

**Golden Sands Resource Conservation & Development Council, Inc.**  
**Personnel/Finance Committee Meeting Minutes**  
**January 15th, 2026**  
**Golden Sands RC&D Office/Online**

**Attendees:** Shane Wucherpfennig (Wood); Bill Leichtnam (Wood); Gary Beastrom (Member-at-Large); Bob Walker (Member-at-Large); Jennifer Glad (Golden Sands RC&D Staff); Amy Thorstenson (Golden Sands RC&D Staff); Denise Hilgart (Golden Sands RC&D Staff); Katherine Jaeger (Golden Sands RC&D Staff); Brian Haase (Waupaca); Jared Mader (Marathon). Bill Clendenning (Wood) also attended.

**CALL TO ORDER:** Wucherpfennig called the meeting to order at 9:00 a.m.

**INTRODUCTIONS:** Everyone introduced themselves.

**APPROVAL OF MINUTES:** A motion was made by Leichtnam, which was seconded by Beastrom, to approve the minutes of the November 2025 meeting. Motion carried.

**CLOSED SESSION:** A motion was made by Walker, which was seconded by Leichtnam, to go into closed session at 9:04 a.m. Motion carried. Within the closed session, members agreed to hold a special P&F meeting at 10 a.m. on January 22nd, at the River Block building in Wisconsin Rapids, to discuss a variety of administrative items.

**OUT OF CLOSED SESSION:** A motion was made by Walker, which was seconded by Leichtnam, to come out of closed session at 9:31 a.m. Motion carried.

**TREASURER'S REPORT:** Hilgart presented the treasurer's report. A motion was made by Walker, which was seconded by Leichtnam, to accept the treasurer's report and recommend for full council approval. Motion carried.

**FEDERAL FUNDING STATUS:** Glad reported that federal funding for existing contracts is catching up and stabilizing, following disruptions in 2025 caused by the federal government shutdown. Potential sources of revenue outside of federal contracts are being explored to reduce dependence on federal funding.

**2026 OVERHEAD/ADMIN BUDGET:** Glad presented a draft of the 2026 admin/overhead budget, which calls for a 2% wage increase for most employees. A motion was made by Walker, which was seconded by Beastrom, to recommend full board approval of the budget. Motion carried.

**Employment Updates:** Glad reported that NRCS affiliate staff, who were laid off due to the federal government shutdown, have been re-instated. Hiring for ten 2026 summer field season interns and LTE positions has begun. The Habitat Restoration Technician position, in collaboration with the U.S. Fish & Wildlife Service, will be discontinued. Hiring is underway for a Regenerative Agriculture Specialist.

**AL BARDEN TRIBUTE:** No update.

**POLICY AND PROCEDURE:** No report.

**PR & COMMUNICATIONS:** Glad reported that the newsletter was published and social media efforts have been enhanced. A video production for 2025 annual highlights was created.

**OTHER BUSINESS:** None.

**ADJOURNMENT:** A motion was made by Beastro, which was seconded by Mader, to adjourn. Motion carried. The meeting was adjourned at 10:04 a.m.

Minutes by: Bob Walker, Secretary