

WWA BOD call Monday August 15, 2016 6:30 pm

Director only attendance

Present: John Greene, Pat Smith, Chris Ferch, Joe Porten, Joe Gonyo, John Regan, Al Klug, Peter Strenn, Bruce Urben

Excused: Russ Olson, Eric Urben, Rob Monette, Randy Helbach

Guest speaker-Peter Ziegler

- **WWA's potential role in In-Lieu Fee Program (ILF)**

Peter gave a primer on the DNR's ILF program. He serves on a DNR review committee. Program is to acquire funds for mitigation of wetland sites that are destroyed in certain watersheds and then subsequently use the funding to replace lost wetlands in another area. DNR puts out RFP's (requests for Proposals) in certain watersheds to complete mitigation when wetlands are removed. The \$ is used to fund land purchases and maintenance of the mitigation projects. To date only several proposals were received by DNR and none have been approved. WWA may be able to be involved in the mitigation if they have a parcel that meets requirements. One draw back is that the mitigation sites would need to be open for public use! There was discussion about potential WWA sites in the Beaver Dam lake area (proposed to be acquired if funding is available) and Abrams property in Oconto Co. where public access is already available. The difference with ILF and mitigation banking is that under ILF there is no startup costs. DNR pays as invoices are submitted.

Peter will continue to send info regarding the program to the directors.

Thanks for the information Peter.

- **Staff Bonus Proposal**

A board sub group (John Regan, Russ Olson) was asked to bring a proposal to the Board after discussion in March 2016.

Discussion centered around the proposal submitted by the subgroup.

A motion was made by Pat Smith and seconded by John Regan to propose the following:

No award will be paid until the Association has a net profit greater than \$5000. Total awards will be paid to a maximum amount of 50% of the Associations net profit of \$5000 or more.

Maximum individual award will be based on the maximum individual percentage award listed below.

All awards will be paid out only after approval by the Board of Directors.

	Boettcher	Siebert	Kirby
Base Salary(total	\$31,760	\$42,500	\$52,000
Award % Maximum	20%	20%	30%
	\$6,352	\$8,500	\$15,600

This motion was approved unanimously!

In a second motion by Chris Ferch and a second by Pat Smith the board proposed that Don Kirby (ED) develop a plan to break out the percentage of bonus for each staff based on performance and accomplishments and bring the proposal to the Full board by November 2016. **This motion was approved unanimously.**

- **WWA Hall Of Fame proposal and discussion**

Chris Ferch proposed a Hall of Fame (HOF) to recognize the people that have been instrumental in development and maintenance of the WWA. Chris reviewed some of the details that he proposes. Generally the BOD was supportive of the HOF. A motion was made by Bruce Urben and seconded by Joe Porten to develop a work group to include Pat Smith, Rob Monette to be chaired by Chris Ferch to develop the final plan for the HOF and submit to the BOD for September 19th meeting. **This motion was approved unanimously.** The Board is hopeful that the HOF can be active by the State meeting in 2017.

- **2017 federal Duck Stamp competition in Stevens Point**

Bruce gave an overview of a meeting he attended at UWSP regarding the Federal Duck Stamp competition coming to Stevens Point campus on September 15-16, 2017. This is the first (and maybe only) time that the competition will be in Wisconsin. UWSP is making this a huge deal. DU and WWA were invited to the meeting to be involved! DU will be sponsoring the Saturday Reception at Sentry World. UWSP requested WWA to be involved with a booth as well as possibly moving the State calling contest to UWSP for one year and running a decoy carving competition. These would be held Saturday after the stamp competition concludes in the am. There was a lot of discussion by the Board regarding their requests. Several Board members are opposed to moving the calling contest but the majority felt that Cabela's might be upset not to be included in a huge event like this in Stevens Point. Most felt that a decoy carving competition would be great to get started. Maybe even to run annually at a Cabela's??

The Board established a small group of **Joe Porten, Al Klug, Don Kirby, Bruce Urben and Rob Monette** to meet and discuss options and develop a plan for involvement at the Stamp Competition in September 2017. Most of the Board felt this was a great opportunity to expand WWA's presence in this area, particularly considering the interest recently with several members in the Stevens Point area.

- **Waterfowl Academy Proposal**

Jacob Straub, new Professor of Waterfowl Biology (Chair) at UWSP contacted me regarding WWA's interest in assisting with Jacob's interest in obtaining waterfowl hunting experience for his students enrolled in Waterfowl Biologist degree program in UWSP. Jacob is not willing to certify any of his students for graduation without some Waterfowl hunting experience. Bruce Urben committed personally to assist with this opportunity and brought the issue to the BOD for their support Statewide. The Board supported the concept and established a work group of

board members (**John Regan, Pat Smith, Joe Porten, Don Kirby and Bruce Urben**) to proceed with a meeting with Jacob Straub to understand more of his request. Bruce will chair this process and obtain meeting dates.

- **Possible Class A for Christmas Bash**

The inquiry was made to determine interest in the Directors selling class A raffle tickets for the Christmas bash. Don has possible merchandise including a log splitter, chain saw etc.. Several directors still on the call were pessimistic about selling additional raffle tickets. Pat Smith was willing to try to sell the majority at his establishment however. Don should communicate with Pat directly but may not get full support from the BOD for class A selling!

- **Wingshooting class for WWA**

WDNR has now decided that at least one Wingshooting class needs to be completed for the Wingshooting certification to be maintained. Currently two directors have not completed one class. Request that Randy Helbach and Peter Strenn consider developing a class to keep their certification or risk losing the certification. Bruce Urben offered to assist in any class. Two additional instructors from GB Chapter may also assist. Unfortunately Randy was not on the call and Peter had already signed off during this discussion.

- **Ducks before Bucks**

Don Kirby had sent an email to the Directors involved in the event. John and Pat will get back to Don with answers to his inquiries. Assistance is needed for the event on 8/30. The following Directors committed to be at the event to work...**Chris Ferch, John Regan, John Greene, Al Klug, Rob Monette, Pat Smith.**

- **May 13, 2016 By Laws draft**

Randy Helbach completed the By Laws update and posted it on the Directors confidential page. Randy is accepting comments but it seems that it is close to being finalized. Al Klug indicated that he had a comment that was not yet incorporated into the By Laws. **Al Klug** will contact Randy to resolve the one outstanding issue so the By Laws can be finalized. This issue needs to be brought to the September Meeting to adopt.

Meeting was adjourned at 8:32pm, Apology for the late meeting but there was good discussion on the issues and it took more time for Bruce to document the minutes and lead the discussion items.

Submitted by Bruce Urben, 8/16/2017