

Wisconsin Waterfowl Association

Board of Directors Meeting - Monday, April 27, 2015

Board Members present: Jesse Beske, John Greene, Joe Gonyo, Randy Helbach, Al Klug, Rob Monette, Patrick Smith, Joe Porten, Peter Strenn, Bruce Urben. Excused: Russ Olson, Ryan Zankl, Eric Urben. Staff present: Don Kirby, Tom Seibert & Kelcy Boettcher.

Agenda:

- **6:00 pm - March Financials Update**

Don went over financials and the March ED update. We're still awaiting compensation on our large NAWCA grant invoice from December 2014 and we're close to wrapping up another large portion of the grant.

- **6:10 - DNR Hunter Recruitment Grant Update**

Unfortunately, due to only four applicants, the program will now be postponed for one year, which still falls within the timeline allowed within the grant. While there was initially quite a bit of interest, culminating in the plan to attempt the program in 2015, once dates were set, interested parties were running into conflicts with the required dates for the program. After Memorial Day weekend the group will meet again to plan for 2016.

- **6:25 - 2016 Calendar Update**

The calendar committee reported that the budget for the guns is complete, almost exactly on budget and the remainder of the calendar should be under budget by a bit. The 2016 calendar will go to the setup company next week and we're still on target for a July 1st roll-out date. The drawings will be on the second Monday of each month, and will remain at Stadium Bar in Oshkosh. Don put together a proposed calendar membership piece for review as well. Discussion was had on updating/revising all of our membership classes, and Randy has volunteered to work with Tom Seibert on that. Joe Porten motioned, Peter seconded. Motion passed to accept the calendar membership as written.

- **6:45 - State Duck Stamp Update**

Joint Finance committee threw out Representative Ott's proposal as part of the budget (as it was policy), but Representative Ott is determined to move forward with separate legislation on the issue; however, it will likely be fall before that occurs.

- **6:50 - Website Upgrade**

Joe Porten has spoken with a website designer who did the design for the WI Waterfowl Hunter's conference and they've worked with numerous other conservation based groups. The designer, without knowing exactly what we would want out of our website, suggested we budget at least \$10,000 for the upgrade/re-design. Don has a file of a few sites and ideas he's accumulated over the past year or two that he will share with the board so everyone can have an idea of where we'd like to go. Don will then speak to a few of the proposed designers and the hope is that by the June board meeting we can have a few quotes and start to move forward with the design/build in late fall/early winter for a December rollout. Joe Porten and Jesse Beske will work on putting together some final ideas for the June meeting as well.

- **7:10 - Abrams Project Update**

Bruce reported on the two grants: Stewardship, \$30,000, implemented by Oconto County as required, through which work has been completed; and the Federal Trails grant, extended until June of 2016, \$31,000, work has started on the Oak Orchard side, anticipated completed by May of 2016. Bruce applied for another grant from Lumberjack RC&D and we should receive this grant. We've purchased 300 trees which will arrive on Saturday and those will be planted shortly to create a screen along the highway.

- **7:15 - 2015 Staff Incentive Plan Draft Review**
Don sent out a draft staff compensation incentive plan to the board. This plan was not updated for 2014, so Don made some minor changes which were outlined for the board with three measurement areas. Bruce proposed changing award percentages so that staff would receive a more equal reward rather than one set percentage regardless of salary. Don will re-work the plan and have it ready for the conference call in May.
- **7:30 - Spring Hearings Follow-Up**
Bruce discussed whether we should pursue legislative action, meeting with key legislators, on the 1/2 hour before sunrise “shooting time” for opening day of duck seasons, to determine if they’d be interested in drafting a bill. Otherwise, with Act 10, it’s unlikely to receive DNR action until 2016. It was determined that we will put out a separate newsletter on the issue with a poll to determine membership’s view on the issue.
- **7:40 - Review/Discuss Staff Workload/Project Prioritization/Work Rules**
Discussion was had amongst board members on workload for staff versus sustainability. It was discussed that the board chapter point of contact could work more closely with the volunteers to assist them with the minor event details that can either be done directly by the volunteer or by the board member. As the chapter POC was unable to be updated at this meeting it will be addressed in the next meeting to update that list and move forward with communication between the POC and their committees.

Meeting Adjourned 8:00 pm