

## WWA Organizational “Strawman”

A *strawman* is just a means to stimulate ideas while focusing group thinking. With a group, it’s more efficient to start with something—and react to it, tweak it, critique it—than try to develop something from a blank sheet of paper. This is not intended to be the final product.

Assumptions:

1. That WWA’s current mission areas are appropriate:
  - a. Habitat restoration to benefit waterfowling;
  - b. Waterfowler education;
  - c. Waterfowler regulatory and legislative advocacy.
2. The Board of Directors are committed to making WWA a sustainable and more impactful organization.
3. The Board will remain a “working Board” for the foreseeable future. Meaning: Directors will accept active roles for the organization to be sustained, and to grow.
4. There is not a lot more energy available from Directors—they are volunteers already contributing at a high level.
5. There will be efficiency gains over the current BoD structure, if organized along clear functional or programmatic lines. Additional impact would come from: (1) greater individual focus, (2) fewer full board meetings, (3) more efficient staff support; (4) ability to attract non-Director volunteers to specific committees.
6. Direct Staff support of BoD committee structure can be sensitively managed so as to not overtask/confuse/demoralize Staff.
7. Any initial structure can be modified if it proves unworkable or inefficient.
8. The BoD organization would be compatible with our field model, or could be modified to facilitate chapter-level effort. Consider how programs like AWA, or youth ed or Abrams-like projects would overlay our grassroots level organization. (i.e. which grassroots model should be adopted? DU, TU, PF, MI, etc?).

Mission/ Committee	Habitat	Education	Policy	Development	Membership / Communications	Governance
Mission Leader	<b>Vice President for Field Activities</b>	<b>Vice President of Hunting Education</b>	<b>President, or Vice President for Policy</b>	<b>Vice President of Development</b>	<b>Secretary, or Vice President of communications</b>	<b>Treasurer, or Executive Vice President</b>
Programs	1. Support all field enhancement programs, including: <ul style="list-style-type: none"> <li>• HRP Projects and initiatives</li> <li>• AWA Initiative</li> <li>• Waterfowl nesting and banding programs</li> <li>• Owned property acquisition and support</li> </ul> 2. Oversee habitat grants and use of restoration-directed funding	1. Support all education initiatives, including: <ul style="list-style-type: none"> <li>• Mentored Hunting</li> <li>• Learn to hunts</li> <li>• Youth education</li> <li>• Other?</li> </ul> 2. Other?	1. Oversee legislative / regulatory activity and engagements and internal communication activities 2. Other?	1. Support all non-grant activities that produce revenue including: <ul style="list-style-type: none"> <li>• State-sponsored events</li> <li>• Chapter Events</li> <li>• Philanthropic donors</li> <li>• Corporate sponsorships</li> </ul> 2. Chapter strengthening initiatives (incentives, training, succession, etc)	1. Oversee all direct membership and volunteer services, including: <ul style="list-style-type: none"> <li>• Membership growth and retention initiatives</li> <li>• Chapter growth initiatives</li> <li>• Hall of Fame / Volunteer of Year programs</li> </ul> 2. Develop and execute external marketing and internal communications activities	1. Oversee financial accounting and audit activities 2. Monitor and direct all organizational initiatives. 3. Board succession activities
Staff support	<b>HRP / AD / ED</b>	<b>AD/ ED</b>	<b>ED</b>	<b>RD / ED / AD</b>	<b>AD / RD</b>	<b>ED</b>

## WWA Organizational “Strawman” (continued)

Here’s just another view of the same organizational structure, showing a little more detail about where the support staff would connect to the BoD Committees. Staff would provide direct support to the committees, but maintain a reporting relationship to the Executive Director.

