Trust Board of Directors (see attached information on the Nebraska Land Trust). I reported that Dan Schulz had served as the LPSNRD representative for the past 6 years along with myself as the alternate. The Subcommittee discussed the District's representation, who would be interested and willing to serve, and who would be able to assist the Trust in these challenging times. It was moved by Landis, seconded by C. Johnson and unanimously approved by the Subcommittee to **recommend the Board of Directors appoint Larry Ruth to serve as the Lower Platte South NRD's representative on the Nebraska Land Trust's Board of Directors.**

There being no further business the meeting adjourned at 7:15 pm.

PDZ/pz

pc: Steve Seglin  
Corey Wasserburger

# ORGANIZATIONAL STRUCTURE OF THE LOWER PLATTE SOUTH NRD



DMR ENGINEERING CONSULTANT

- \* Direct day-to-day supervision by NRCS district conservationist
- ^ NRD supervision by assistant general manager
- Administration and supervision by Nebraska Forest Service
- ▨ Administration and supervision by UNL Conservation and Survey Division
- ♦ Contract with Nebraska Department of Corrections for two crews and two crew supervisors



# Mountain-Plains Information Office

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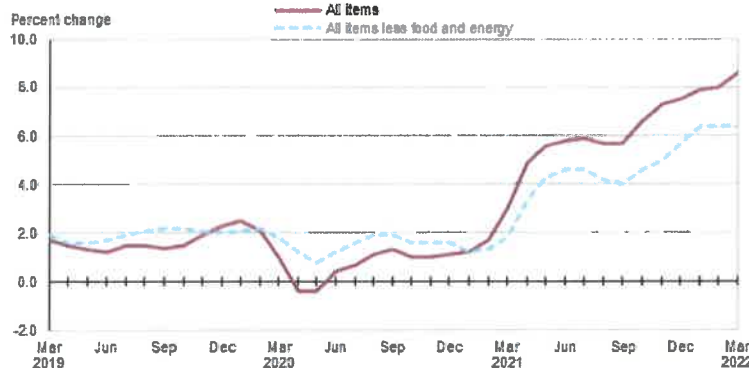
## Consumer Price Index, Midwest Region – March 2022

**Area prices were up 1.3 percent over the past month, up 8.6 percent from a year ago**

Prices in the Midwest Region, as measured by the Consumer Price Index for All Urban Consumers (CPI-U), advanced 1.3 percent in March, the U.S. Bureau of Labor Statistics reported today. (See [table A.](#)) Higher prices for gasoline were the largest contributing factor to the March increase. The food index rose in March due to higher costs for food at home, and the index for all items less food and energy increased as a result of higher shelter costs. (Data in this report are not seasonally adjusted. Accordingly, month-to-month changes may reflect seasonal influences.)

Over the last 12 months, the CPI-U rose 8.6 percent. (See [chart 1](#) and [table A.](#)) The index for all items less food and energy increased 6.4 percent over the year. Energy prices jumped 29.3 percent, largely the result of an increase in the price of gasoline. Food prices were up 10.3 percent. (See [table 1.](#))

**Chart 1. Over-the-year percent change in CPI-U, Midwest region, March 2019–March 2022**



Source: U.S. Bureau of Labor Statistics.

[View Chart Data](#)

### Food

Food prices increased 1.4 percent for the month of March. (See [table 1.](#)) Prices for food at home increased 1.8 percent, and prices for food away from home rose 0.7 percent for the same period.

Over the year, food prices were up 10.3 percent. Prices for food at home increased 11.3 percent since a year ago, and prices for food away from home advanced 8.4 percent.

### Energy

The energy index advanced 9.8 percent over the month. The increase was due to higher prices for gasoline (19.4 percent). Prices for electricity edged down 0.1 percent, and prices for natural gas service decreased 1.4 percent for the same period.

Energy prices rose 29.3 percent over the year, largely due to higher prices for gasoline (46.0 percent). Prices paid for natural gas service jumped 26.3 percent, and prices for electricity advanced 5.0 percent during the past year.

### All items less food and energy

The index for all items less food and energy rose 0.4 percent in March. Higher prices for shelter (0.6 percent) and medical care (0.6 percent) were partially offset by lower prices for education and communication (-1.0 percent).

Over the year, the index for all items less food and energy increased 6.4 percent. Components contributing to the increase included new and used motor vehicles (23.3 percent), shelter (5.1 percent), and household furnishings and operations (11.3 percent).

**Table A. Midwest region CPI-U 1-month and 12-month percent changes, all items index, not seasonally adjusted**

Month	2018		2019		2020		2021		2022	
	1-month	12-month	1-month	12-month	1-month	12-month	1-month	12-month	1-month	12-month
January	0.6	1.6	0.2	0.8	0.4	2.5	0.5	1.2	0.8	7.9
February	0.2	1.7	0.7	1.3	0.3	2.1	0.8	1.7	0.9	8.0
March	0.2	1.8	0.6	1.7	-0.5	1.0	0.7	3.0	1.3	8.6
April	0.4	1.8	0.3	1.5	-1.1	-0.4	0.8	4.9		
May	0.5	2.3	0.3	1.3	0.3	-0.4	1.0	5.6		
June	0.2	2.5	0.0	1.2	0.8	0.4	1.0	5.8		
July	0.0	2.4	0.2	1.5	0.5	0.7	0.6	5.9		
August	0.0	2.1	0.0	1.5	0.4	1.1	0.2	5.7		

### News Release Information

22-252-KAN  
Tuesday, April 12, 2022

### Contacts

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[www.bls.gov/regions/mountain-plains](http://www.bls.gov/regions/mountain-plains)

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(816) 285-7000

### PDF

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### Related Links

- [CPI Overview Table - U.S. and areas](#)
- [CPI Detailed Tables - Mountain Plains](#)
- [CPI Chart Package](#)
- [Area Economic Summaries](#)

Month	2018		2019		2020		2021		2022	
	1-month	12-month	1-month	12-month	1-month	12-month	1-month	12-month	1-month	12-month
September	0.1	1.9	0.0	1.4	0.2	1.3	0.2	5.7		
October	0.1	2.2	0.2	1.5	-0.1	1.0	0.8	6.6		
November	-0.6	1.4	-0.2	1.9	-0.2	1.0	0.4	7.3		
December	-0.4	1.3	0.0	2.3	0.1	1.1	0.3	7.5		

The April 2022 Consumer Price Index for the Midwest Region is scheduled to be released on May 11, 2022.

### Technical Note

The Consumer Price Index (CPI) is a measure of the average change in prices over time in a fixed market basket of goods and services. The Bureau of Labor Statistics publishes CPIs for two population groups: (1) a CPI for All Urban Consumers (CPI-U) which covers approximately 93 percent of the total U.S. population and (2) a CPI for Urban Wage Earners and Clerical Workers (CPI-W) which covers approximately 29 percent of the total U.S. population. The CPI-U includes, in addition to wage earners and clerical workers, groups such as professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, and retirees and others not in the labor force.

The CPI is based on prices of food, clothing, shelter, and fuels, transportation fares, charges for doctors' and dentists' services, drugs, and the other goods and services that people buy for day-to-day living. Each month, prices are collected in 75 urban areas across the country from about 6,000 housing units and approximately 22,000 retail establishments—department stores, supermarkets, hospitals, filling stations, and other types of stores and service establishments. All taxes directly associated with the purchase and use of items are included in the index.

The index measures price changes from a designated reference date; for most of the CPI-U the reference base is 1982-84 equals 100. An increase of 7 percent from the reference base, for example, is shown as 107.000. Alternatively, that relationship can also be expressed as the price of a base period market basket of goods and services rising from \$100 to \$107. For further details see the CPI home page on the internet at [www.bls.gov/cpi](http://www.bls.gov/cpi) and the CPI section of the BLS Handbook of Methods available on the internet at [www.bls.gov/oppub/hom/cpi/](http://www.bls.gov/oppub/hom/cpi/).

In calculating the index, price changes for the various items in each location are averaged together with weights that represent their importance in the spending of the appropriate population group. Local data are then combined to obtain a U.S. city average. Because the sample size of a local area is smaller, the local area index is subject to substantially more sampling and other measurement error than the national index. In addition, local indexes are not adjusted for seasonal influences. As a result, local area indexes show greater volatility than the national index, although their long-term trends are quite similar. **NOTE: Area indexes do not measure differences in the level of prices between cities; they only measure the average change in prices for each area since the base period.**

The Midwest region is comprised of Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

Information in this release will be made available to individuals with sensory impairments upon request. Voice phone: (202) 691-5200; Telecommunications Relay Service: 7-1-1.

**Table 1. Consumer Price Index for All Urban Consumers (CPI-U): Indexes and percent changes for selected periods, Midwest Region, (1982-84=100 unless otherwise noted) (not seasonally adjusted)**

Expenditure category	Indexes			Percent change from		
	Jan. 2022	Feb. 2022	Mar. 2022	Mar. 2021	Jan. 2022	Feb. 2022
All items	261.657	263.988	267.312	8.6	2.2	1.3
All items (December 1977 = 100)	425.730	429.523	434.932			
Food and beverages	276.579	279.214	282.806	9.7	2.3	1.3
Food	277.344	280.150	283.955	10.3	2.4	1.4
Food at home	255.381	258.599	263.145	11.3	3.0	1.8
Cereals and bakery products	284.106	287.445	295.390	10.7	4.0	2.8
Meats, poultry, fish, and eggs	291.358	294.524	297.971	15.3	2.3	1.2
Dairy and related products	218.356	221.062	226.265	8.4	3.6	2.4
Fruits and vegetables	297.794	305.051	308.709	11.3	3.7	1.2
Nonalcoholic beverages and beverage materials	183.907	185.041	188.710	9.3	2.6	2.0
Other food at home	219.725	221.920	225.938	10.5	2.8	1.8
Food away from home	312.702	314.608	316.829	8.4	1.3	0.7
Alcoholic beverages	265.339	265.677	266.416	2.3	0.4	0.3
Housing	254.763	256.445	257.919	6.5	1.2	0.6
Shelter	301.535	303.249	305.136	5.1	1.2	0.6
Rent of primary residence <sup>(1)</sup>	303.356	304.666	306.249	4.6	1.0	0.5
Owners' equivalent rent of residences <sup>(1)(2)</sup>	308.162	309.495	311.127	4.6	1.0	0.5
Owners' equivalent rent of primary residence <sup>(1)(2)</sup>	308.064	309.398	311.032	4.6	1.0	0.5

(1) This index series was calculated using a Laspeyres estimator. All other item stratum index series were calculated using a geometric means estimator.

(2) Indexes on a December 1982=100 base.

(3) Indexes on a December 1997=100 base.

(4) Special index based on a substantially smaller sample.

(5) Indexes on a December 1993=100 base.

(6) Indexes on a December 1977=100 base.

Note: Index applies to a month as a whole, not to any specific date.

Expenditure category	Indexes			Percent change from		
	Jan. 2022	Feb. 2022	Mar. 2022	Mar. 2021	Jan. 2022	Feb. 2022
Fuels and utilities	252.086	255.934	255.742	10.6	1.5	-0.1
Household energy	206.070	209.870	209.458	13.0	1.6	-0.2
Energy services <sup>(1)</sup>	211.911	215.509	214.235	12.0	1.1	-0.6
Electricity <sup>(1)</sup>	209.008	212.137	211.991	5.0	1.4	-0.1
Utility (piped) gas service <sup>(1)</sup>	202.801	206.870	203.997	26.3	0.6	-1.4
Household furnishings and operations	131.851	132.313	133.561	11.3	1.3	0.9
Apparel	114.139	117.739	117.961	4.3	3.3	0.2
Transportation	240.942	244.866	255.194	22.6	5.9	4.2
Private transportation	240.330	244.143	254.075	23.0	5.7	4.1
New and used motor vehicles <sup>(2)</sup>	125.058	125.110	124.732	23.3	-0.3	-0.3
New vehicles	160.448	160.118	160.582	15.5	0.1	0.3
New cars and trucks <sup>(3)(4)</sup>	113.414	113.179	113.510	15.5	0.1	0.3
New cars <sup>(4)</sup>	157.140		157.143	14.6	0.0	
Used cars and trucks	210.187	211.940	207.335	35.1	-1.4	-2.2
Motor fuel	282.651	301.079	359.560	46.1	27.2	19.4
Gasoline (all types)	280.991	299.352	357.348	46.0	27.2	19.4
Gasoline, unleaded regular <sup>(4)</sup>	274.131	292.424	349.752	46.8	27.6	19.6
Gasoline, unleaded midgrade <sup>(4)(5)</sup>	324.003	341.885	403.804	42.0	24.6	18.1
Gasoline, unleaded premium <sup>(4)</sup>	301.345	316.367	369.407	38.6	22.6	16.8
Medical care	531.401	531.165	534.114	1.6	0.5	0.6
Medical care commodities	371.027	375.083	376.595	0.5	1.5	0.4
Medical care services	584.598	582.950	586.374	1.9	0.3	0.6
Professional services	439.930	440.364	441.545	0.3	0.4	0.3
Recreation <sup>(3)</sup>	129.701	130.952	131.349	4.3	1.3	0.3
Education and communication <sup>(3)</sup>	142.020	142.631	141.202	0.0	-0.6	-1.0
Tuition, other school fees, and child care <sup>(6)</sup>	1,225.720	1,226.805	1,226.718	0.5	0.1	0.0
Other goods and services	473.538	477.090	479.494	6.1	1.3	0.5
Commodity and service group						
Commodities	204.162	207.084	211.636	14.3	3.7	2.2
Commodities less food and beverages	168.699	171.545	176.146	17.0	4.4	2.7
Nondurables less food and beverages	208.555	215.412	229.328	16.5	10.0	6.5
Durables	125.630	126.063	125.337	18.6	-0.2	-0.6
Services	320.305	321.926	323.807	4.7	1.1	0.6
Special aggregate indexes						
All items less shelter	249.783	252.343	256.186	10.0	2.6	1.5
All items less medical care	248.923	251.393	254.749	9.3	2.3	1.3
Commodities less food	171.827	174.633	179.173	16.4	4.3	2.6
Nondurables	241.843	246.748	255.873	12.9	5.8	3.7
Nondurables less food	211.470	217.936	231.061	15.4	9.3	6.0
Services less rent of shelter <sup>(2)</sup>	349.817	351.325	353.216	4.3	1.0	0.5
Services less medical care services	300.564	302.466	304.232	5.2	1.2	0.6
Energy	240.746	250.795	275.376	29.3	14.4	9.8
All items less energy	267.130	268.790	270.226	7.0	1.2	0.5
All items less food and energy	266.113	267.589	268.639	6.4	0.9	0.4

(1) This index series was calculated using a Laspeyres estimator. All other item stratum index series were calculated using a geometric means estimator.

(2) Indexes on a December 1982=100 base.

(3) Indexes on a December 1997=100 base.

(4) Special index based on a substantially smaller sample.

(5) Indexes on a December 1993=100 base.

(6) Indexes on a December 1977=100 base.

Note: Index applies to a month as a whole, not to any specific date.

## **The Mission of the Nebraska Land Trust**

The Nebraska Land Trust was founded in 2001 as a 501 (c) (3) non-profit organization, dedicated to the mission of protecting agricultural, historical, and natural resources on land in Nebraska through education, partnering and permanent conservation. From hardwood forests on our eastern bluffs to pine covered buttes in the Panhandle, Nebraska is a land of contrast and beauty. A diverse array of life is tied to the land and the rivers that cross it, including people who have called this land home. In many cases, we owe a debt of gratitude to agricultural landowners who have preserved these resources for generations, but the past does not predict the future when it comes to land use, as farms are sold for subdivisions and ranches are turned into ranchettes for second homes.

The Nebraska Land Trust uses voluntary land preservation agreements known as conservation easements which enable landowners to leave a permanent legacy of protected wildlife habitat, scenic views, clean water, historic sites, and working agriculture on their land. Easements legally protect these resources while being flexible enough to allow for other activities that are compatible with private land stewardship and conservation. In a sense, conservation easements represent the most basic of property rights – the right to determine the future of one's land.

## **Member Organizations**

- Audubon Society of Omaha
- Fontenelle Nature Association
- History Nebraska
- Lower Platte North NRD
- Lower Platte South NRD
- Nebraska Cattlemen
- Nebraska Game and Parks Commission
- Nebraska Sportsmen's Foundation
- Nebraska Wildlife Federation
- Niobrara Council
- Papio-Missouri River NRD
- Wachiska Audubon Society



# Board of Directors

## Fontenelle Nature Association

Matt Darling  
Michelle Foss

## History Nebraska

John Swigart

## Lower Platte North NRD

Bob Heimann  
Nancy Meyer  
Bill Saeger

## Lower Platte South NRD

Paul Zillig

## Nebraska Audubon Society

Joe Francis (Treasurer)  
Glenn Pollock  
Ross Scott

## Nebraska Cattlemen

Tim Kalkowski  
Todd McWha

## Nebraska Game and Parks Commission

Tim McCoy  
Jim Swenson

## Nebraska Sportsmen's Foundation

Dustin Alleman

## Nebraska Wildlife Federation

Dave Koukol (Secretary)  
JJ Johnson

## Niobrara Council

Jason Appelt

## Papio-Missouri River NRD

Jim Becic

## At-large Members

Glenn Johnson (Chair)  
Michael Linder (Vice Chair)  
Sara Radil  
Neal Ratzlaff  
Michael Siedschlag  
Katie Zulkoski

## Executive Director\*

Dave Sands

**\*Advisory, non-voting member**

February 2022

## Staff

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dsands@nelandtrust.org

**Jacob Alishouse**  
Stewardship Director  
402.438.5263  
jalishouse@nelandtrust.org

## Board Officers

**Glenn Johnson**      **Michael Linder**  
Chair                      Vice Chair

**Dave Koukol**        **Joe Francis**  
Secretary                Treasurer

**AGREEMENT BETWEEN  
LOWER PLATTE SOUTH NATURAL RESOURCES DISTRICT  
AND  
NEBRASKA LAND TRUST  
FOR  
COOPERATIVE ASSISTANCE**

**THIS AGREEMENT is made and entered into by and between the LOWER PLATTE SOUTH NATURAL RESOURCES DISTRICT (hereinafter referred to as the "NRD") and the NEBRASKA LAND TRUST (hereinafter referred to as "the TRUST").**

**WHEREAS, The TRUST is a 501 (c) (3) nonprofit organization that has adopted Standards and Practices promulgated by the Land Trust Alliance and actively acquires or stewards conservation lands and conservation easements, with the goal of land conservation in Nebraska; and,**

**WHEREAS, the mission of the TRUST is to accept conservation easements or gifts of land to preserve lands that remain essentially in their natural state; are ecologically, historically, or archeologically significant; serve as wildlife habitat, and/or are used for low impact agriculture; and,**

**WHEREAS, the authorities of the NRD include prevention of damages from floodwater and sediment, development and management of fish and wildlife habitat and recreational and park facilities, and forestry and range management; and**

**WHEREAS, the NRD desires to utilize the expertise and experience of the TRUST to explore the opportunities for acquisition of conservation easements District-wide, with particular focus on the Platte and Missouri River corridors and on the Haines Branch Prairie Corridor.**

**NOW, THEREFORE, for and in consideration of the foregoing recitals and their mutual covenants hereinafter expressed, the parties agree as follows:**

- 1. The TRUST agrees that it shall:**
  - a. Conduct educational programs with landowners, public officials, and others within the NRD for the purpose of explaining conservation easements and the multiple advantages thereof; and**
  - b. Provide technical assistance to the District with the development of baseline surveys on proposed conservation easement properties, and in the monitoring and evaluation of held conservation easements; and**
  - c. Assist the NRD in the development of a land protection strategy and easement templates for the acquisition of conservation easements in the District; and,**

- d. Consult with the NRD on funding and grant proposals and assist in compliance with the requirements of the fund sources; and,
  - e. Assist the NRD in negotiations and acquisition of conservation easements over priority properties.
2. The NRD agrees that it will assist the TRUST to develop land protection and easement acquisition strategies for the Corridor; will pay the sum of \$30,000, annually, to the TRUST for the purpose of partially funding the activities of the TRUST undertaken pursuant hereto; and, will work with the TRUST to identify prospective donors of conservation easements, additional funding sources and partnership opportunities.
  3. The term of this Agreement shall commence upon execution thereof by both parties; and this Agreement shall terminate on June 30, 2024, unless sooner terminated as provided below.
  4. The following personnel shall represent the parties in carrying out the terms of this Agreement and are designated to receive notices hereunder:

For the NRD:	For the TRUST:
Paul Zillig, General Manager	David Sands, Executive Director
	Glenn Johnson, Chairman

5. This Agreement may be terminated by either party with or without cause on 60 days written notice delivered to the other party.

IN WITNESS WHEREOF, the parties have executed this agreement on the dates hereinafter indicated.

Executed by THE NEBRASKA LAND TRUST, on this 17<sup>th</sup> day of June, 2021.

NEBRASKA LAND TRUST

By   
 David Sands  
 Executive Director

Executed by the LOWER PLATTE SOUTH NATURAL RESOURCES DISTRICT on  
this 16<sup>th</sup> day of JUNE, 2021.

LOWER PLATTE SOUTH NATURAL  
RESOURCES DISTRICT

By   
Paul Zillig  
General Manager



*Preserving Our Agricultural, Historical And Natural Resources.  
Approved by the Board on June 6, 2013*

## **MEMBER ORGANIZATION AND BOARD OF DIRECTOR DUTIES AND EXPECTATIONS**

The Nebraska Land Trust is a nonprofit corporation organized and existing under the laws of the State of Nebraska. "The mission of the Nebraska Land Trust (NLT) is to foster the protection of agricultural, historical and natural resources on land in Nebraska, through education, partnering, and permanent conservation." Membership on the NLT board of directors may include agencies, organizations, and individuals who support this mission and private property rights, including the right of a landowner to determine the future uses of their land in perpetuity as allowed by law.

Membership on the NLT Board of Directors is open to any charitable, educational, governmental, or similar non-profit organization having one or more offices that conducts its affairs wholly or partially within Nebraska and having within its purposes and objectives the preservation, conservation or restoration of the environment, cultural resources, agricultural land, clean water, wildlife habitat, air quality, and native plant communities, including organizations that may promote hunting, fishing, and trapping, and up to six individuals who support the NLT and its mission may also become voting members. Individual Voting Members shall be limited to two consecutive four-year terms of service. Membership shall be by invitation of the Board of Directors.

### **Role and Duties of Board Member Organizations:**

1. To support the mission of the NLT and to assist the NLT in meeting the Goals and Objectives identified by the Board.
2. To designate a representative, and any alternate, to serve on the NLT Board of Directors who is knowledgeable about the Member Organization, who is fully committed to the mission and purposes of the Trust, and who will be active in Board attendance and decision-making.
3. To support the NLT financially with an annual contribution that is meaningful, which can include in-kind services, within the financial capability of the Member.

## **Role and Duties of Organizational Representatives and Individual Members to the Board:**

1. To be committed to and supportive of the mission, goals and objectives of the NLT.
2. To actively participate in the NLT by regularly attending Board meetings, participating on committees, engaging in Board discussions, and voting with deliberation.
3. To support all decisions made by the Board, regardless of having voted in opposition to such decisions.
4. To share resources, talents, expertise and ideas with staff and other Board members.
5. To participate in Orientation for new Representatives to the Board and supplemental Board training.
6. To learn and understand the NLT's policies and programs, capabilities and needs.
7. To accept fiduciary responsibility for the NLT and oversee its financial status and integrity.
8. To be responsible for the process of hiring and monitoring the performance of the Executive Director, and to establish fair management, personnel, and compensation practices.
9. To participate in strategic planning for the NLT.
10. To abide by the Bylaws and Policies set forth by the Board, and be constructive in considering revisions or additions.
11. To be an advocate and an ambassador for the Trust to the general public and constituent groups.
12. To be respectful and courteous, actively listen to others, and exercise discretion in all forms of communication.
13. To sign, support, and comply with the NLT's Conflict of Interest Policy, including disclosure of conflicts and recusal from voting when they exist.
14. To act with integrity and help hold fellow Board members and staff to ethical and professional standards.