WWA Directors Meeting – June 21, 2023

6:35pm – 8:18pm

Attending; Bruce Ross, Bruce Urben, BJ Grassman, Jim Freck, Kim Shady, Shawn Gibbons, Dave Elwing, George Ermert, Kevin Banaszak, Ian Bartelmez, Russ Olson, Mike Depies, Kelcy Boettcher (Quorum)

Absent; Joe Gonyo, Dennis Fleischer, Pat Smith

No new business added or agenda repair

May Meeting Minutes (on Board site)

Motion to approve Kim Shady, 2nd BJ Grassman

Board approval - unanimous

May Financials (on Board site)

Summary provided by Ross

Continue to be ahead of planned budget

No questions

ED Update (on Board site)

Summary provided by Ross

2024 Calendar Discussion

Slightly behind schedule for printing

Electronic copy provide via email

Discussion on how many to print

2023 sold over 4800 of which 1300 were online/office

Currently cannot sell online

Price increased by 40%, $1.39 per calendar

2023 printed 5500

Historically has been marketed at 5000 calendar raffle

Discussion ranged from 4500 to 5000

Motion by Todd Schaller to print 5000, 2nd by Ian Bartelmez

Board approval – unanimous

Grant update

Submitted for small grant via OnX and Sitka

Expected to hear about Funds for Lake Michigan – have not heard

2022 Annual Report – shared electronically

Better Business Standards require annual report

Directors listed and mission

Previous input from Directors format changed to less text, more pictures

Print 250ish with plans to mail to key sponsors and partners

Draft provided will go to graphic artist to professionalize look

Directors should review and provide feedback to Ross by June 28

Public Land Ecologists

Provided report to Habitat Committee on 6/21

64 desk reviews completed with 19 site visits

Continue to work on communication aspect of their work – who should know and when – i.e. Chapter knowledge of potential local projects

Online Raffle Sale Update (Ross/Ermert)

Two prong approach

Declaratory Ruling by DOA

Narrow focus on WWA process

Met with DOA Leadership to elevate issue

Attorneys and George

Good discussion, expect to hear something next week

George also discussed with Governor’s Office

Governor’s Office and DOA have discussed

Administrative Law Judge (Chp 227 hearing)

30 day time clock which started in early June

Can initiate ALJ process and then cancel based on Declaratory Ruling

Financial Update based on Board approved budget for law firm

approximately $15,000 of board approved $20,000

Work done for Declaratory Ruling will also be used in ALJ process

Ross indicated potential need to have Board approval or discussion to increase budget – may occur prior to July meeting

Compensation Committee Report Out (Ross/Urben)

Ross walked through the document

Subcommittee – Ross, Olson, Urben and Schaller

Looked at comparable salaries for like positions with like organizations

Based on 990 information

Goal; sustainable staff compensation and funding plan to attract and retain quality staff needed by WWA to thrive

Plan took into account 3% annual inflation over 5 year period to reach goal

Estimated additional cost is $20,000 annually until the goal is reached

Outlined things we’re currently doing (grants) to help cover some of the costs

Next step will be during the budget discussion for 2024 – how do we take the next step

R3 Initiative Update (Schaller)

Currently planning 3 events which will meet the grant

For Women By Women

Green Bay Program

One/One Mentor program by Matt Porter

Having multiple approaches provide opportunity to evaluate what works and doesn’t work

Directors are encourage to get involved

Discussed Expo and Women Panel Discussion

Committee Reports

Education – meeting minutes shared 6/21

Habitat – met 6/21 meeting will be coming

Increased # of applications

Wild Rice – based on demand and project with WDNR most available rice will be used in northern Wisconsin

Wood Duck Project – approximately 150 kits/boxes on hand

Future Habitat meeting agenda item

Policy – haven’t met recently

Priority is SHC education program for legislators

Development – haven’t met recently

Potential interest in FDL for Chapter

Communication/Membership – haven’t met recently

Hall of Fame Process (Urben)

Discussion on potential adjustment to HOF process

Is it needed?

Current process doesn’t outline mission items

Could or should be put into the nomination write-up

Is HOF a priority now, should we pause the process?

Jim Freck will look at this and bring to future meeting

ACTION ITEMS

Approved printing of 5000 raffle calendars for 2024

Annual Report – Director Review – Deadline June 28

Compensation Plan – Discussion during 2024 budget planning

HOF – Jim Freck will review and bring to future meeting

Upcoming Events

Ozaukee Shoot – July 9

Green Bay Shoot – July 15

Kaukauna Golf Event - July 26

Next Meeting – July 19 at 630pm