



# MADISON CONSERVATION DISTRICT

*Local Common-Sense Conservation*

222 E. Main Street Suite 2B | PO Box 606 | Ennis, MT 59729 | 406.682.3181

MADISONCD.ORG

## Minutes

Strategic Planning Meeting

**\*\*1:00PM Wednesday February 25, 2026\*\***

Madison Valley Public Library

### 1. Call meeting to order/Roll Call/Meeting Procedures

Supervisors Present: Kate Roberts, Scott Farquhar, Jake Stewart, George Boyd, Brett Owens, Rachel Endecott, John Knapton

Absent:

Staff: Maia Schweikert

Public/Partners: Michelle Scheiock, Madison County Planning; Cody Marxer, Madison County Planning

### 2. Introductions and Opening Statement

### 3. New Business

#### a. Review and update State of the District Document

Notes:

**Approved**

Motion: R Endecott motioned to approve the State of the District Document as amended.

Seconded: B Owens seconded.

Discussion:

Vote: All in Favor, Motion Carries. **Approved**

#### b. Review and update 2024-2026 Work Plan

Notes: Review, update, & approve current 2024-2026 Work Plan.

**Approved**

Motion: R Endecott motioned to approve the 2024-2026 Work Plan.

Seconded: S Farquhar seconded.

Discussion:

Vote: All in Favor, Motion Carries. **Approved**

#### c. Review 2024-2026 Strategic Plan

Notes: Board will plan to review strategic plan in November 2026 Board Meeting in preparation for 2027-2029 development.

**No Action**

#### d. Review FY26 YTD Budget Actuals, Strategic Capital Funds, Allocations, & Funds Transfers.

Notes: Strategic/Vehicle/Equipment/Other Capital Funds

**No Action**

### 4. Old Business:

#### a. Financial Management

Notes: Review options for management of District finances

**No Action**

b. Staffing Updates

Notes: Finalize staff salaries, positions, and hiring timeline

Approved

Motion: R Endecott motioned to approve M Schweikert position change to "Natural Resource Specialist" with a salary of \$62,000.

Seconded: J Knaption seconded.

Discussion:

Vote: All in Favor, Motion Carries. Approved

Approved

Motion: R Endecott motioned to approve "District Administrator" job description as amended with a salary range of \$50,000 - \$55,000 and to begin sharing the position as soon as possible.

Seconded: G Boyd seconded.

Discussion:

Vote: All in Favor, Motion Carries. Approved

c. Subcommittee Review and Creation

Notes: Review current subcommittee members and responsibilities and explore the need for new ones.

No Action

5. Public Comment

6. Adjourn Meeting

Meeting adjourned at 4:11pm by Kate Roberts, Chair; date: 02/25/2026

Approved by: *Kate Roberts* date: 4/21/26