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