

**Douglas Island Pink and Chum, Inc.**  
**April 15, 2023**  
**Board of Directors Meeting**

1. The meeting was called to order by Amy Jo Meiners at 9:00am.
  - a. Mark asked Katie to give a statement on the hybrid meeting and what was expected of the online process.
  - b. Opening prayer was given by Jim Becker.
  - c. Roll call was given by Mark Vinsel – 20 present and 3 absent (Jim Dorn, Cindy Hansen, Alex Wertheimer). Norman Hughes arrived at 10:15 a.m.

**Attendance:**

Jim Becker	Amy Jo Meiners	Lars Stangeland
Thatcher Brouwer	Tom Meiners	Mike Tagaban
Jim Cartmill	Bonny Millard	Mark Vinsel
Tyler Emerson	Jacob Miller	Sandy Williams
John George	Eric Prestegard	Chris Ystad
Dave Gibson	Stan Savland	Joe Zuboff
Jeremy Jensen	Al Shaw	Norman Hughes

**Staff:**

Katie Harms, Executive Director  
Brock Meredith, Operations Manager  
Adam Zaleski, Research Manager  
Renee Holmes, Office Manager  
Chris Holmes, Macaulay Hatchery Manager  
Amanda Oliver, Tourism and Education Manager

**Guests:**

Chelsea Swick, Incumbent Board Member  
Scott Wagner, NSRAA  
Phil Doherty, SEAS  
Flip Pryor, ADFG  
Jon Pearce, Incumbent Operations Manager  
Elliott Nankervis, DIPAC staff

- d. **Mark Vinsel established a quorum with 20 present.**
  - e. **Mike Tagaban moved to accept the agenda, John George 2<sup>nd</sup>. Motion passed with no opposition.**
  - f. **John George moved to approve the 2022 Fall Board of Directors Meeting minutes. Lars Stangeland 2<sup>nd</sup>. Motion passed with no opposition.**
2. **Recommendation of one new Board Member:** Jim Becker stated the committee received a letter from a former employee, Chelsea Swick, with her intent to join the board. The committee had two meetings, one to meet her and one to accept her as a nominee to the board. **Jim made a motion to appoint Chelsea Swick to the board for the vacant At-Large seat. Eric Prestegard 2<sup>nd</sup>. Motion passed with no opposition.**

**Jim Becker made a motion to appoint the 2023 DIPAC board officers as presented in the Governance, Membership, and Nominating Committee Report:**

**President – Jim Dorn**

**Vice President – Amy Jo Meiners**

**Treasurer – Lars Stangeland**

**Secretary – Mark Vinsel**

**Dave Gibson 2<sup>nd</sup>. Motion passed with no opposition.**

Sandy Williams was thanked for his years of service by Amy Jo Meiners.

### **3. Executive Director's Report – Katie Harms**

- a. Housekeeping by Katie. Since we have quite a few of you virtually, we do need your Conflict of Interest forms and committee sign-ups turned in. Email copies are an option. Regarding committee sign-up, please state if you wish to receive information via email or text and specify your phone carrier. You also have a choice of the future board books being online or a hardcopy mailed to you. Board members should also specify if they have a change in address. A reminder was given to respond back via email to Katie or Renee or a Reply All. This helps to decide if an upcoming meeting will have quorum.
- b. Introduction of Jon Pearce who is coming from the Hidden Falls Hatchery to replace Brock as Operations Manager. This is Brock Meredith's last board meeting as a permanent staff member of DIPAC and he will be here through June.
- c. Introduction of Renee Holmes as Office Manager.
- d. Explanation of a new position that has been discussed with the Finance Committee. We are gaining a very talented and skilled fish culturist from Hidden Falls, Jon's wife Emily. We have been working toward this idea of a position here at DIPAC to help keep up with all the demands of DEC permitting and compliance. We are finally able to create that position and take some pressure off the staff that have a lot to do already and need a little help keeping up with all the demands of the new regulations.
- e. Today some actions will be requested by committees, specifically finance. The current fiscal year is going well and at the December meeting there was a decision to set aside funds for future cost recovery and emergency openers and have at least one opener at Amalga. We never quite know where the season will end up, but Katie stated she can't imagine Chum prices staying as high as they were the last two years. We will be responsible and be sure we can provide fish to the fleets and make sure we can keep ourselves afloat at DIPAC.
- f. One major change that we have financially, that we have discussed for quite a few years now, is that our Chinook program funding is still up in the air. We lost our yearly funding that was a long-term cooperative agreement with Fish and Game with the surcharge license fee that went away. There will not be a bill introduced this year, but there is a line item in the budget with Fish and Game right now that could still get vetoed. At this time there is no money coming for Chinook, but there may be a resolution later. We did receive a few grants through the Pacific Salmon Commission Chinook Mitigation funding for some smaller grant needs. We are looking at getting some seal deterrent devices for Macaulay and Thane where our largest smolt sites are, helping broodstock on a year-to-year basis for Chinook and also our outmigrating smolt, to assist in the early marine survival, and to help with the adult return.
- g. We are expecting a low coho return this year as a remnant of the water supply loss a couple of years ago. There will likely be restrictions in the channel.
- h. These have been a very busy few months of traveling. We are in the in-between time of the treaty. There are no negotiations going on right now. DIPAC has been mostly trying to cut costs while keeping up with previous agreements with the Canadians and the sockeye extended rearing program that goes on at Tatsamenie Lake. We have been growing fish

pretty large to get them to rear in the lake and so we are just going to send them back marked as extended rearing fish and then Canada will grow them at the lake cutting back the cost of the flights.

- i. DEC regulations have been hefty. There is a statewide hatchery issue regarding hatchery waste water discharge that has been going on for years. We do want to be sure that we are monitored, but some of the compliance measures are very costly with no real gain to protections for the environment. We are working directly with DEC staff and have taken it up to the level of Commissioners of DEC and Fish and Game and the Governor to get some resolution to this. There are two major concerns for us. Our permits need to be renewed every five years and we are currently in the renewal process. DEC wants us to increase our level of monitoring. We currently have a waiver from EPA that says there is no concern with regards to short-term net pen rearing. If the new permitting goes the way ADEC presented it, we will either have to hire divers or get a very expensive ROV that can hold GPS coordinates to do transect lines and measure underneath the net pens to check for residues. That will be extremely costly with all of our sites. The other concern is pH monitoring. The water entering the hatcheries is out of compliance with the Clean Water Act water quality standards as is the same with many of the hatcheries in the state. The issue is with the water source and not the hatcheries. We may have to look at putting in mixing zones which entails expensive engineering to be able to comply. There could be some major costs to the hatcheries and we are working to try and resolve those. Hopefully we can resolve it with a legislative fix, but we don't know how far this is going to go.
- j. The Alaska Hatchery Research Project, I know we have talked about that for years now. We finally had a discussion on docking the ship. They will have one more year of sampling and it looks like right now this current fiscal year will be the last financial ask to the hatchery industry folks. We have been donating \$50,000 every year to that program other than 2020, and the one lump sum of \$2,000,000 a few years ago to keep it afloat. That will be an item moving out of the budget. There should be some good public meetings in the future to discuss how that information will be used.
- k. For a few years we have had a scare where at Board of Fish level people were trying to take down the hatchery programs. This has fizzled out for now. The Director of Commercial Fisheries wants to be sure those BOF hatchery committee meetings keep happening in the future so that we don't get to that place again. There are still people out there who don't like hatcheries. If you hear negative press or negative feedback from fishermen or people in the community about hatcheries, please feel free to send them to Katie and keep dock talk positive. These programs really are what is keeping fishermen in coastal communities afloat.
- l. There was one major incident to report this spring. On the access road to Amalga our first tanker truck load of this season went off the road with a new driver. It was a super snowy day, really not much ice around, mushy ground. It was in the perfectly wrong spot that we couldn't get the fish off the tanker. We could not transport the fish out and lost just under 3 million fry. We are working to learn from that mistake. We are working to have good trained drivers to move these transports around and we are taking action to never have that happen again. It is unfortunate how everyone is short staffed in every capacity.
- m. Jim Becker reported that the Juneau Ocean Center project is officially not happening.
- n. People are welcome to visit DIPAC. We are up and going now and very much open. Feel free to come chat. We like getting updates on what you are seeing on the fishing grounds.

Question: Mark asked to clarify if the driver was a contractor or a DIPAC employee. Katie confirmed it is a contractor. He asked what ratio three million fry is to what we were trying

to plan. Katie confirmed it was about one net pen at Amalga. Our release goal out there is about 48 million. Since it was the first load we ended up putting just less fish per pen instead of having one pen empty. We were planning on around 2.7 million per pen and downed it to around 2.5 million because of the loss.

Question: Jim asked if we could provide the driving or if we have to have a contractor. Katie said we used to use AML for the longest time, but it has gotten more and more difficult working with them because they don't have a lot of drivers and they prioritize their current contracts. Our current contract is with Reliable Transfer and we have had great success with them in the past. Just this year we weren't able to use the skilled driver we always have. We have had some conversations with AML to potentially go back, it is just a matter of how many people they have available. Brock also stated AML doesn't allow us to have a ride along. We like to have a staff in the cab monitoring the oxygen, to have the truck pull over if need be, monitoring the condition of the fish. Reliable allows this.

Question: Thatcher asked about DEC regulations. Is it a new policy or are they cracking down on the old policy? Katie stated Alaska DEC took over around 2003 from the EPA, but they never actually took the path to create the permits that were needed, so we didn't have any actual permits to apply for. That came to light in 2016/2017. Eric discussed the Clean Water Act was reevaluated in 1999/2000/2002. There was an exemption for the net pens at the time. In 2018 the ADEC permits became active. Brock stated Snettisham's incoming water is out of compliance 12 months out of the year. Macaulay can occasionally in the winter go below the water quality standard as well. Katie informed that seafood processors are also looking at huge costs associated with DEC compliance because they fall under the same standards. Bonnie asked if the pH makeup has changed or if it was always like this and can we change this. Katie said on a wet year the pH is different than a dry year. It is always changing. One of the recommendations is that you have to treat the water into compliance. The mines do treatment on the water to get the level in compliance, but we aren't a mine. We are just using the water provided. There are ways to treat the water, but if we change the water what are the fish going to home on? If it changes are the salmon going to return? There are a few documents in your board book, pages 78 through 88 have all these issues broken out for you. Joe asked if DEC wants us to pay to monitor our water? Isn't that their job? Katie said we are doing this as good stewards of the water, so we want to make sure we are doing it the right way. The state doesn't have the wherewithal to do it and it is something we do on their behalf. Joe asked how DEC knows what we have sampled. Katie stated we follow standards already in place and already do monthly monitoring. We were under DEC monitoring standards prior to EPA. This is nothing new, just has gotten more stringent. Bonnie asked if there was a way to contest what the DEC is doing. Katie said that is what DIPAC and other hatchery operators are doing. We are moving higher to the Commissioners and the Governor, we just don't know where it stands with the State yet.

#### **4. Break at 9:45am – Back at 10:00am**

#### **5. Manager's Reports**

##### **a. Operations & Maintenance Report - Chris Holmes**

Chris Holmes, Hatchery Manager, presented. Please see written report in Board book.

##### **b. Snettisham Hatchery Spring Report - Kevin Steck**

Brock Meredith, Operations Manager, presented. Please see written report in Board book.

**Norman Hughes arrived at 10:15 a.m.**

**c. FY23 & Projected FY24 Cost to Value Comparison - Adam Zaleski**

Adam Zaleski, Research Manager, presented. Please see written report in Board book.

**d. 2023 Tourism & Education Report - Amanda Oliver**

Amanda Oliver, Tourism and Education Manager, presented. Please see written report in Board book.

**6. Committee Reports**

**a. Finance Committee – Presented by Sandy Williams**

Four motions are recommended by the committee.

1. Motion to approve the proposed FY24 Operating Budget of \$6,291,250 as presented. **Mike Tagaban made the motion, John George 2<sup>nd</sup>. Motion passed with no opposition.**
2. Motion to approve the proposed FY24 Capital Budget of \$529,500 as presented. The big item in the Capital Budget is the new dock crane. **John George made the motion, Mike Tagaban 2<sup>nd</sup>. Motion passed with no opposition.**
3. Motion to approve the proposed Investment and Reserves Policy as presented in the board book. **John George made the motion, Mike Tagaban 2<sup>nd</sup>. Motion passed with no opposition.**
4. Motion to donate up to \$20,000 to the Alaska Trollers Association legal defense fund to support their efforts against the Wild Fish Conservancy lawsuit. This money will be distributed to ATA once proof of need is provided to DIPAC'S Executive Director with appropriate accounting documents supporting the need. **Mike Tagaban made the motion, Dave Gibson 2<sup>nd</sup>.** Thatcher Brouwer stated how appreciative he is to DIPAC's generous motion on the table. This is definitely a threat to the troll fishery and could be to all the fisheries throughout the state. He thinks it is a precedent case. Mark stated for clarification the lawsuit isn't against DIPAC, it is against the National Marine Fisheries Service. **Motion passed with no opposition.**

**b. Governance, Membership, and Nominating Committee – Presented by Jim Becker**

The committee had a lengthy discussion about board structure and filling the at large seats. The committee would like to have a discussion with the Board about what sort of interests the Board would like to see represented in the future. Examples: Sport Charter, Shoreside Sport, Processors, etc. I envision this to be kind of an ongoing discussion amongst individuals and at the Board level. We have a full Board now. What other seats or interests would like to be on the board? It is up to everyone's opinion as to what we have. With Chelsea getting on here we are figuring we are in good shape.

Al Shaw stated he has been on the committee for quite a while and at times we haven't had anybody waiting in the wings to take a Board seat. So if anybody on the Board knows of someone who thinks they would like to serve here, for heaven sakes, get them to put something in. The same way with the people sitting at the head of the table. If you think you want to be a part of that group the committee needs to know that you have an interest. These slots do show up, sometimes unexpectedly. There is no way of knowing whose chair is going to be empty. If you have an interest at being at the head of the table or you know of someone who is interested in serving on the Board, have them get ahold of us please.

Mark stated at this point in the committee we aren't talking about the seats that are really designated for any type. We are just talking about the other range of people to whom DIPAC is really really important. Some of the things in the past we have had was a designated representative of the City, we have had a processor seat, a charter operator possibly. I consider my seat undesigned, but with an interest of non-marine roadside sport fishing. DIPAC couldn't be more important other than the people who make their living from it. We have been wanting to bring this to the board to see where members felt we should go. What kind of people do we want representing DIPAC? Or, on the flip side, as changes with the Board come and go and different people become interested that we might not have thought about, whether or not we want to hem us in with having to basically look for this kind of person or that kind of person when there is an opening.

Eric states he believes it is a great idea to discuss further about Board structure and these at-large seats. He would love for the committee to address this in the bylaws section 7, it does say 11 open seats. He thinks open is the wrong term. He thinks it should be redefined as at-large. I don't know if we need to go to the extent that we did in the past where we defined complete board structure in the bylaws, but I think it would be good to make sure that we have a good cross-section. Again, a processor seat, charter, a Fish and Game, enhancement seat, etc. I think it might be good for the committee to have a working document when they are looking to replace board seats.

Tom Meiners states that his experience on other boards where the seats are designated specifically, he hasn't seen a board with community members that are nearly as involved as the DIPAC board. So far it feels to me these at large seats have been filled really really well. I love how the board is driven by those at large seats less so than the fishing seats. I worry if we get too specific we might lose that. I am more on the team of AI, which is start looking at people you know that would be interested in this so that we have sort of a stable of folks that might be interested in taking those seats should something happen. I am more into that and less into specific board structure. What is the history of when there was more board structure that was more specific and now it is more general?

Lars said he agrees with Tom. He doesn't think we should go looking for more specific or designated seats, but he would like to see future seats filled with the people who are the direct users of the resource. We are providing a resource for people and people are making money off on the side from the commercial fleets. I would like to see them have a seat at the table. Maybe that will help with some of the education. I know the tagging [mass marking] is going to help. But I would like to see a sport charter representative personally. I think that would be a good addition in my eyes.

Norm stated we have looked at the Board structure and reworked it a few years back. A lot of us are hangarrounders because we are stuck here, we like it, we have knowledge, we want to keep sharing it as we get new board members. The whole designated seat thing, it is good. We have figured out how to revamp that and get more participation from other users of the resource that we provide. It seems to be working. We have all these seats filled up. I think we have to look at it that individuals come along and vacancies are coming up and we'll have to weigh talents, energy, commitment. We had a processor seat that we did not

get a lot of participation from in the past. It is a time commitment and we have been going the right way with letting people know the participation and time commitment this takes.

Jim stated he has been on the Board for a long time. His perspective is that we reach out to everybody whether they have a designated seat or not. The people who show real interest and see what the commitment is generally get on the Board. He thinks it is working fairly good right now, but appreciates everyone's comments. If any group thinks they are not getting enough production designed for them, they come to us and we have reached out to them. There is quite a sport charter fleet in Auke Bay. We do what we can. It depends on the person, but as a gillnetter and one of the founding members of DIPAC anybody that wants production we do what we can for them.

John stated in the past we really benefited from having an attorney on board, Greg Cooke. We used to have a school teacher, Amy Jo, though she is no longer a teacher, and education is a major function of this board's function. The problem is finding someone willing to make a lifetime commitment to this like most of us have. I think those are two valuable places we should mine a little bit and see if we can find people like that.

Mike stated when he first got on the board there was 30 to 35 members and it didn't have a lot of participation in the various committees. That presented a lot of problems for the Board itself and the Executive Director. Over time, we have gone through some training programs and reduced the board size to those committed and who is participating in the decision making. I understand the need for representation from specific user groups. I don't recall much participation from sport fish or charter groups and I think they would be a good value add on to our group. They do make a good deal of money off of our supply. We should even look to more indigenous providers. There has been an effort from within Central Council and Sealaska to develop more to understand the traditional preservation of fish that they could benefit from by being on this board.

Amy Jo suggests if you have already turned in your list to be on different committees, if this is a committee you really want to have some feedback on and be part of that discussion to sign up for this committee. A reminder that all committees are open for you to join in regardless of whether you are signed up to be a committee member. I encourage you to get your voice heard at the committee level. As Mike pointed out, we have shifted from a large Board action to committee action, so we do have a means to have it be heard in specific focus area.

Norm commented to be sure that committee takes a look at the bylaws and how they are written.

Mark stated the committee did have this discussion and the committee didn't feel it was essential to start the bylaws change process. It takes about a year and a half, about three meetings, it was discussed it should be addressed. It will come up soon.

Katie reiterated that if you want to attend one of these meetings, but not be a part of the committee you can do that. Make sure she is aware and you will get the notifications on when to participate. All meetings are also listed on the website.

Eric added that in the bylaws, Article 7, Section 1, second paragraph, Directors are limited to serving on two committees. I think that line needs to be changed. Amy Jo wholeheartedly agreed. Eric stated he feels they have been ignoring that, but it is important to actually get the bylaws correct.

Mark agreed. If you want to be on all the committees and be a voting member, you should be allowed to. Because of the way this Board is structured, when we bring committee recommendations it is rare that the full Board goes against the committee recommendation.

**Eric motioned for the Board to direct the Governance, Membership, and Nominating Committee to take up reviewing the At-Large membership of the DIPAC board. While reviewing this makeup, the committee should look at changing the bylaws to reflect the directives addressing the bylaw changes and the board makeup. Lars 2<sup>nd</sup>. Motion passed with no opposition.**

There was discussion that the committee could also at the time look at title changes of Board committees. Eric supports each committee looking at their titles as it is still all based on the strategic planning from over 10 years ago now. He thinks it is only appropriate for the committees to reevaluate their titles. Each committee should also be directed to come up with a mission statement. The only current committee that has a mission statement is the same one from before the strategic planning.

John George would like to bring up one more time the need to take Public Relations off of the Tourism and Education Committee because we have to stick with one voice and it is hers (indicating Katie). In the bylaws are the committees and their titles, so again this would be another direct bylaw change and a reason to make current processes and the bylaws match.

Jim says when we look several years out this will be important. In the beginning the gillnetters wanted to be able to get in the channel in the worst way when there was a whole bunch of fish in there and that would never work. There were cruise ships. It has worked out for the hatchery and the industry as far as the percent. I don't know what the percentages are, but the hatchery is getting plenty and the fishermen are getting plenty. It is a good time to look at this kind of thing.

Lars states it is difficult for DIPAC to regulate that 70/30 because we have that designated places for the fish and the seines. But we really can't open areas to regulate some of that so we are out there working for x amount of days above Amalga, we take what we take, it is tough to regulate that.

Fish and Game management makes all of this hard. They are looking at Chinook conservation now. Taku and Lynn are not open as much in the beginning, in the early part of the chum return.

Amy Jo reiterated the committee will be checking in with the chair of each other committee to address possible changes in the committee titles and their mission statements. It was decided the President would work with the committee chairs to accomplish this.

**c. Personnel Committee - Presented by Jim Becker.**



There is nothing to report as they have not met in the interim.

**d. Production, Research & Allocation Committee. - Presented by Lars Stangeland.**

There has been no meeting in the interim. We will keep an eye on the legislature and report in the fall.

**e. Scholarship Committee - Presented by Tyler Emerson.**

a. Please see written Report to Board of Directors in Board book.

Norm reiterated the voc-tech awards are not limited by the March deadline. They can be presented by the committee anytime during the year. He actively mentions it to graduates from Haines High and tells people to reach out to us. He talks to parents to make sure the information is relayed.

**f. Tourism, Public Relations & Education Committee – Presented by John George**

There is nothing to report as they have not met in the interim. The plan is to have a meeting soon. There was some discussion between board members and Amanda about how Juneau tourists may spend their money this year and how we can promote the hatchery as one of their stops.

**g. Executive Committee – Presented by Amy Jo Meiners.**

Please see written report to the Board of Directors in Board book. Amy Jo wanted to speak to what Jim Dorn had in the comments. “Katie’s energy, enthusiasm, and commitment to DIPAC is outstanding. She cares deeply about DIPAC’s dual mission to sustain and enhance salmon resources for all citizens through salmon production and promote public understanding of salmon resources and salmon fisheries through research, education and tourism. She is doing an excellent job and we are very happy to have her as Executive Director.”

7. Norman Hughes moved to hold the 2023 Fall Board of Directors Meeting on December 2<sup>nd</sup>, 2023. John George 2<sup>nd</sup>. **Motion passed with one Board member in opposition.**

8. Amy Jo called for motion to adjourn. Dave Gibson motioned, Mark Vinsel 2<sup>nd</sup>. **No objections. Meeting adjourned at 11:30 a.m.**