



LSP Steering Committee Member: Statement of Understanding

Charge of Soil Health Steering Committee:

Our committee sets goals and strategies- [*within LSP's mission*](#)- to greatly increase the number of farmers and landowners using soil health practices across the Midwest landscape, especially in Southeastern MN, Western MN, & Northeast IA. This committee occasionally interacts with our soil health-related policy work.

General Responsibilities of Steering Committee Members:

Guidance, Vision, and Oversight

- Develop and refine a vision, specific outcomes, strategies to achieve those outcomes, and principles to guide the work
- Use data to inform strategy development and learning
- Track and evaluate progress of work

Leadership

- Listen with curiosity to the people engaged in our work
 - Express joy for the work, keep an open mind, and bring others along
 - Be willing to take calculated risks and learn from mistakes
 - Practice reciprocity (give & take)
 - Attend a minimum of one LSP soil health event per year
 - Serve as a vocal champion of your soil health efforts in your community by participating in a minimum of one *non-farmer* SH event each year (ex. Public school, adult/community education, rotary club, church group, youth group, etc.)
 - Build relationships with like-minded groups, businesses, agencies, tribes who share LSP's values and goals
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- Take advantage of leadership development opportunities through LSP and partners

Process

- Participate in-person or online in regularly scheduled meetings (4-6/year)
- Keep on top of committee communications via phone/e-mail
- Review materials prior to meetings and come prepared for engaged discussion, active listening, and respectful dialogue
- Maintain active membership with Land Stewardship Project

- Commit to 2-3 years of service on the Soil Health Steering Committee

General Responsibilities of LSP Staff:

- Organize and facilitate steering committee meetings and calls
 - Prepare thoughtfully and thoroughly for each steering committee meeting so that members' volunteered time and expertise are respected
 - Actively listen to the experiences and perspectives offered by steering committee members
- Keep lines of communication open and communicate periodically with committee members between meetings through individual calls, in-person visits and written updates
- Address any accessibility needs for full committee member participation to the best of our ability
- Assist committee members with committee-related tasks/roles
- Exercise flexibility and consideration for members' time and energy, particularly during busier times of the year
- Identify the need for a new member(s) and recruit new members in consultation with the committee
- Identify/ provide/ share opportunities for training and growth as a leader
- Seek / integrate direct and honest feedback from committee members

Structure of LSP Steering Committees:

- The steering committee will be composed of 8-12 Land Stewardship Project members
- The members will be made up of a diversity** of types of farmers/ people in the region**
- The steering committee will meet 4-6 times per year, either in-person or online
- Some committees are cross departmental (Programs, Advancement and Policy)

**Staff within each program area carefully consider the breadth and depth of committee representation when selecting new members. Organizers engage in on-going learning and evaluation to reduce implicit bias and increase equity outcomes on our committees. Some of the diverse backgrounds and experience we take into consideration can include, but are not limited to: race, gender, geography, beginning/current/retiring farmer status, non-operating landowners, resource folks, types of farming enterprises, resource or technical assistance providers, farmer to non-farmer ratios, etc.