

October 10, 2023

Memorandum

To: Board of Commissioners

From: Nina Carmichael, Leadership in Conservation Fellow

Re: October staff reports

Executive Management (Lorrie Pearson, Michael Daab)

- The 3rd Quarter Quarterly Connections event was held September 21st at Homer Lake with over 50 employees in attendance. Homer Lake Operations staff hosted and cooked for everyone. Staff enjoyed spending time together connecting, eating delicious food, playing trivia, fishing, learning about different areas of the preserve through scavenger hunting, and more. Thank you to all who had a hand in planning and implementing the event.
- Staff met with Engineering Resources Associates to discuss near-final plans to address road washout in Lake of the Woods along the Sangamon River. The construction documents will soon be completed and requests for bids will be issued. Staff will keep the Board and public updated, as the construction work to protect the road from erosion, located north of the covered bridge, will require road closures lasting approximately one month over the winter.
- Lorrie led the RFP process to find the right person or firm to help us articulate and integrate organizational values into our daily work. Kathryn, Dara, and Mike assisted with the selection process.

CCFPD Fellow (Nina Carmichael)

- Attended the Illinois Forestry Association Conference at Allerton Park. Highlights included a conservation session on forest management and declining Whip-poor-will populations locally provided by Mike Ward, UIUC Natural Resources and Environmental Sciences professor and IL Natural History Survey (INHS) Ornithologist, a 2-hour tour from Katie Adams, Director at the Savanna Institute on agroforestry integration, an informational session on galls from Nick Furlan, U.S. Animal & Plant Health Inspection Service Pest Survey Specialist, and a session on edible and poisonous mushrooms of IL from Andrew Miller, Principal Mycologist at INHS.
- Attended the *Act for Oaks! The Oak Ecosystem Recovery Plan and You* webinar.

Efficiency Committee Updates

- October 2 marked a deadline for an initial round of staff feedback and suggestions for improved efficiencies. All suggestions have been input into a living document of suggestions to chart a course of action.

- Consolidation of Policies and Procedures throughout departments has begun. Relevant documents are ready to be assessed for any missing pieces and needed updates.

Planning and Construction (Bridgette Moen)

- Construction poured the concrete for the Hickory Shelter and Hawthorn Shelter replacements at Lake of Woods. Based on recent bids from contractors, the Construction crew pouring the concrete pads saved the Forest Preserves approximately \$20,000. The Hawthorn Shelter is being relocated to an area near the Spillway. As a part of this work, Construction also removed 3700sf of excess pavement. Staff have identified areas at LOW with either excessive parking or paved shoulders and will be working to remove these over the coming years to reduce impervious surfaces and the cost of chip/tar maintenance.



- A contractor has completed the roof replacement and the Construction crew has repaired the damaged ceiling at the Museum Annex.



- Construction installed new outdoor light fixtures at Headquarters. The old fixtures had started to fail and required special-order bulbs. The new fixtures are LED, dark sky approved, and brightened via motion sensor for added security benefits.
- Construction installed a new outlet at HLIC for the animal exhibit.
- Construction and Lake of the Woods Operations have started work on painting the covered and suspension bridges.
- Bridgette and Sam hosted a Bike to Work Day station in St. Joseph along the KRT. Official registration remained low for this station, but it is a good opportunity to connect with trail users and have a Forest Preserve presence in St. Joseph.



- Quotes were solicited for the KRT charging station. The vendor is utilizing our concept drawings for general production, so ordering these as a more “off the shelf” amenity for the KRT or other trails in the future will be more streamlined.
- Planning solicited percolation tests for the suitability of a new septic field at Homer Lake for the prospective Nature Center, the results of which were positive. Planning also presented an alternate building size scope concept for staff review as we continue to analyze scenarios.
- Bridgette attended the Land Trust Alliance conference in Portland, OR, formally as a liaison of the Grand Prairie Friends, but many of the sessions were highly applicable to work at the Forest Preserves. Sessions included best practices in land acquisition, concerns regarding PFAS (forever chemical) soil contamination, strategies for marketing and communication, and trail accessibility.



Business and Finance (Carron Johnson)

- Budget preparation has been a priority the last month for Mike, Carron, and Lorrie. We could not do this work in the needed time frame without the support of many others throughout the Forest Preserves and thank everyone for their continued help.
- Interviews have been conducted for the Business and Finance Director position. Thank you in particular to Commissioners Bill and Bobbie and Champaign Park District Director of Finance Andrea Wallace for assisting with interviews.

Human Resources (Kathryn Glynn, Mary Beck)

- During the month of September, HR processed 1 hire and 4 terminations.
- As of September 30th, our total headcount was 117 employees; including 50 FT, 19 PT, and 48 seasonal.
- There were 2 employee injuries and one patron incident over the past month. The patron incident (a fall while hiking) occurred at Lake of the Woods. Staff at HQ called for medical attention, and EMT assisted the patron back to their vehicle.
- HR attended IMRF training on their new reporting software that will soon be rolled out, and attended a Central Illinois PDRMA member training brainstorming session with fellow downstate PDRMA entities.
- In an effort to increase efficiency and enhance the employee experience, HR has been exploring additional integrations with Paylocity such as their Benefits Administration System, Learning Management System, and Surveying tool.
- Starting January 1, 2024, The Paid Leave for All Workers Act (PLAWA) will take effect in Illinois. This act requires qualifying employers like the Forest Preserves to provide all employees (including part-time, seasonal, and temporary workers) with 40 hours of paid leave during each 12-month period. HR is actively working on how to best integrate these requirements and communicate changes to staff. More details and formal requests for Board approval coming before January.

Marketing (Lisa Sprinkle)

- Media this month included:
 - **New Museum and Education Director Spotlight:**
https://www.news-gazette.com/news/local/parks-recreation/inside-out-forest-preserve-district-welcomes-new-museum-education-director/article_4dbb8c11-70cc-5db9-b30d-1031c66329e9.html
 - **Family-friendly places to be active in the Champaign Urbana area:**
<https://www.chambanamoms.com/2023/09/21/get-moving-be-active-family-champaign-urbana/>
 - **Sue Brockman memorial Bench at Lake of the Woods:**
<https://www.legacy.com/us/obituaries/news-gazette/name/sue-brockman-obituary?id=53121048>
 - **Unique hallow log at Buffalo Trace:**
https://www.news-gazette.com/toms-mailbag/kathys-mailbag-sept-15-2023/article_e6f03dd7-1366-5d44-876f-0a2c9bfcebe3.html
 - **The Museum of the Grand Prairie hosts Harvest Fest:**
<https://mahometdaily.com/museum-of-the-grand-prairie-to-host-harvest-fest-on-oct-7//>
 - **Indigenous People's Day Event at Lake of the Woods:**
<https://www.smilepolitely.com/splog/spend-some-time-in-nature-on-indigenous-peoples-day/>

- **State Awards \$100k Grant for Lake of the Woods Bike Trail Project:**
https://www.news-gazette.com/news/local/parks-recreation/state-awards-100-000-grant-for-lake-of-the-woods-bike-trail-project/article_e1f2fc30-1aa5-5620-b4dc-8c28d5a5c420.html
- <https://www.wcia.com/news/mahomet-bike-trail-gets-100000-for-enhancements/>

- Social media followers update.

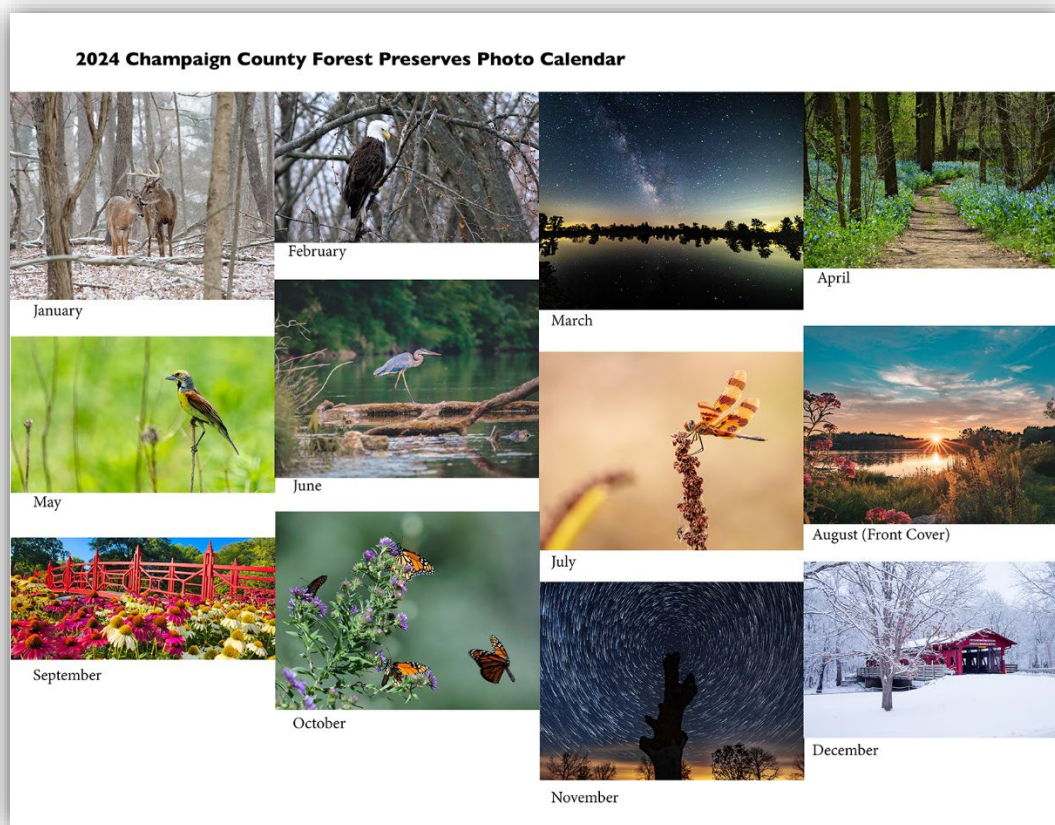
	FACEBOOK	+/-	INSTAGRAM	+/-
CCFPD	8,647	+164	3,636	+17
KRT	5,574	+162	174	+3
MGP	5,430	+12	1,353	+10
HLIC	3,688	+20		
GC	2,201	+8	367	+5
FPPF	695	+5		

- September Rental Info:

2023	2022	September		2023	2022
# Rentals	# Rentals	Preserve	Facility	\$	\$
11	12	HL	Salt Fork Center	\$3,850	\$5,500
4	5	HL	Walnut Hill Shelter	\$450	\$480
2	1	LOW	Botanical Garden Weddings	\$1,990	\$995
11	11	LOW	Elks Lake Pavilion	\$4,300	\$3,200
6	6	LOW	Izaak Walton Cabin	\$1,040	\$750
14	9	LOW	Lake of the Woods Pavilion	\$5,150	\$3,150
2	3	LOW	Lakeview Shelter	\$180	\$220
3	2	LOW	Riverview Retreat Center	\$400	\$570
6	8	LOW	Rotary Hill Shelter	\$720	\$890

2	3	LOW	Sycamore Hollow Shelter	\$180	\$160
3	3	MF	Activity Center	\$900	\$1,200
0	0	RB	River Bend Shelter	\$0	\$0
64	63		TOTAL	\$19,160	\$17,115

- Voting for the 2023 Photo Contest concluded at the end of September. The following pictures and artists were voted as the top 12 photos and will be included in the 2024 Champaign County Forest Preserves calendar.



1. **January:** Sandy Schleef: Deer in the snowy woods at Lake of the Woods Forest Preserve
2. **February:** Barbara Peters: Bald Eagle sitting in a tree on the North side of Homer Lake Forest Preserve
3. **March:** Mili Vishwakarma: Middle Fork River Forest Preserve Milky Way
4. **April:** My Nguyen: Bluebells at Hidden Acres, Homer Lake Forest Preserve
5. **May:** John Dunn: Dickcissel at Buffalo Trace Prairie, Lake of the Woods Forest Preserve
6. **June:** Jeremy Bobbit: Great Blue Heron at Homer Lake Forest Preserve

7. **July:** Chris Hendricksen: Dragonfly at Natural Playscape, Homer Lake Forest Preserve
 8. **August:** Jeremy Bobbit: Sunset at Natural Playscape, Homer Lake Forest Preserve
 9. **September:** Kathi Gorrell: Red Bridge with Flowers at Mabery Gelvin Botanical Garden, Lake of the Woods Forest Preserve
 10. **October:** Chris Hendericksen: Butterflies on Sand Beach Cove Trail at Homer Lake Forest Preserve
 11. **November:** Jeremy Bobbit: Star Trails at Middle Fork River Forest Preserve
 12. **December:** Sandy Schleef: Covered Bridge at Lake of the Woods Forest Preserve
- Developed social media advertisement post for a Collections Coordinator position
 - Lisa and Kristin met with Kathryn and Mary to discuss the development of an Employee Recruitment campaign.
 - Met with ArchiveSocial and Page Freezer to learn about options for social media archiving, which is mandated for us to have under the Freedom of Information Act.
 - The October/November Leaflet was mailed the last week of September.
 - Developed a Special Marketing Request form departments can use to request marketing materials.
 - Kristin promoted Prairie Stories and Welcoming Week as well as the Grand Opening of the StoryWalk with social media posts on 9/1 and 9/6. I attended the Prairie Stories and Grand Opening of the StoryWalk event on 9/9 and took pictures.
 - Kristin posted a video to promote the Natural Resources Open House which will take place on 10/14.
 - Kristin attended a webinar on best practices of advertising on Facebook. Clanin Marketing went over how to create, publish, purchase, edit, and manage ads on Facebook, Instagram, and the Facebook Audience Network. They also went over best practices for targeting audiences, budgeting, differences between boosted posts and campaigns, and much more!
 - Print material for the October StoryWalk was created in coordination with Jennifer Wick.
 - Flyers were created for the Natural Resources Open House and the 75th Anniversary Tree Planting.
 - A Dark Sky Trail and Amenities Post was shared by the IDA to their Instagram stories which is good for publicity and for raising funds. 9/5/23
 - Kristin met with Foundation Staff to discuss the year-end plan on 9/6/23
 - The Tributary (Three Rivers Society Newsletter) went out to Three Rivers Society Members
 - Kristin met with the Fundraising Committee to discuss year-end goals

Grants and Fundraising (Ryan Anderson)

- Homer Lake Shelter-** The Pollinator Point Shelter, which was funded by a Foundation grant, was installed in July. This shelter is located at Homer Lake Forest Preserve. It overlooks another Foundation-funded project, the pollinator meadow north of the Interpretive Center.



- 75th Anniversary Grove Planting** – The 75th Anniversary Grove sponsored by the Foundation will be planted at Middle Fork on Saturday, November 4 from 10 am to 12:30 pm. Natural Resources requested limiting the event to 50 people. We will invite Three Rivers members and select donors from 2023.

Fundraising Campaigns Progress as of 9/26/23:

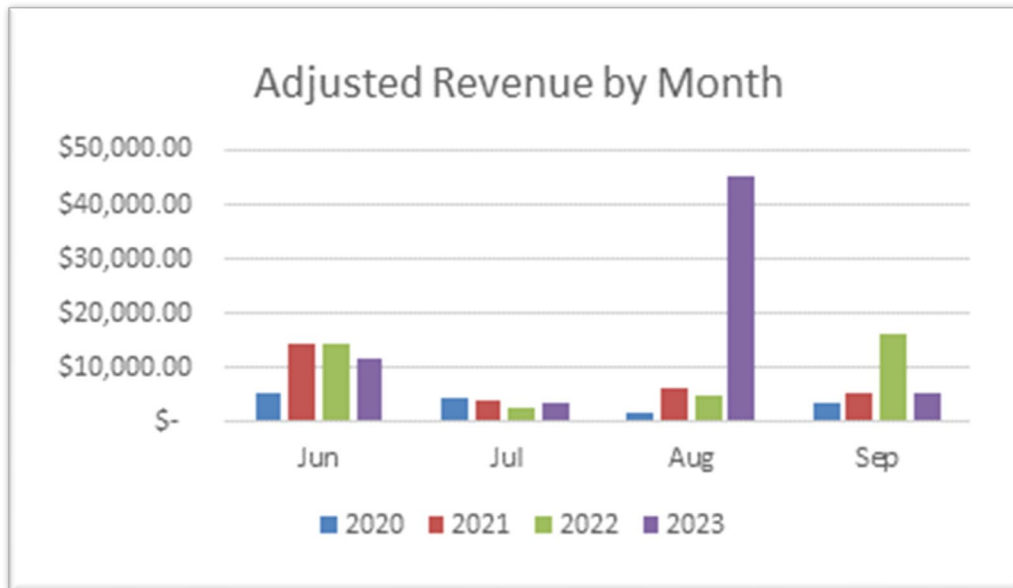
Campaign	Raised	Left	Goal	%
Dark Sky Trail	\$ 37,554.40	\$ 62,445.60	\$ 100,000.00	38%
Timberdoodle Trail	\$ 3,423.00	\$ 3,577.00	\$ 7,000.00	49%
Homer Lake Boat Launch	\$ 5,530.00	\$ 14,470.00	\$ 20,000.00	28%

Fundraising Trends (as of 9/26/2023)

Donations 4-Year Summary

4-year totals:	2020	2021	2022	2023 (ytd)
Total \$	\$164,219.10	\$209,832.74	\$207,053.66	\$122,871.78
Total \$ (adjusted)	\$111,738.24	\$174,725.10	\$175,731.78	\$96,559.88
# of donors (adjusted)	341	407	345	249
# of 1st time donors	134	165	87	96

“Adjusted” numbers have grants and bequests removed in updates to Bloomerang.



Volunteer Coordinator (Sue Gallo)

- Eleven volunteer groups and two Eagle Scouts inquired about volunteer projects and opportunities within the Forest Preserves
- Natural Resources hosted three of their annual seed collections engaging 45 people, most of whom are not regular Forest Preserve



- Received eight new volunteer applicants.
Recruitment event at the Change Maker Expo in the Quad was successful for general outreach, (informational introductions and merch dispersal) but not as successful as last year in terms of location and number of volunteer sign-ups.



Volunteer Deepti manning the Forest Preserve Booth

- Met with Michael Dale to coordinate volunteers for Night Lights.
- Met with Kristin, Ryan, and volunteer Jen Gravley to discuss points of success and improvement for our Pedal the Preserves event.

Lake of the Woods Golf Course (Chris Edmondson & Joie Torres)

- September was another strong month for play and revenue at the golf course. We had 5,132 players, which is nearly 1,000 players above the 5-year average of 4,156. Revenue for the month was the highest on record for September, with a total of \$147,105. This is well above the 5-year average of \$98,982. Fantastic weather and a strong month of outings and events were major factors in these numbers.
- We held numerous outings and events in September. The play, revenue, and merchandise sale numbers for those are listed in the chart below:

Outing	# of Players	23 Total Rev	23 Actual Merch
Girls HS County Tournament	32	\$660.00	\$0.00
Grasshoppers	27	\$756.00	\$0.00
Wells and Wells	23	\$1,342.23	\$327.00
CAUSBC	72	\$4,098.64	\$394.64
Boys County HS Tournament	42	\$1,260.00	\$0.00

Mahomet Chamber of Commerce	72	\$4,727.00	\$360.00
AMBUCS	108	\$6,049.00	\$540.00
Chandler Group	24	\$1,025.50	\$161.50
PAGO - Fink Group	29	\$1,044.00	\$0.00
McLean County Seniors	130	\$3,640.00	\$0.00

- Work was completed on a couple of capital projects in September. F&W Landscaping completed the replacement of irrigation heads on the Back 9 of the 18-hole course. This should make the irrigation more efficient through proper functioning and surface coverage moving forward. Construction crew also completed work on cart path improvements on the course, by adding a cart path to the left greenside of Hole #11. This area had been utilized by golfers continuously to the point of severe ruts and turf damage. This path will improve aesthetics and pace of play by allowing golfers to use the path on either side of the green.
- The District approved the purchase of a new electric vehicle in September to replace the 2007 Kia Rondo. Staff received the new Volkswagen ID.4 Pro at the end of September. This all-electric vehicle will align with the Forest Preserve’s mission of continued environmental sustainability, by moving away from the use of gas-powered vehicles.

Golf Course Operation:

- The golf course assistant superintendent fertilized the tees and fairways.
- Fall aerating has been canceled due to the tractor being down. The equipment Manager is working on getting parts.
- The golf maintenance crew is down to four part-time staff during the week and two staff during the weekends.
- The golf superintendent drained the irrigation system the third week of September.

Museum and Education Department (Kamryn Suttinger)

Patrons Served

	In-Person Programming*	Online Programming*	Outreach**	MGP Visitation	HLIC Visitation
Jan-23	78	302	423	Closed	40
Feb-23	286	92	35	Closed	48
Mar-23	246	150	90	707	167
Apr-23	1312	0	210	830	274
May-23	1559	0	0	1286	352
Jun-23	892	0	0	1616	239

Jul-23	1197	0	0	1578	136
Aug-23	984	0	465	1215	153
Sep-23	603	0	215	867	216
YTD	7157	544	1438	8099	1625

** Includes all youth and public program opportunities ** Includes loan kits and tabling events*

Collections and Exhibits:

- Jen Grove’s last day was September 21. She will be missed! The Collections Coordinator position opening is posted, and the number of candidates applying is encouraging. Thanks to all involved in approving the position and getting it posted so quickly.
- The National Museum of African American History and Culture offered the Department a third Smith Internship for the summer of 2024. Our project proposal is submitted, and the selection process will begin early next year. This internship will continue working in the Hoskins Archive.
- The Department will participate in the annual Archives Bazaar held at the Urbana Free Library on October 14th. We will be sharing the East Frisian oral history project traveling exhibit there

Youth Programs

- Congratulations to Selena Gonzalez on her promotion to Education Program Specialist II!
- Youth programs team taught in-classroom programs across the county: Champaign, Urbana, St. Joseph, Gifford, and Mahomet.
- In September, a partnership was established with the Champaign Public Library to become a more regular face at their facility by providing programs every other month for the next year due to the public's satisfaction with past programs and their employee satisfaction with the organization of programming at their facility.
- Worked with students in the National Honors Society at Urbana High School to assist with prepping materials for upcoming programs in exchange for service hours to meet their academic requirements.
- Patrick, Cathy, Julia, and Skylar, and Homer Lake Operations did an incredible job of accommodating a student in a wheelchair at the Hatchet field trip; the teacher did not notify Patrick until the morning of the program. The Hatchet program is one that is out on trails and in locations that are more rugged. The team was able to work with Skylar and the Homer Lake Operations team to modify program activities and make locations accessible, so the student was able to fully participate in the program. The program's team is currently reviewing other programs to find opportunities to provide accommodations.
- Cathy worked with Roy to install radiant heat panels for the fox snakes at the Interpretive Center, ahead of the colder weather that’s coming. The heaters look great and are a safe way to provide critical warmth for the snakes.

Public Programs and Visitor Services

- Department staff collaborated with the New American Welcome Center again this year and coordinated the annual event, Prairie Stories, to coincide with Welcoming Week. The event included many hands-on activities and demonstrations in and around the museum complex that helped bring parts of 19th-century central Illinois history to life. As part of the program, a ribbon cutting ceremony/grand opening was held for the StoryWalk on the Museum Meander Trail, featuring *Senorita Mariposa*, a children's book about monarch butterflies published in English and Spanish. Staff and board members from the Mahomet Public Library were present along with several members of the public. Thanks to Marketing, Planning, Natural Resources, and Operations staff (and anyone else who might have contributed in some way) for all the help with getting things ready for the grand opening!
- The frog call survey and bat monitoring are both wrapped for the year.
- Department staff coordinated an astrophotography workshop at Middle Fork River Forest Preserve in September. Local photographer, Jeremy Bobbitt, showed participants the basics of photographing the night sky during an informative presentation indoors before workshop participants ventured outdoors to put newly learned skills to the test.
- The Interpretive Center had 3 group visits this month: a Girl Scout group, the Illini Wildlife and Conservation Club, and the Natural Areas Study Group.
- Department staff collaborated with other institutions in the Champaign County Museums Network to staff an outreach booth at the Pride Fest Fair in Urbana. Passersby had the opportunity to interact with toy and game-related artifacts from the education collection as well as make a rainbow-colored butterfly mask to take with them.

Facilities

- The Facilities Specialist position was reposted. Very few candidates have applied.

Training and Development

- In September, Kamryn, Mike Daab, Nina, Pat, Selena, John, and Patrick received training through NAI and are now Certified Interpretive Guides.

Natural Resources (Peter Goodspeed)

- In September, the NR team finished up spot spraying invasive herbaceous plants for the season including *Lespedeza*, Japanese hops, and reed canary grass. The team began focusing on spot spraying woody invasive plants including autumn olive and bush honeysuckle.
- The last round of mowing occurred in recently planted prairie restorations and sites that are being prepped for planting.
- Staff stocked several bodies of water with channel catfish including Homer Lake, Collins Pond, Lake of the Woods, and Elks Lake.
- Notable administrative projects (Peter):

- Met with representatives from partner organizations and other CCFPD staff members to discuss repairing the waterfowl management areas at Middle Fork River FP.
- Met with Skylar and Mike Daab to discuss the Natural Resource Damage Assessment (NRDA) habitat restoration project at Homer Lake FP.
- Met with tree removal contract estimators for the Homer Lake Timberdoodle Woods Enhancement project
- Met with Jill Kostel with the Wetlands Initiative and Ken Dalenberg, the farmer north of Buffalo Trace, to discuss tile drainage into an area that will become a smart wetland.
- Attended UIUC environmental luncheon to ensure student groups are aware of opportunities available with the Forest Preserves.
- Finalized fall container tree order for 173 trees.

Lake of the Woods (Rusty Maulding)

- Gardens staff have been acting a little squirrely lately. They collected 200 gallons of acorns from: Pin, black, red, Chinkapin, bur and white oak trees. These were treated with deer spray and broadcast into areas that we had both cleared of honeysuckle and provided timber stand improvement to hasten the restoration of the spaces. They've also been collecting grass and forb seed to broadcast into similar areas as well as areas cleared by volunteers at River Bend this past year.
- Night Lights preparation behind the scenes has been occurring for a couple of months now. Beginning the first week of October, the work of stringing lights in trees and structures commenced for this upcoming presentation. The program will run every Friday and Saturday from 4-8 from November 24th – December 24th including Sunday, Christmas Eve this year.
- The Wagon Watch at the Botanical Gardens was rewarded with another stunning transformation as the summer display gave way to fall decorations. Our Nature Trail was

converted into the Spooky Trail in preparation for Halloween.



- Operations and Botanical Garden staff renovated the landscape beds at Elks Lake Pavilion as well as converted an annual bed and finished filling in the shady areas of the median at Lake of the Woods Pavilion. They also augmented a picnic area bed at Peninsula. These spaces were filled with over 2,000 native plugs and a select few 1-gallon native plants. Different approaches to design provide spaces with different character that will serve as examples for homeowners of how to best use natives in their own landscape beds that fits their aesthetic style and a desirable maintenance level.



- The remaining targeted shelters were sealed last month including a shelter at the Botanical Gardens erected this summer. The older shelters look markedly improved and newer ones are now protected before the color wanes. This work will continue next year as we complete the newest shelters erected this year after they have finished curing.



- A short cut-through trail was created between the main playground concrete trail and the edge of Elks Lake to better link the two spaces. Several small sections of mowed trails at Buffalo Trace that were used predominantly for operational needs were abandoned to return to nature after determining their removal would help to simplify a complex trail system.
- New water fountains with bottle fillers were installed to replace failing water fountains attached to Elks Lake and Lake of the Woods Pavilions.

Homer Lake (Skylar Smith)

- New grills were purchased and placed around the preserve to replace aging and damaged grills.
- Skylar and Ryan Anderson met with potential donors to discuss the North Boat Ramp projects and receive feedback on current plans.
- Homer Lake trails and their right of way suffer from the encroachment of invasive plant species, which narrow the trails and negatively impact hiking experiences. A survey of trail conditions focused on invasive bush honeysuckle and autumn olive along the West Lake and Oak Ridge Trails was conducted to quantify the extent of encroachment, determine the management method required for removal, and track the progress of removal. It was found that between the two trails, 2.5 miles currently require extensive removal efforts either by hand tools or by forestry mulching with the skid steer, 1.18 miles require follow-up from previous removal efforts or new encroachment, and 1.85 miles require no immediate attention.

- Following the trail survey, 0.5 miles of the West Lake Trail requiring extensive removal efforts were cleared of invasive bush honeysuckle and autumn olive using the forestry mulcher and skid steer.

Middle Fork (Matthew Kuntz)

- Campground numbers continue to stay solid as we come closer to the end of the season. Multiple Scout bookings are coming in for use of our group area campsites. We are also prepping for our Halloween weekend events with a fully booked weekend in store.
- Middle Fork staff have been prepping more turf conversion areas throughout the preserve. These areas have historically been mowed and will now be added prairie restoration sites. Within the last two years, we have added close to 3 acres of new natural areas.
- Middle Fork staff are evaluating parcels of timber throughout the preserve for winter restoration efforts. This will include invasive removal, hazardous/non-native tree removal, and potential woodland seed being planted in place.
- We have received a fully electric SUV at Middle Fork.

Equity in Action

- Dara, Ryan, and Nina co-coordinated a public viewing session open to all staff for an upcoming 5-part virtual series on Equity Training for the Conservation Community taught by Parker McMullen Bushman and hosted through Chicago Wilderness Alliance. Ryan will facilitate discussion post-session while Nina takes notes for DEI committee revamp.