

# Board of Forestry Planning Retreat Minutes

October 16, 2014

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*Items listed in order heard.*

Attachments listed below are available on the web at [www.oregonforestry.gov](http://www.oregonforestry.gov)

- (1) 2015 Legislative Concept Fact Sheets
- (2) ODF HR Dashboard
- (3) Presentation, Work Plan Progress Report
- (4) Timetable for ODF Strategic Planning Process

OREGON STATE BOARD OF FORESTRY  
October 16, 2014 Planning Retreat Minutes

In accordance with the provisions of ORS 526.016, a meeting of the Oregon Board of Forestry was held on October 16, 2014 at Chemeketa Community College Northwest Viticulture Center, 215 Doaks Ferry Rd. NW Salem, Oregon.

Chair Imeson called the public meeting to order at 10:00 a.m.

*Board Members Present:*

Sybil Ackerman-Munson	Tom Insko	Gary Springer
Nils Christoffersen	Tom Imeson	
Cindy Deacon Williams	Mike Rose	

*Others Present:*

Doug Decker, State Forester  
Paul Bell, Deputy State Forester  
Antonia Allen, Internal Auditor  
Kevin Birch, Resources Planning Director  
Brett Brownscombe, Governor's Office  
Peter Daugherty, Private Forests Division Chief  
Liz Dent, State Forests Division Chief  
Don Everingham, Acting NW Oregon Area Director  
Nancy Hirsch, Fire Protection Division Chief  
Tasha Pedersen, Human Resources Director  
Sabrina Perez, Board Support  
Dan Postrel, Agency Affairs Director  
Satish Upadhyay, Administrative Division Chief

## WELCOME, PURPOSE, AGENDA REVIEW, CURRENTS

State Forester Decker welcomed the group with a round of introductions, summarizing the day's purpose of working in "Quadrant II", focused on the Board's planning systems, discussing the Board's self-evaluation responses, connecting with the executive team, reviewing the 2015 calendar, and providing a focused review of the *Forestry Program for Oregon*.

Recognition was given to the 2014 Great ShakeOut event occurring at 10:16 a.m. on October 16 with the event facility, Board, and Staff observing the national earthquake drill and reviewing preparedness procedures.

Offering a few brief comments, State Forester Decker:

- provided an overview of the upcoming November meeting and tour,
- recognized passing of Hal Salwassar, former College of Forestry Dean at Oregon State University and respected colleague, quietly observing a moment of silence,
- noted upcoming retirement of Paul Bell, Deputy State Forester with 37 years of service,
- introduced Don Everingham, Acting NW OR Area Director, and Tasha Pedersen, Human Resources Director, previously unacquainted with the Board.

## FORESTRY PROGRAM FOR OREGON

State Forester Decker referenced several historical iterations of the *Forestry Program for Oregon* (FPFO) and Jim Brown's *Policy Pathways to Sustainable Forestry – A Historical Perspective* describing how revisions have occurred in the past and setting the stage for a current policy discussion focused on vision, engagement, roles, and expectations for future renditions.

Board discussion ensued with comments captured in brief as follows:

- Helpful to connect current day issues to FPFO goals and objectives,
- Valuable document for Board orientation,
- Important to have a policy document for the broader public,
- Connect FPFO to public relations strategy,
- How does timing of refresh affect current work? How is the FPFO evolving?
- Great foundational document, but not necessarily a public document,
- Different document or vehicle would be used to build consensus,
- 2011 FPFO is useful, not sure it's ready for revision, don't change rapidly,
- Highlight key items through public relations campaigns, bring attention to key elements,
- Possibly revise in a couple years unless key data pieces are missing,
- Existing data and research projects underway, link to FPFO, Indicators,
- Document is disconnected from current day, don't want another document on the shelf,
- Look forward to spending time on Mission, Vision, and Values work, value in doing so,
- FPFO does not solve complicated issues,
- At a high level, goals and objectives provide value in the broader conversations,
- Opportunity to highlight visibility of big picture goals - visibility of Oregon's goals,

- FPFO does not speak to “all-lands” concept or criteria for proportion of lands, integration across Oregon,
- Historical overview was interesting, aware of staff’s connection to FPFO,
- Important to have a shared context for decisions,
- Complete revision of FPFO may not fit with timing now but we need context, important conversation,
- Obligation to define what the all-lands concept means,
- Broader context mission, vision, and values discussion, not just state lands but statewide,
- Challenge in all-lands discussion with negative attitudes toward federal lands, time intensive to find balance, found balance in 2011, can we revisit without spending time with negative tension?
- As a new board member, helped to align with mission, vision, and values,
- Looking for opportunity for the state to influence federal management, talk about Oregon forestlands broadly, all-lands conversations are within Board’s scope,
- Defer from specificity, challenge in getting to alignment, flexibility in focusing in on 2011 FPFO segments,
- Attention could be given to the mission, vision, and values, keep current with current Board,
- FPFO alignment with daily work across agency, highlight that alignment with work plans & FPFO,
- Sustainable forestry – what does it mean, not a common definition,
- Interesting to come up with a shorter, manageable set of indicators that set priorities for sustainable management, keep indicators fresh, revisit often, ask if these are the right indicators, seek public input,
- Important to highlight direction from past Board to current Board, FPFO does that,
- Connection to past, changing times, timber focused to broader goals, orientation to new employees and Board, find way to simplify, focus on principles,
- Opportunity to endorse work through communications while bringing current Board vision through,
- Boards are effective when part of a broader agenda, example with Governor’s vision and FPFO, need to translate to a crisp communication,
- Leadership needed in crafting what sustainable forestry means today, time to unite around common vision, build consensus with broader public, Board does have leadership space to define,
- Issue-driven or all-inclusive?
- Opportunity for Board to be on the broader visionary level, achieve broader alignment across the state about sustainable management across all lands in Oregon,
- Challenge in connecting with public and influence perspectives, change image,
- Focus on all encompassing aspects such as sustainability, all lands concepts, worthwhile to define balance - do that first, then extract by issue,
- 14 district offices across the state, use abbreviated version of FPFO in discussions, helpful use in referencing the Board’s citizen representation through field communications,
- Value in one-page statement of purpose document: defining sustainability, mission, etc.,
- Bring attention and focus on FPFO elements across Board and agency,
- Living document but change only as needed,

- Crisp communication that connects to Governor's vision,
- Value in pocket guide and briefing document,
- Still opportunity to focus in on indicators that track and measure our progress over time,
- Core belief that we measure progress,
- Value in coupling indicators with benchmarks for tracking over time.

State Forester Decker summarized the continuing discussion as an opportunity to clarify the *Forestry Program for Oregon* (FPFO) in conversations, to continue to reference the FPFO, not seeking rebuilding of the FPFO, interest in bringing back an all-lands vision and leadership voice to a concise and crisp conversation that describes sustainability, connection to the indicators, an opportunity to express vision and values through work, and an opportunity for further public engagement work, not delaying other work in progress but that adds value over time.

### LEGISLATIVE AND BUDGET AGENDAS

Satish Upadhyay, Administrative Division Chief, summarized steps in the Governor's Recommended Budget process noting current placement with Policy and Budget analysts in the Chief Financial Office, Budget and Management section. Prior year budget cycles focused on restoring stewardship forestry or the Wildfire Protection Act, while this year is focused on State Forests and needed administrative investments.

Board discussion ensued expressing interest in greater engagement from the landowner community and a willingness of the Board to engage with local legislators as the budget conversations continue.

Paul Bell, Deputy State Forester, referenced several draft fact sheets (Attachment 1) to provide an overview of specific 2015 legislative concepts.

State Forester Decker briefly summarized the legislative process, mentioned potential to host an open house at the Capitol providing opportunity for legislators, the Board, and Governor to connect, and value in one-page briefing papers to assist conversations.

### WORKING RELATIONSHIPS

The Board engaged in discussion with Staff surrounding the working relationship of the Board and Department with comments summarized as follows:

- Condensed Board materials are perfect,
- Agendas have tilted more to the action side compared to informational topics of the past which is important and appreciated,
- Pre-meeting briefings are useful - value being informed of Subcommittee work,
- Focused investment work with OWEB was appreciated,
- Good, open communications between Board and Staff,
- Interest in understanding Staff views of the Board's role,
- Staff are positioned to support the Board in their decisions, the Board distills the public interest and acts on that,

- How does the Board collectively reach the point of what we think is in the public's interest? Is the Department trying to convince us as well?
- It's a dance. Past administrations were strongly lead by the State Forester while others have asked the Board to lead every step of the way. Staff are striving for balance to provide leadership and support with concise and direct recommendations while recognizing it is ultimately the Board's decision and direction we'll head,
- Been dancing well together compared to other Boards,
- Things are working well, right amount of information. As a Board Member, I hope we're not asking for a new rock when it's time to make a hard decision,
- Valuable to be able to depend on the Board to make a decision when it's time,
- Never going to have all of the information needed, but still able to make a decision,
- Concern with two extremely challenging fire seasons, potential to be the new norm, and when does that affect progress elsewhere in the Department,
- The Department cannot sustain this pace and energy and continue to get the other work done, know there's an issue, leading item on what the future holds,
- Not just fire affecting the Department either, it's our business processes where the workload has increased tenfold and facing those issues across the agency,
- Appreciate the background information provided on action items and willingness to provide further information when needed,
- Relationships are beyond Board-Staff, it's also Board-Board, and ensuring we are able to talk individually when we can – perspectives are helpful,
- Value in the respect shown for Department employees,
- Recognition of the commitment and engagement of the Board,
- Subcommittee structure is strong, allowing progress,
- Appreciate sensitivity of the Board to not creating more Staff work,
- Want to ensure Staff are providing enough time for the Board to delve into the materials,
- Liaison work with other boards and commissions is valuable, and
- Striving for continuous improvement to ensure the Board can focus beyond the horizon.

### BOARD SELF-EVALUATION

Satish Upadhyay referenced the summary responses provided on the Board's 2014 Best Practices Performance Self-Evaluation Input Forms to initiate a conversation focused on improvements to the Board's performance and evaluation.

Board and Staff discussion ensued with comments on matters of:

- value of cross-agency coordination,
- concern of time investments simply for the sake of coordination alone compared to the strategic sense it makes with other agencies and commissions such as the Environmental Quality Commission,
- value in working closer with Oregon State University's College of Forestry and the new US Forest Service Region 6 Director Jim Pena,
- June's Riparian Workshop was an excellent model of bringing in outside agencies,
- Opportunity for further reporting of the Department's Human Resources metrics with options presented in Attachment 2,

- Interest in further conversations surrounding succession planning, retirements, and training, technical vs. leadership training, safety numbers, looking at the budget in terms of personal services, and understanding barriers within success management, and
- Interest in viewing a human resources metrics dashboard on an annual or biannual basis.

#### PLANNING PROCESS AND BOARD WORK PLANS

Kevin Birch, Resources Planning Director, referenced a Board Work Plan presentation (Attachment 3) and Timetable for ODF Strategic Planning Process (Attachment 4) while each of the Division Chiefs provided brief summaries of the timing expected to bring forward deliverables within the Board's work plans.

2015 calendar dates for upcoming Board meetings and tours were discussed with brief comments surrounding challenges with tours on Fridays, inability for Nils Christoffersen to make the April meeting, potential for the April meeting to reside in Central Oregon and potential sites for the tour to include: the Gilchrist State Forest, learning from a collaborative all-lands approach the Willamette National Forest has taken with a private lands collaborative, or other ideas to be determined.

#### EXECUTIVE SESSION

Chair Imeson proceeded with the formal executive session announcement:

The Board of Forestry entered into executive session for the purpose of conducting the State Forester's Annual Performance Review [ORS 192.660(2)(i)].

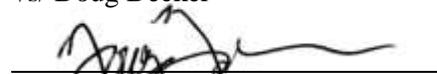
No decisions were made during the executive session.

The Board exited the executive session.

With no further business before the Board, Chair Imeson adjourned the public meeting at 4:00 p.m.

Respectfully submitted,

/s/ Doug Decker



Doug Decker, State Forester and  
Secretary to the Board

SP