

## Wisconsin Waterfowl Association

### Board of Directors Meeting – Sunday, December 13, 2015

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

#### Agenda:

- **7:00 pm - Financials Update & ED Report**  
Don overviewed some of the highlights from the November ED report and financials. While we are running behind budget we are at approximately the same point we were last year at this same time.
- **7:15 pm - DNR Hunter Recruitment, Development & Education Grant Program**  
The Twin Rivers group has become disengaged from the effort of putting together the dates for a 2016 run at the program and Don informed the board that he feels we have come to an impasse with the group as far as moving forward with the grant. Bruce indicated that at this time the board needs to determine whether we stop working towards fulfillment of this grant or find another chapter that could implement. Both Don and Tom Seibert have discussed the option of another chapter group but both feel that would be unlikely at this point. Don reported that if we are unable to fulfill the grant the funding will likely go back into the DNR's "pot" to support the next phase of funding. Don also said he would follow up with our four candidates from this year's attempt to hopefully provide them with a LTH opportunity instead, as well as reaching out to reporter Paul Smith who had reported on our grant award. Bruce polled the board and the unanimous decision was to inform the DNR that we are unable to fulfill the volunteer assistance required to complete the grant.
- **7:25 pm - 2016 Calendar Raffle Update**  
We have approximately 1300 stubs turned in and tomorrow, between Don and Tom, we have another 100+ stubs from known sales and with the seller's incentive drawing taking place on the 15<sup>th</sup> we anticipate being close to 1800 sales turned in by mid-week. We are running very low on inventory so are hoping the chapters that are holding onto stock have sold. Don stressed that the board also check all spots that they know of that are carrying calendars and turn in any overstock that we may have. He and Tom have reached out to chapters with large stock and they have informed us they anticipate selling out of their calendars as well.
- **7:30 pm – Website Project Update**  
The Orion Group is currently building the site and anticipates wrapping up with the site going live by year end.
- **7:35 pm – Ducks Before Bucks Event Followup**  
Don reported that the event, despite quite poor weather conditions for the planned outdoor activities, was a great success and netted approximately \$3,000. The plan is to draw the state hunt at MidPoint Eatery again next year, on Thursday the 15<sup>th</sup> of December and will plan a similar event for 2016, changing the theme to focus on a Christmas party instead. We may also do a similar event just prior to Duck season. Thanks to John Greene for putting the event together as well as the board members who came to work the event as well.
- **7:45 pm – Board Elections Timeline Update**  
Rob reported that the elections have been completed and all three candidates running for re-election (Eric Urben, John Greene and Rob Monette) and the one new nominee, John Regan, were voted in for another three year term through the moot election. Nominations for officers must be in to Kelcy by noon on Friday the 18<sup>th</sup> and then she can create an officers nominations vote via Constant Contact, with voting concluding by Tuesday the 22<sup>nd</sup>.
- **7:50 pm – Request for Funding Assistance – Lake MI Sea Duck Survey & State High School Trap League**

Don sent out the request for funding assistance that came from Luke Farra on the Lake Michigan Sea Duck survey as well as the request from the State High School Trap League. As to the Trap League request, Bruce suggested, as this is not within our core mission, instead putting the request from the Trap League out to our chapter eNewsletter list to see if any chapters, especially those that are already working with a local Trap team, to individually fundraise towards the effort. The board concurred that at this time, as we are also unable to spare funds towards these donations, we focus on a local chapter level of funding if they so choose. As far as the Lake Michigan Sea Duck request Bruce also felt that we could not contribute financially but we could put it out to our membership that they could provide volunteer hours to assist in a non-monetary donation.

- **8:15 pm - Life Membership Levels & Quid Pro Quo's Update**

The committee of Randy, Rob and Al met last week to revise our Life Membership categories and the new proposal was submitted to the board last week. Discussion was held on the categories and the prizes to ensure we are covering our costs as well as the proposed Life Membership cards. The Life Plus level will be increased to \$1800 and the dog membership may need to be increased depending on the cost of the collar. Randy motioned to adopt the proposal with the minor modifications discussed. Pat seconded. Motion passed unanimously.

- **8:25 pm - Proposed Policy Update for Staff Benefits – Paid Holidays**

As there will be no financial incentives for staff this year, Don proposed adding four new paid holidays – President's Day, Columbus Day, the Wednesday prior to Thanksgiving and the Friday after Thanksgiving – to the paid holidays currently allotted. Al brought up the point that Columbus Day in 2016 falls on the second Monday of the month which would coincide with a calendar draw so he suggested a "floating holiday" in lieu of Columbus Day. Don would change the language to include the 11 holidays that are paid days off with the additional of one additional holiday that would be floating at a time that would be approved by Don and the Executive Committee. Al motioned to approve the additional three holidays and one floating day. Pat Smith seconded. Motion passed.

**Meeting adjourned at 8:40 pm**