

**NORTH DAKOTA NATURAL RESOURCES TRUST
STRATEGIC PLANNING RETREAT
OCTOBER 19TH & 20TH, 2022
NDNRT CONFERENCE ROOM – BISMARCK, ND**

Attendees: Board members Dave Dittloff, Duane Hauck, Randy Renner, Gene Veeder and Jerry Doan 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, Heather Husband and Brenda Newton. Rachel Gooen of Rachel Gooen Consulting was also present.

Over the 2-day retreat, Rachel guided the board and staff through exercises to explore and discuss vision and strategy creation for the upcoming strategic plan. These are the items that were addressed:

Vision creation: Discussed what we see and want for the future of North Dakota? How do we move forward with our programs and structure to promote conservation over the next ten years.

Justice, equality, diversity and inclusion: Discussed how we work this into our everyday operations.

Values creation: Discussed what values guide our work, decisions and help deliver our mission.

Strategy development: Identified problems that match our programs. Discussed how to utilize the interview assessment findings, challenges, barriers and opportunities in conservation.

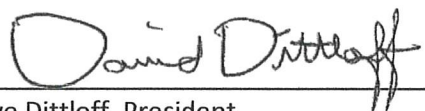
Language Discussion: Identified words that inhibit and promote the use of conservation. Discussed how to rethink our own wording rhetoric.

Develop goals: Identified how our strategy discussion can help identify goals. Related goals to each of our current programs.

Organizational effectiveness: Discussed the role of board and staff. Identified organizational structure needs to implement outlined ideas.

Submitted by 
Keith Trego, Executive Director

Dated 4/12/23

Approved by 
Dave Dittloff, President

Dated 2/14/2023