

**North Dakota Natural Resources Trust**  
**Strategic Planning Meeting**  
**April 18<sup>th</sup>, 2022**  
**Zoom Video Conference**

Attendees: Board members Dave Dittloff and Marshall Johnson were present. Trust staff present were Keith Trego, Eric Rosenquist, and Brenda Newton. Rachel Gooen was also present.

2:00pm

Rachel introduced herself and discussed her background.

Rachel reviewed the purpose of having a planning team for the process and then went over the role of the team. The team will help guide Board and staff through the process and update them along the way.

Rachel reviewed the overall timeline. She plans to conduct interviews in May and June. In July, she will share her findings with the Board and staff. In August, there will be an in-person meeting to go over findings in more detail and begin other processes.

Rachel reviewed the overall goals of the strategic planning process. First there will be the assessment request, by conducting interviews. Second, a vision statement will be created. Third will be the writing of the strategic plan.

Rachel discussed who we may want to identify for interviews. She also discussed which types of individuals in each kind organization may be best to interview to get the most useful information. The planning team will put together a list of potential interviewees and interview questions. Rachel suggested categorizing the organizations into groups.

The meeting adjourned at 3:00pm.

Submitted by   
Keith Trego, Executive Director

Dated 8/23/22

Approved by   
Randy Renner, Vice-President

Dated 8/23/22

**North Dakota Natural Resources Trust**  
**Strategic Planning Meeting**  
**July 12<sup>th</sup>, 2022**  
**Zoom Video Conference**

Attendees: Board members Dave Dittloff and Marshall Johnson were present. Trust staff present were Keith Trego, Eric Rosenquist, and Brenda Newton. Rachel Gooen was also present.

9:30am

Rachel reviewed with the planning team the preliminary findings from the interviews, however she still has a few more to conduct. Rachel expressed that she was unable to schedule a time with several names from the interview list, even after numerous attempts to contact them. Rachel reminded the team that these interviews are for gathering information for strategic planning process only.

Rachel shared there is a stronger internal dynamic shaping the Trust versus external perspectives. She also noted there is a disconnect between Board and staff on what everyone's roles should be. This process can be a good time to define roles and expectations for both Board and staff.

Rachel discussed she would set up a zoom meeting in August where the full Board and staff will hear the interview findings. August 15<sup>th</sup> was discussed as a potential date.

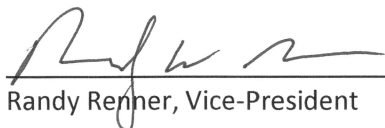
Rachel also reviewed what the visioning process will be like at the in-person meeting before the next Board meeting.

She also noted that the Trust should start thinking about how to integrate justice, equality, diversity and inclusion into the organization.

The meeting adjourned at 11:00am.

Submitted by   
Keith Trego, Executive Director

Dated 8/23/22

Approved by   
Randy Renner, Vice-President

Dated 8/23/22

**North Dakota Natural Resources Trust**  
**Strategic Planning Meeting**  
**August 15<sup>th</sup>, 2022**  
**Zoom Video Conference**

Attendees: Board members Dave Dittloff, Duane Hauck, Randy Renner, Gene Veeder and Marshall Johnson were present. Ex-officio representative Scott Peterson, Deputy Director of ND Game and Fish Department, was present for Jeb Williams. Trust staff present were Keith Trego, Eric Rosenquist, Terry Allbee, Jesse Beckers, Rick Warhurst, Heather Husband and Brenda Newton. Rachel Gooen and research assistants Sara and Madison were also present.

11:00am

Rachel reviewed with the Board and staff the findings of the internal and external interviews. She noted the overarching messages she received from the interviews was that all our partners view the Trust as highly effective and a key leader in ND conservation community.

For external interviews, Rachel identified the four main problems the Trust helps address, the top three challenges in conservation, the top three barriers in conservation, and the top three opportunities in conservation she concluded from the interviews.

Rachal also noted the main strengths that the Trust lends to partners and produces and conservation in general. She also noted weaker areas in the Trust and how partners and producers feel we could improve on those. Rachel emphasized that none of the interviewees see an overlap in what the Trust does compared to others.

Rachel discussed the relationship between the Board and staff and noted strengths and weaknesses.

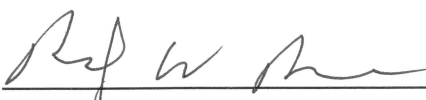
The Board and staff had several follow up questions regarding others knowing our mission and partner education requests.

Rachel will send out the full report along with some other informational articles to Board and staff.

The meeting adjourned at 12:00am.

Submitted by   
Keith Trego, Executive Director

Dated 8/23/22

Approved by   
Randy Renner, Vice-President

Dated 8/23/22