

**Wisconsin Waterfowl Association
Board of Directors Meeting – Monday, May 20, 2019**

Board Members present: Ian Bartelmez, Chris Ferch, Jim Freck, Joe Gonyo, Randy Helbach, Dennis Nelson, Rob Monette, Pat Smith, Peter Strenn, Bruce Urben and Marty Young. Absent: Patrice Evers. Excused: Eric Urben, Mike Depies & Russ Olson

Also present: Bruce Ross and Kelcy Boettcher

Agenda:

- **6:30 pm - President's Remarks**

Bruce Urben gave an overview of spring events past & upcoming.

- **6:35 pm - Executive Director's Report**

Bruce Ross reported that he's nearing his 4-month employment anniversary and is continuing to learn from volunteers and staff. While event performance is improving, we had a fairly poor start to events this year compared to budget, although we are waiting on numerous events to finalize. Bruce also reported that he had completed the RD job description and ran it for a 30-day period on Indeed to see what type of applicants would be interested. So far twelve have applied and there are a few that may be a good fit. Moving forward Bruce will tweak the description a bit to encourage the type of candidates we are looking for.

- **6:40 pm - Financials update**

Bruce expounded on his earlier comments and referred directors back to the financials notes on the website. In better news the UTV sales have increased in the past month and we are moving towards profit for the raffle and a few board members have plans for highly attended events to take the UTV/trailer for summer. Future dates can be coordinated with Rob. The La Crosse chapter had a very nice first event with a good turnout and above budget anticipated return.

- **6:45 - Board Reorganization**

Bruce Urben gave an overview to the thought processes that have gone into the board reorganization plan, which was emailed out to board members. This will provide our board an opportunity to have first-hand input and decision-making authority to move items through committees. Bruce Ross introduced this draft and explained that while this is fairly consistent with the prior draft, board members have now been assigned to committees. After conversations, Peter Strenn and Joe Gonyo will be added to the Development Committee and Pat Smith to the Membership Committee. Areas of risk that Ross shed light on include directing board members away from fundraising, where we currently need significant help, and the uncertainty of the path the organization will take. He emphasized that the plan is fluid and can and will be modified; committees will make decisions on focus areas moving forward. Conversation was had in regards to volunteers' time and recruiting new volunteers for committees, and the fact that flow amongst and between committees may take time. Communication between the state level and chapters has not yet been addressed, that will need to be figured out as time goes on and Urben provided some insight into possible options. Ross will serve on all committees which may alleviate some of those concerns. Randy Helbach motioned that we move forward with the reorganization. Pat Smith seconded. Motion passed unanimously. Ross suggested that everyone should meet as committees within the next month, prior to the next board meeting on June 17, and he will coordinate conference calls for each.

- **Calendar Update**

Rob reported that the final draft of the 2020 calendar has been approved and the proof from the printer is ready as of today and will go to the printer soon.

- **Other**

Bruce Urben reported that the decoy auction is up online and the site for bidding on the auction items will go out in our June Newsletter. If anyone is interested, the committee for the Decoy Carving Contest could use additional help yet this year for planning the July event.

Meeting adjourned at 8:05 pm