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## MINUTES

### INTERSTATE COUNCIL ON WATER POLICY BOARD OF DIRECTORS MEETING FEBRUARY 1, 2018

This special meeting consisted solely of a presentation to the full board on the Executive Director search and selection process, and action by the board on the search committee's recommendation. The meeting was conducted by phone. Director participants included: Julie Cunningham (Chair), Brian Atkins (Vice Chair), Pam Bush (Second Vice Chair and Secretary), Dru Buntin, Ginger Harper, Heidi Molz, and Ed Swaim.

**Call to order** – Julie called the meeting to order at 12:30 p.m. Eastern. No additions to the draft agenda were proposed.

**Report of the Chair** – The Search Committee was chaired by Julie and included Brian Atkins, Dru Buntin, Pam Bush, and Drew Dehoff. The position was advertised through the Groundwater Protection Council, Waterways, and others. Julie reported that 12 applicants responded – 11 by the posted deadline. The applicants were in general highly qualified. The Search Committee conducted telephone interviews with five excellent candidates: Avocet (Sue Lowry); RedAnt (Josh McClintock, with Amy Anne Ford and Brittnee Preston); Dan Yates; NEIWPC (Richard Freisner), and Sara Larson.

The Committee was unanimous in ranking Sue Lowry as their first choice, based on her stellar professional qualifications and her experience with ICWP, knowledge of our membership and understanding of the role. The Executive Director provides value to ICWP members through communications and possibly webinars; keeps members informed of upcoming legislation and budgets; develops new members; and ensures Hill staffers and federal agency personnel remain aware of ICWP as an important constituent organization and resource on matters involving water resources and water supply at the state and interstate level.

Sue was active and knowledgeable during her tenure with ICWP and understands the organization's mission. She excels in administration and outreach, appreciates the importance of messaging and is committed. Sue is not interested in working full time. She proposed to devote 40 to 55 hours per month at a salary \$48,000. This arrangement would potentially leave room in the budget for technical (web) and/or other administrative support.

Dru spoke for the Search Committee in noting that Sue understands the need to keep the organization relevant, to provide member services and to add value, and she would have a relatively gentle learning curve.

There was also discussion of the proposal by RedAnt, an Oklahoma-based firm that was the Committee's second choice. Josh McClintock of RedAnt worked on the Hill as a staffer for Oklahoma Representative J.C. Watts and served for a time on the Oklahoma Water Resources Board (Julie's agency). He then became a private lobbyist and consultant, founding RedAnt. Josh and his business partner Amy Ford have contracted with Brittnee Preston, also a former lobbyist and Hill staffer, to be the firm's eyes and ears in D.C., handling bill tracking and D.C. contacts. RedAnt has strengths in digital media and has experience and interest in serving organizations focused on water resources.

It was agreed Julie would send an email to Sue, and Dru would contact her by phone after her return from travel on February 5 to offer her the position. It was further agreed that if Sue accepted ICWP's offer, the Board would engage her in a discussion about whether to allocate additional resources to development of a stronger website, a social media presence, administrative support, and/or Executive Director travel.

Dru moved formally that Sue Lowry be offered the position of Executive Director at \$48,000 for part-time services, consistent with her proposal. Ed seconded the motion. Because of the importance of the matter, Pam conducted a roll-call vote, and the motion was approved unanimously, as follows:

Brian Atkins – Yes

Julie Cunningham – Yes

Ginger Harper – Yes

Heidi Molz – Yes

Dru Buntin – Yes

Ed Swaim – Yes

Pam Bush – Yes

It was agreed that one of the first tasks the Board and new Executive Director should take up is consideration of whether to contract for additional assistance and support.

The meeting adjourned at approximately 1:30 p.m.