

# WCDEA News

NOVEMBER 2016



## SPECIAL POINTS OF INTEREST:

- ◆ Message from the President
- ◆ District Happenings
- ◆ New Employees
- ◆ Longevity Awards
- ◆ Employees Meeting Agenda
- ◆ WCDEA Executive Committee

## *A Message From the Executive Committee*

### **Greetings!**

“Excellence in Resource Stewardship Through Excellence in Governance” is the theme for the Wyoming Association of Conservation Districts 71st Annual Convention.

Our WCDEA Business Meeting is set for Tuesday, November 15th from 9 am till 12 pm. The agenda can be found on Page 11 of this newsletter.

Please don't forget to bring your silent auction items. The funds raised are used to put on trainings, purchase longevity and Employee of the Year awards and provide scholarships to WCDEA members for trainings and conferences.

## *Outstanding Area Employees Named*

**Area I: Anita Bartlett, District Manager, Powder River CD**– Since being hired in 2006, Anita has immersed herself in her work and community life in southern Johnson County. Her unfailing optimism and cheerful demeanor has become a welcome fixture in the community. She promotes programs, encourages participation and educates the youth of the community. She is a valuable resource for education and information and willingly volunteers her services to all who ask. She is a valuable employee and a worthy recipient of this recognition.

**Area II: Michelle Huntington, District Manager, Converse County CD**– Michelle has been employed at Converse County CD since 2007. Through her persistence and hard work, the Converse County CD is now where people turn to for help with any number of natural resource issues. Many new programs have been initiated under her leadership and those programs have proven very effective. Michelle gives 100% to all that she does and is very deserving of this award.

**Area IV: Joan McGraw, Medicine Bow CD**– Joan has been the District Clerk and Education Coordinator for the Medicine Bow CD since 2010. Since becoming District Manager, she has taken existing programs to a whole new level. Her outstanding people skills has allowed her to excel at facilitating partnerships between landowners and agencies. Joan is motivated, attentive to details, and she consistently completes projects ahead of deadlines. Joan is definitely an outstanding employee!

**Area V: Briar Harris, Uinta County CD**– Since Briar was hired as the education coordinator in 2012, the districts education program has never been stronger. Briar is excellent at what she does and she is in the classroom almost everyday during the school year. She is a hard worker, positive, thoughtful, caring and passionate about everything she does. There is no doubt that Briar puts in countless hours outside of work because she cares about the conservation district and she wants to make a difference in the lives of our future generations. Briar is someone you can count on to do the job and do it well!



Greetings,

Another year has come and gone since we gathered in Laramie for the WACD Convention. Which to me seems almost impossible, it seems like just the other day we were gathering for convention or at the very least just at winter training in Casper. As I look at the calendar and realize we are getting ready to head into November it one makes me realize how much I have left to do for this year, but two makes me look back at all that we have accomplished. This past year the Association hosted a very successful Winter Training, 15 employees received Longevity Awards (with their years of service ranging from 5-35 years) and 4 well deserving employees named Area Employees of the Year. We also awarded 6 scholarships totaling \$3,405.31 to ensure that employees were able to attend trainings and meeting. The WCDEA is fortunate to be able to award these scholarships to advance the professionalism and skills of Conservation District Employees.



As we move towards convention, there are a few things I would like you to take under consideration. First, we will be holding elections for the Vice-President and Secretary Positions. The Vice-President and Secretary positions are for 2 year terms and if you are interested in either of these positions more information is provided on page 10 of the newsletter.

Second, I would like you to consider and come with ideas regarding some of the items to be discussed on the agenda (page 11) during our employees meetings. Those include further development of scholarship program criteria and awards program criteria, a final decision on developing a relief fund, changes to the By-laws (which will be e-mailed to you) and several topics that Bobbie would like to discuss with the Employees. These are important topics that effect all of you and we want to know what you think. Finally, I would like to encourage you to bring silent auction items to Convention. The funds raised from the WCDEA Silent Auction go towards funding our scholarship program, trainings, and employee awards (Longevity and Area Employees of the Year). If you have any questions or comments please don't hesitate to call, e-mail, or track me down. I am always happy to listen, lend a hand, and will do the best I can to assist you in any way I can.

“EVERY  
ACCOMPLISHMENT  
STARTS WITH THE  
DECISION TO TRY.”

In closing, I want to say Thank You to each and every one of you for your hard work and dedication to your District. I also want to take a moment to thank my fellow Officers and Executive Committee members for all of their hard work and dedication to continue to grow and improve our Employees Association. Thank You! I look forward to seeing all of you in Riverton.

*Anita M. Bartlett*, WCDEA President



## District Employees Receive Longevity Awards

This year 14 district employees received Longevity Awards for their years of dedicated service to their Districts. They include:

### 35 Years of Service

Brenda Lazcanotegui Lincoln County CD

### 25 Years of Service

Larry Hicks Little Snake River CD  
Bobbie Frank WACD

### 20 Years of Service

Kristen Tilley Shoshone CD

### 15 Years of Service

Dale Beranek Laramie County CD  
Kerri Sabey Uinta County CD

### 10 Years of Service

Crystal Kellebrew Campbell County RD  
Anita Bartlett Powder River CD  
Ann Trosper Powell-Clarks Fork CD  
Cathy Meyer Lower Wind River CD  
Delsa Allen Sublette CD

### 5 Years of Service

Sarah Anderson Crook County CD  
Joan McGraw Medicine Bow CD  
Briar Harris Uinta County CD

**Congratulations and Thank You for all that you do!**



**Outstanding Area I Employee,  
Anita Bartlett**



**Joan McGraw (left) accepts her  
Outstanding Area IV Award**



**Outstanding Area V Employee,  
Briar Harris**



**Heidi Sturman presents Michelle  
Huntington with her Outstanding  
Area II Employee Award**

“Don’t be afraid to give your best to what seemingly are small jobs. Every time you conquer one it makes you that much stronger. If you do the little jobs well, the big ones will tend to take care of themselves.”

~Dale Carnegie



## Emergency Watershed Protection Program

*Submitted by: Anita Bartlett, Powder River CD*

In May 2015 between spring run-off and rain, Southern Johnson County saw record breaking water levels in the Powder River drainage. With the water came damage to stream banks, diversion, and many other structures. Most specifically the stream banks at the Sussex Dance Hall saw significant damage. The PRCD worked with the NRCS and the property owner to repair the damage. Seventy-five percent of the funding for this



project was obtained through the NRCS' Emergency Watershed Protection Program, the remaining portion of the funding was covered by the PRCD. Local contractors worked to repair 514 feet of stream bank by installing 16 log vanes and 4 log sills for improved bank stability. The movement of soil, cobble, and gravel was necessary to construct a 15 foot wide flood prone bench, and a 3:1 transition slope to the upper terrace. After the flood prone bench and the upper terrace

were reconstructed, both areas were seeded and approximately 2,902 square yards of turf reinforcement mat and erosion control mat was installed.

Exigency Emergency Watershed Protection Program funding was also obtained to repair damages done by flood water to the Sahara Diversion and the Nolan Diversion in the fall of 2015. During this past winter the



PRCD worked with the NRCS to obtain Non-exigency EWP funding to finish repairing damages done by these waters on the Sahara Diversion, Nolan Diversion, and a section of stream banks within the town of Kaycee. This funding was obtained in March of 2016. This fall we began construction of the first of these projects with a projected completion date the end of October. The other two projects are still being designed and permits are being obtained from the US Army Corp of Engineers.



## Gooseberry Creek Vegetation Trials

*Submitted by: Karen Fenton, Washakie County CD*

Gooseberry Creek runs through the western third of Washakie County. Since 2004, approximately 2200 acres of Russian olive (*Elaeagnus angustifolia*) and tamarisk (salt cedar, *Tamarix ramonsissima*) have been cleared by mechanical or chemical treatments on both private and public lands. Funding for removal was provided through Wyoming Wildlife and Natural Resource Trust and Wyoming Game and Fish. Washakie and Hot Springs County Weed and Pest districts also provided cash and in-kind contributions for chemical removal.

Most recently, through a grant from Wyoming Department of Ag and in-kind time and labor inputs from Washakie County Conservation District (WCCD), NRCS, and landowners, field trials on eleven sites along lower Gooseberry Creek are being conducted to investigate possible tree, shrub, forb, and grass species appropriate for revegetation in riparian areas after Russian olive and tamarisk removal.

Five private land owners along the creek have entered into agreements with WCCD on this joint project. The involvement of private land owners is key to success in invasive species removal. Controlling Russian olive and tamarisk requires vigilance, and our partners have continued to do spot treatments on regrowth and re-emergence of the target species.

In October of 2015, partner land owners, NRCS field personnel, and WCCD personnel gathered to seed 17 species of grasses and forbs on the experimental sites. Species were selected based on their suitability for the sites and benefits to wildlife, livestock, and pollinators. In the spring of 2016, ten different species of native trees and shrubs were planted at the same sites.

Evaluation of species performance will be ongoing over the next three years. The information learned will be available to the public for application on larger scales. It is hoped this project will provide information on a range of plant species appropriate for revegetation of land once dominated by Russian olive and tamarisk, increasing diversity and resilience of our riparian areas.

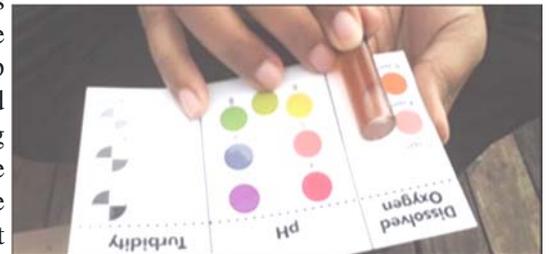


*Bridger Plant Materials Center provided the deep pot Plains Cottonwood seedlings for the project. Seedlings were grown in 36 inch deep PVC tubes. The Gooseberry Creek project is one of the first field trials using this method of seedling propagation.*

## Outdoor Environmental Education Program

*Submitted by: Crystal Kellebrew, Campbell County CD*

The Campbell County Conservation District was invited to participate in the thirty-six year and running, Campbell County School District Outdoor Environmental Education Program. This program provides an ideal setting for children to see, hear, smell, taste and feel the great outdoors. Activities and lessons have been designed to directly align with the fifth grade curriculum. The fifth graders in Campbell County get to enjoy 2 ½ days at Mallo Camp near Newcastle, WY. Crystal Kellebrew, Education Coordinator instructed 650 fifth grade students in utilizing the World Water Monitoring Challenge test kits over a span of 3 weeks. Students were able to be scientist and sampling Stockade Beaver Creek which runs through the center of Mallo Camp. Students used test tubes and chemicals to figure out the creeks temperature, turbidity, pH and dissolved oxygen levels. This was a great opportunity for the Campbell County Conservation District to be able to develop a relationship with volunteering elementary teachers, principals, and staff, while educating our youth about water quality.





## NCDEA Requests Assistance

*Submitted by: Jim Cochran, Laramie County CD*

# NCDEA

## National Conservation District Employees Association

The National Conservation District Employees Association is requesting assistance from Wyoming conservation district employees to help at NACD Convention in Denver.

Jobs that NCDEA are responsible for that they could use help with include:

- Moderators for Breakout Sessions of the NACD Meeting on Monday, Tuesday, and Wednesday.
- Assistance with the NCDEA Reception that will take place Tuesday evening.
- Ticket takers/ bus coordinators/ general assistance with the Sunday NCDEA Tours

All District Employees are invited to attend any of the following events;

NCDEA Board Meeting; Saturday, January 28, 1:00 pm – 6:00 pm.

NCDEA Board Meeting; Tuesday, January 31, 7:00 am – 8:30 am

NCDEA Reception; Tuesday, January 31, 5:00 pm – 6:30 pm.

If you would be interested in volunteering, contact Jim Cochran at [jcochran@lccdnet.org](mailto:jcochran@lccdnet.org). Also, the representative position for the Southwest Region is vacant on the NCDEA Board and they are looking for a volunteer to fill that position.

## Black Hills Natural Resource Youth Camp

*Submitted by: Anita Bartlett, Powder River CD*

Area youth gathered once again at Mallo Camp north of Newcastle, WY to participate in the Black Hills Natural Resource Youth Camp June 15-17th. The purpose of this camp is to give youth the opportunity to experience a wide variety of activities and educational sessions teaching them about the natural world and its resources. Other activities included fishing, the Wildman Hike teaches kids about predators and prey relationships, a talent show, and various games.

Each child participated in six educational sessions they included: “Bird Banding”, “Who Did It?”, “Wild about Fire”, “Casting for Food”, “Stream Detectives” and “Target Practice”.

“Bird Banding”, presented by Jacelyn Downey with the Audubon Rockies taught campers how to safely capture birds and discussed the kind of data taken about the birds they capture. The kids even got to help catch and release the birds caught during the lesson.

Lacey Gurien, with the Weston County Natural Resource District presented “Who Did It?” where campers learned how to identify tracks and scat from wild animals in our area.

In the session “Wild About Fire” Captain Chris Kenney, Tabitha Pillen, Austin Kenney with the Newcastle Volunteer Firefighters, and Jeremy Dedic with Wyoming State Forestry explained to the youth what firefighters must do when they respond to a fire, the data they need to record, and looked at the tools and equipment that is used to fight fires.

Bill Bradshaw, Wyoming Game and Fish taught campers all about “Casting for Food”. This activity taught campers how to cast, fish, and properly care for caught fish. Campers were allowed to practice their casting skills and catch fish.

“Stream Detectives” presented by Jason Martineau and Chade Rieger from Wyoming DEQ gave a demonstration how to take a few simple water samples to test the health of a stream and how to collect Macroinvertebrates. Both the samples and the type of Macroinvertebrates found in the stream help them to determine if a stream is healthy or not.

Finally, Bob Pollo and Steve Miller, had “Target Practice”. They taught youth how the correct way to shoot a bow and arrow, safety while shooting and let the kids do a little “target practice”.



*Sponsors for the Black Hills Natural Resource Youth Camp were Weston County Natural Resource District, the Campbell County Conservation District, and the Powder River Conservation District.*



## *New Employees Join the WCDEA Family*

*The Wyoming Conservation District Employees Association would like to welcome all of our new employees to the WCDEA Family. We wish you all the best of luck in your new positions!*

### *Roz Abel; District Manager, Dubois-Crowheart CD*



Roz Abel came onboard as the new District Manager for the Dubois-Crowheart Conservation District starting the first of November 2015. Roz brings an extensive and life long background in agriculture plus over 20 years in international business management. Raised on a farm in Iowa, Roz grew up understanding hard work and the importance of stewardship for the livestock, the land and the crops that it sustains. Her family raised cattle, crops and orchards and she smiles when she talks about driving cattle or tractors. After arriving in Wyoming, 30 years ago, she lived and worked on a cattle ranch and later was hired as the office manager for an international horseback vacation business, where she handled budgets, marketing and human resources. Her farm and ranch background and exceptional business skills make her a perfect match for the District Manager position.

Her involvement in the Upper Wind River community extends beyond ranching & business to include 10 years as an EMT, 4-H leader and Kiwanis member. She is active in her church, loves to read, and is an accomplished pianist.

Due to her civic involvement and business network, Roz has many connections statewide and will use those connections to launch a new chapter for the Dubois-Crowheart Soil Conservation office. She is eager to re-engage ranchers, farmers and gardeners and wants to promote youth education and projects.

### *Garrett Pantle; Resource Specialist, SER CD*

Garrett grew up as an avid outdoorsman in Encampment, WY where he developed an interest in resource management. He went on to receive a bachelor's degree in Rangeland Ecology and Watershed Management as well as minors in Forest Resources and Reclamation and Restoration Ecology from the University of Wyoming. While in college, Garrett was a summer intern for the Saratoga-Encampment-Rawlins Conservation District. Upon graduation, Garrett took a position with the Sage Grouse Initiative (SGI) where he utilized programs such as the Farm Bill, among others, to assist landowners in integrating wildlife into their land management plans. In February of 2016 Garrett was hired as a Resource Specialist by the Saratoga-Encampment-Rawlins Conservation District.



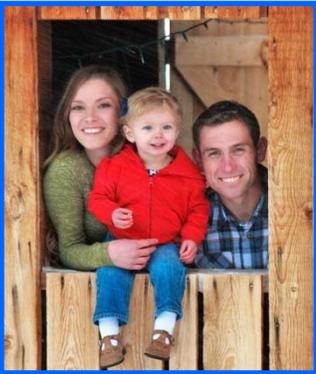
### *Jeff Geyer; Water Specialist, Laramie County CD*



The Water Specialist position is responsible for the water quality and quantity programs within the district. The Water Specialist is here to promote the improvement of watersheds using the best management practices to enhance the quality and quantity of water they produce. Jeff took a position with the Wyoming State Engineer's Office in Cheyenne and became familiar with the world of water rights. He spent 18 years with the SEO permitting facilities, analyzing instream flow filings, performing drainage basin studies, and, helping landowners and agencies develop their water. Jeff feels like its perfect timing for him to make a positive impact for the people of Laramie County, especially with the South Platte Watershed Study just getting underway.



*Grant Redden; Program Assistant, Uinta County CD*



Like many people in this community, I grew up in Uinta County and naturally feel a strong attachment to this area both as a consequence of my origin in addition to many of my ancestors calling this corner of Wyoming home. I am very happily married to Amelia Crane Redden, who also grew up in an agricultural community in Idaho, and we are parents to a beautiful little girl named Madelynn Jo. Family ranks as one of the absolute highest on my priority list.

I am currently attending Brigham Young University in Provo, studying rangeland and wildlife science. In addition to these overarching subjects, my education also includes soil science, GIS, and animal nutrition and husbandry. I am very grateful for this opportunity, especially in that it strengthens my capacity to serve this community.

A strong interest in the natural world, in addition to my connection with this region, motivates me to work diligently in this position. As I mentioned before, family ties me to this area. My grandpa, Grant Redden, spent many years successfully managing a local sheep operation before

starting his own outfit that today remains attached to his descendants. Much of my time has been spent working on this ranch and learning to appreciate the lifestyle agriculture provides. My dad, also Grant Redden, is occupied fulltime as an artist, depicting through paintings the culture and history that so many people here value and identify with. Having a different but valuable means of contributing to that history, I am excited and honored by the opportunity to serve and strengthen that culture.

As the title indicates, part of my job includes assisting the Conservation District in the many tasks and efforts it makes towards supporting local agriculture. In addition to these efforts, my education and background provide me with the ability to help producers in specific ways. Range monitoring is one service that can be valuable for work on private or permitted ground. For private land owners, I am able to provide rangeland health assessments, obtain and present data to show the effects of land improvements, identify problem plant species and areas, measure production, calculate plant composition, and anything else pertaining to rangeland monitoring.

Many of these studies are very valuable for permittees as well. Having your own statistically significant data carries heavy weight during times where decisions must be made on public ground, especially in the case of high-use, non-local, directives. Presenting to officials personal data showing proper health and use of public ground is an important step towards securing grazing opportunities in the future. I would recommend that every permittee have records of their own range use on public ground, either through personal work, the Conservation District, or a hired consultant. I believe these range monitoring services are among the most valuable ways that the District can help the producers of Uinta County.

*Paul Sandler; Education Specialist, Laramie County CD*

The job of the Education Specialist is to inform and educate and inform the residents of Laramie County about the best management practices they can use to help improve and maintain their property for their use and for generations to come.

Paul has had agriculture in his life from a very early age having been very active in 4-H. Paul also spent a summer as an intern for the University of Wyoming Cooperative Extension Service. He then moved on to Western Wyoming Community College where he studied wildlife biology. Paul transferred to the University of Wyoming where he studied geography and wildlife biology. He then became certified to teach social studies and biology.

Having experience in agriculture, and biology, and teaching, Paul is a natural fit to uphold the duties of the LCCD's next Education Specialist.



*Theresa Shaw; Program Specialist, Sheridan County CD*



My name is Theresa Shaw and I just started with the Sheridan County Conservation District in August. I am a Montana native, was an officer in the Air Force, we moved to Sheridan, WY, in 2008, after separating from the Air Force. I am married with four kids. We have a farm outside of Sheridan.



Jay Quintanilla; Water/Range Technician, Campbell County CD



I grew up in Teton County, WY and recently graduated from the University of Wyoming (UW) with a Bachelor's of Science in Energy Resource Management and Development with a concentration in Air, Land, and Water and a Minor in Restoration Reclamation Ecology. I have worked in the environmental consulting field and have also conducted academic research in areas of hydrology and air quality.

I'm looking forward to working on projects with the Conservation District that can benefit the community and allow me to advance my love for science and the environment. I thoroughly enjoy spending time outside, backpacking, biking, fishing, and hunting with my wife and two dogs. I'm excited to explore the Northeast parts of Wyoming and learn more about the areas' unique ecology and wealth of natural resources.

Vanessa Woffinden; Outdoor Education Specialist, Washakie County CD

I developed a passion for the outdoors as a young person, fishing for salmon and hunting ducks with my family. These experiences led me to pursue a degree in Fishery Science at Oregon State University. Many of today's students are disconnected from our environment and do not have the opportunity to experience the simple pleasures of catching a fish or taking a walk in the woods. As an Outdoor Education Specialist for the Washakie County Conservation District, I am thrilled to be able to introduce kids to our natural resources and to increase their understanding and appreciation for the natural world.



Amanda Hulet; District Clerk, Lake DeSmet CD



Hey there WCDEA! My name is Amanda Hulet and I hail from Buffalo. I am the District Clerk/Education Coordinator for the Lake DeSmet Conservation District. I was born and raised in Johnson County. I grew up on my family's ranch, went to school in Buffalo and then continued onto college in Powell and Sheridan. I am married to Jason and have two awesome boys, Paden and Zander. In my spare time, I serve on the Board of Agriculture for our great state as well as the Johnson County Cattlewomen and Johnson County Youth Camp Board. I am a leader for Johnson County 4H, a substitute teacher and still help at the ranch. When I am not busy chasing my kids with football, basketball, wrestling and soccer or helping with my volunteer obligations, I love to be outside working in my garden and yard. Agriculture is truly a passion of mine and I look forward to serving northern Johnson County in the years to come!

Josh Kipley; Resource Technician, Meeteetse CD

Josh started working with the Meeteetse Conservation District as a part-time Resource Technician in June of 2016. He moved to Wyoming from Arizona earlier this year where he graduated from Arizona State University with a degree in Geography and a certificate in GIS. Josh was a previous resident of Wyoming where he worked for the Park County Sheriff's Office and the U.S. Forest Service. He is motivated and is looking forward to working for the Meeteetse Conservation District and gaining knowledge and experience on projects pertaining to natural resource conservation. Josh has a passion for nature and the outdoors, and in his free time he likes going camping, fishing, hunting and hiking around the Cody area where he resides.





## *WCDEA Officer Positions*

Are you interested in serving on the WCDEA Officer Team? If so here is some important information for you. This year during the WACD Convention at the WCDEA meeting two Officer Positions are up for election. However, there are some things you should consider if you choose to run for a WCDEA Office. First, will your Board of Supervisors support your decision? Second, do you have time to commit to the position? Lastly, do you know what you are making a commitment to do?

Below are the duties for the WCDEA Officer Positions up for election at this year’s Convention. These duty descriptions are taken from the WCDEA Bylaws.

**Vice President:** In the absence of the President or in the event of the inability or refusal to act, the Vice President shall perform the duties of the President, and when so acting, shall have all the powers of and be subject to all the restrictions upon the President. The Vice President shall perform such other duties as from time to time may be assigned by the President or by the Executive Committee

**Secretary:** The Secretary shall keep the minutes of the all meetings, create the WCDEA Annual Report and Annual Newsletter, and in general perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned by the President or by the Executive Committee.

### *Who Is Your WCDEA Executive Committee?*

**President:** Anita Bartlett; Powder River CD

**Vice President:** Crystal Kellebrew; Campbell County CD

**Treasurer:** Lisa Ogden; Natrona County CD

**Secretary:** Michelle Huntington; Converse County CD

**Area I Representatives:**

Debbie Hepp; Campbell County CD

Jennifer Hinkhouse; Campbell County CD

**Area II Representatives:**

Heidi Sturman; Niobrara CD

Tony Hoch; Laramie Rivers CD

**Area III Representatives:**

Steffen Cornell; Meeteetse CD

Kristin Tilley, Shoshone CD

**Area IV Representatives:**

Joan McGraw; Medicine Bow CD

Diana Olson; Popo Agie CD

**Area V Representatives:**

Kathy Raper; Sublette County CD

Mike Henn; Sublette County CD

**WACD Liaison:** Jim Cochran; Laramie County CD

**Scholarship Committee**

Jennifer Hinkhouse  
Tony Hoch  
Steffen Cornell  
Mike Henn  
Diana Olson

**Website Committee**

Diana Olson  
Joan McGraw  
Anita Bartlett  
Lisa Ogden  
Crystal Kellebrew

**Training Committee**

Heidi Sturman  
Joan McGraw  
Kristin Tilley  
Kathy Raper  
Debbie Hepp



**WCDEA  
Annual Convention Meeting  
November 15, 2016  
Riverton, WY  
9:00 a.m. – 12:00 p.m.**



**Call to Order**

**Minutes**

2015 Convention & 2016 Winter Training Meetings

**Financials**

Budget

**Partners Report**

WACD  
WDA  
NRCS

**Committee Reports**

Scholarship Committee  
Training Committee  
Website Committee

**Old Business**

Relief Fund  
Scholarship Criteria

**New Business**

SHPO Training/Requirements-Bobbie Frank  
Group Disability Insurance-Bobbie Frank  
By-Law Changes  
Award Program Criteria  
Election of Officers  
    Vice-President  
    Secretary  
Any Other Business

Adjournment of the Business Meeting