

**A BRIEF HISTORY OF THE  
ORGANIZATION OF WILDLIFE PLANNERS  
1978 - 2003**

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**CONFERENCE SITES AND OFFICERS**

<b><u>YEAR</u></b>	<b><u>SITE</u></b>	<b><u>PRESIDENT</u></b>	<b><u>TREASURER</u></b>	<b><u>SECRETARY</u></b>
1979	Wichita, KS	NONE - 'TRIAL BALLOON' MEETING		
1980	Cheyenne, WY	NONE - ORGANIZATIONAL MEETING		
1981	St. Louis, MO	Doug Crowe (WY)	NONE	
1982	Salt Lake City, UT	Verlyn Ebert (KS)	NONE	
1983	Nashville, TN	Ed Rawley (UT)	Patty Moe (WY)	
1984	Bozeman, MT	Cliff Whitehead (TN)	Patty Moe (WY)	
1985	Panama City, FL	John "Bud" Gaffney (MT)	Patty Moe (WY)	
1986	Phoenix, AZ	Dave McEleveen(FL)	Patty Moe (WY)	
1987	Madison, WI	James Fisher (MO)	Patty Moe (WY)	
1988	Annapolis, MD	Spencer Amend (FWS)	Dwight Guynn (MT)	
1989	Duluth, MN	Harry Libby (WI)	Dwight Guynn (MT)	
1990	Brian Head, UT	Walt Gasson (WY)	Dwight Guynn (MT)	
1991	Biloxi, MS	Dennis Schenborn (WI)	Steve Brown (WV)	
1992	Hershey, PA	Dwight Guynn (MT)	Steve Brown (WV)	
1993	Lake Tahoe, NV	Bob Hasenyager (UT)	Steve Brown (WV)	
1994	Pipestem Park , WV	Ron Helinski (MD)	Paul Johansen (WV)	
1995	Monterey, CA	Tom Wasson (OH)	Paul Johansen(WV)	
1996	Bloomington, IN	Tommy Shropshire (MS)	Paul Johansen(WV)	
1997	Charleston, SC	Dan Zekor (MO)	Art Johnsen (NY)	
1998	Coeur D'Alene, ID	Larry Cartee (SC)	Art Johnsen(NY)	
1999	NCTC, WV	Bruce Hawkinson (MN)	Art Johnsen(NY)	
2000	Ridgedale, MO	Mark Burch (IN)	Michael Vanderford (FWS)	
2001	Vergennes, VT	Brian Stenquist (MN)	M. Vanderford (FWS)	Art Johnsen (NY)
2002	Seward, AK	Tom Wiggins (VT)	M. Vanderford (FWS)	Art Johnsen (NY)
2003	Sedona, AZ	Margo Matthews (AK)	M. Vanderford (FWS)	Verdi Abel (OH)
2004	Perrysville, OH	Michelle Buecler (ID)	M. Vanderford (FWS)	
2005		Shaun Keeler (NY)	M. Vanderford (FWS)	

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**HOW THE OWP WAS CONCEIVED AND BORN:**

Sept. 12, 1978

Spencer Amend (on IPA loan to the Kansas Fish and Game Commission from the FWS) informed the business meeting of the International Association of Fish and Wildlife Agencies in Baltimore, Maryland that there was a group of 'state planning types' who intended to have a meeting to share with each other their processes, successes and failures. He requested the International to provide encouragement to the planning teams to organize themselves in this fashion. He also informed them that depending on the outcome of this first meeting, we intended to come back to them and petition for affiliate member status.

October 18, 1978

Jerry Conley, director, Kansas Fish and Game Commission, sent a letter to directors of the state and province

wildlife agencies concerning organization of a group of 'planners'. He indicated that the presentation before the International in September had received unanimous support, and that Kansas' intent was to host a meeting of fish and wildlife planners in February or March, 1979.

March 6, 1979

Based on favorable responses from many of the states contacted, a meeting was convened in Wichita, KS on March 6-7, 1979. At the business meeting, it was decided to pursue organization and seek affiliation with the International Association of Fish and Wildlife Agencies. A steering committee for that effort was selected consisting of Don Brown of Montana, Doug Crowe of Wyoming, Verlyn Ebert of Kansas, Dave Lemons of Colorado and Gary Myers of Tennessee.

July 16, 1979

After receiving input from the various states involved, the steering committee met in Denver, Colorado. Tentative objectives for an Organization of Wildlife Planners were articulated and draft bylaws formulated. Doug Crowe (WY) was appointed to present the case for affiliate membership to the Executive Committee of the International Association of Fish and Wildlife Agencies.

September 10, 1979

The minutes of the Executive Committee meeting of the IAFWA at West Yellowstone, MT reveal the following: "Douglas Crowe presented a proposal for affiliation of the Organization of Wildlife Planners. On a motion by Mr. Bowers, seconded by Mr. Phelps, and passed unanimously, the Executive Committee approved affiliation and recommended approval to the Business Meeting."

September 11, 1979

The minutes of the Business Meeting of the IAFWA at West Yellowstone, MT, show the following action: "The Executive Committee had recommended and the membership approved the following ... for affiliation with the Association, subject to payment of dues ... Organization of Wildlife Planners."

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## PAUL C. WEIKEL MEMORIAL AWARD HISTORY

The first award was presented at the 1993 annual meeting of the Organization of Wildlife Planners at Lake Tahoe, Nevada on May 11, 1993. The award was presented by Max Peterson, Executive Vice President of the International Association of Fish and Wildlife Agencies and received on behalf of Mr. Besadny by Dennis Schenborn and Harry Libby of Wisconsin DNR.

- 1993 - Recipient - C.D. "Buzz" Besadny (WI)
- 1994 - Recipients - Sherry Crouch, Sandy Sutton, Todd Pringle (AZ)
- 1995 - Recipient - Robert "Bob" Lange (FWS)
- 1996 - Recipient - Management Assistance Team (FWS)
- 1997 - Recipient - Sylvia Cabrera (FWS)
- 1998 - Recipient - Mark Reeff (IAFWA - posthumous)
- 1999 - Recipient - Thomas E. Wasson (OH)
- 2000 - Recipient - Michael D. Hatch (NM)
- 2001 - Recipient - **Duane Shroufe (AZ)**
- 2002 - Recipient - **Rod Sando (Columbia Basin Fish and Wildlife Authority)**
- 2003 - Recipient - **Tommy Shropshire (Dynamic Solutions Group, Ex MS)**

## EXCERPTS FROM ANNUAL BUSINESS MEETING MINUTES -

### April 25, 1980 - Cheyenne, WY

The constitution and bylaws were considered and approved as amended. Dues were set at \$25 per year. Membership was open to all state, provincial and commonwealth governmental agencies responsible for administration of fish and wildlife resources. Membership was also open on a regional basis to the U.S. Forest Service, Bureau of Land Management, National Park Service, U.S. Fish and Wildlife Service and other federal agencies whose responsibilities are involved with fish and wildlife resources. **Doug Crowe (WY) was elected President.** Missouri and Utah tentatively offered to host the 1981 meeting.

### April 24, 1981 - St. Louis, MO

A change in the method of officer selection was decided upon, in which election of a representative of the state who will host the next meeting will be the president-elect. **Verlyn Ebert (KS) was elected President, and Ed Rawley was selected to be the President-elect.**

It was agreed that the OWP should express opinions to congressional committees regarding legislation affecting wildlife resources. Individual members should draft resolutions expressing such opinions and send them to the OWP president, who would seek consensus of members on the position. If the majority agreed, the president would sign and forward to appropriate people.

Cliff Whitehead (TN) accepted the challenge to perform a survey of the states regarding their funding sources, including both traditional and non-traditional, with particular emphasis on any recent or planned "new" sources, and to report his findings at next year's conference.

Utah and Tennessee offered to host the next meeting. Utah's bid was accepted. The balance in the treasury was \$531.74.

### April 21, 1982 - Salt Lake City, UT

The Organization approved three amendments to the constitution and bylaws: 1) changed the officers to a president, a president-elect (to be from the state which will host the next meeting), and a treasurer; 2) set the terms of office at one year for president and president-elect and three years for treasurer; and 3) defined the role of the treasurer to be "responsible for the finances of the organization, bank account and collection of annual dues." It was decided that the Organization did not need an official 'secretary' position, as "the host state kind of acts as secretary." The constitution and bylaws mentioned an 'executive committee', but did not define that entity. Ed Rawley assumed authority and created by appointment the first executive committee to consist of the two preceding presidents, the current president, the president-elect, and the treasurer. He also proposed that we follow that pattern in the future. **Cliff Whitehead (TN) was elected President-elect, and Patty Moe (WY) was elected Treasurer.**

Tennessee's offer to host the 1983 meeting was accepted. Montana and Florida expressed interest in hosting the 1984 meeting. The balance in the treasury was about \$550.

### APRIL 21, 1983 - Nashville, TN

The business meeting began with an update to the membership relative to the OWP response to the Fish & Wildlife Service proposal to commission 'model plans'. There was considerable lack of communication and resultant confusion concerning the issue. The FWS was acting on a request from the IAFWA in this matter, and somehow OWP was left out of the loop. The OWP officially went on record as opposing the exercise. (Later however, we did participate in reviewing the proposals at the request of the IAFWA.) The concern over the gaps in communication (OWP & IAFWA) were discussed, and hopefully such problems will not occur in the future.

The membership approved expenditure of up to \$200 per year to ensure that an OWP representative (appointed by the President) can attend the IAFWA meeting so we are adequately represented on matters concerning OWP.

Concerns were aired regarding non-paying participants at OWP conferences. It was decided that: 1) non-paying

participants will be notified of meetings and encouraged to participate, 2) two copies of the transactions will be mailed to member states, and 3) the host state will include a copy of the transactions in the annual meeting registration fee (for non-'member' participants).

**John 'Bud' Gaffney (MT) was elected President-elect** and confirmed that the 1984 conference would be held in Bozeman, MT. The balance in the treasury was \$1,671.57. *Side note - This was the last meeting that had the traditional poker game, using the 'official' deck of cards from the first meeting in Wichita (donated by Don Brown of Montana). The deck was entrusted to the Tennessee hosts, and was misplaced, never to be seen again.*

#### May 16, 1984 - Bozeman, MT

The Organization confirmed the executive committee's commitment to the monetary sponsorship of Doug Crowe's (WY) book *Comprehensive Planning for Wildlife Resources*. The executive committee, at the request of the Washington Federal Aid office, reviewed and commented on the draft "Model Plan" prepared by Colorado.

The bylaws were amended to formalize the make-up of the executive committee to conform to the standard set by Ed Rawley (UT) in the 1982 meeting, and to clarify that 'memberships' referred to agencies, and not individuals.

OWP agreed to arrange and conduct a session regarding comprehensive planning at the North American Wildlife Conference in March of 1985. Doug Crowe (WY) agreed to make arrangements and to be moderator for the session. The Organization committed to presenting a report to the IAFWA at their annual meeting each year, with the presenter being selected by the president based on their proximity to the meeting site and/or their attendance at the meeting as a representative of their agency.

Florida's bid for hosting the 1985 conference was accepted, and **Dave McElveen (FL) was elected President-elect**. Washington and Arizona indicated interest in hosting the 1986 meeting, and Wisconsin made an early bid for 1987. The balance in the treasury was \$2,808.02.

#### April 24, 1985 - Panama City Beach, FL

Doug Crowe (WY) reported that he and Harry Libby (WI) chaired the OWP sponsored session at the 1985 North American Fish and Wildlife Conference entitled 'Plans and Actions for Fish and Wildlife: Case Histories'.

Discussion continued relative to ensuring that a member state from the OWP be on the working group of the IAFWA regarding the Grants-In-Aid committee. Bill Conlin (FWS-DC) said he would pursue means to ensure that a representative from a "Comp Planning" state would have permanent membership.

A committee was formed [Dennis Schenborn (WI), Ron Helinski (MD), Jim Fisher (MO), Bill Conlin (FWS), and 'Bud' Gaffney (MT)] to review means to incorporate the concepts of 'comp planning' into University curricula - initially by providing copies of *Comprehensive Planning for Wildlife Resources*.

Bylaws were amended to allow for 'associate members', which were defined as academic institutions, individuals, etc., for \$25 per year. Associate members could not hold office or vote on Organization business. The bylaws were amended to separate the duties of president-elect from the host-state program chairmanship duties. The president-elect no longer need to be from the host state for the succeeding conference. **Jim Fisher (MO) was then selected to be President-elect**.

It was agreed that OWP should initiate the publication of a newsletter. Ron Helinski (MD) was selected as the editor for the first year. Verlyn Ebert (KS) accepted the challenge from Bud to chair an ad-hoc committee to work with the membership to produce a strategic plan for the Organization.

Spencer Amend (FWS) was appointed to chair a committee to organize training sessions for comprehensive planning. A meeting of the committee later that evening devised the framework for the WP205-210 courses that were initiated in Ft. Collins, CO in February of 1986. The meeting was brief and to the point ... it was held in the bar, and the rock band for the evening signaled the end of the meeting when they started their warm up.

Arizona's bid to host the 1986 conference was accepted, and tentative offers from Wisconsin for 1987 and Maryland for 1988 were made. The balance in the treasury was \$4,611.50.

#### April 9, 1986 - Phoenix, AZ

Spencer Amend (FWS) reported that the OWP workshop, 'Developing and Implementing Planned Management Systems' held in Ft. Collins, CO Feb. 3-7, 1986 was well attended and successful. The course will be split into two sections (one dealing with the basics - for administrators; the second on skills and tools to develop and implement a system - primarily for planners, with administrators welcomed) and offered in 1987 at a site in the Eastern U.S.

Ron Helinski (MD) of the University Relations Committee, reported that in May of 1987, copies of Crowe's book with a letter recommending that comprehensive planning be included in curricula would be sent to universities. Ron also reported that two issues (800 copies each) of the OWP newsletter, "Tomorrow's Management", had been published and distributed. After discussion, it was decided that we should continue production of a newsletter. Bill Conlin (FWS) volunteered to assume editorship for the next year, and Jim Fisher (MO) offered to be Co-editor.

The draft "A Strategic Plan for the Organization of Wildlife Planners 1986-2000" was discussed, and after a few minor changes, was adopted. President McElveen indicated that it was the intent of the Executive Committee to henceforth operate the OWP under a Planned Management System guided by this Strategic Plan. **Spencer Amend (FWS) was elected to be the President-elect.**

**The rubber chicken**, symbol of the President's authority, made its first appearance. Ron Helinski (MD) was selected to present the Organization's annual report to the IAFWA in their meeting in Rhode Island in 1987. Harry Libby (WI) confirmed that they would host the 1987 conference in Madison. Ron Helinski offered to host the conference in Maryland in 1988. The balance in the treasury was \$3,480.27.

#### May 14, 1987 - Madison, WI

Spencer Amend (FWS), chair of the Curriculum Development Committee, reported that the second Planned Management Systems course will be held next week, May 18-22 in Madison. Dennis Schenborn (WI) and Ron Helinski (MD) of the University Relations Committee reported that a mailing was sent to 46 universities/colleges to obtain feedback on the development of a course and/or use of "Comprehensive Planning for Wildlife Resources" with their curricula. Twenty responses were returned and 9 stated that they were teaching planning within their wildlife courses.

Verlyn Ebert (KS) reported that the OWP Strategic Plan had been published and distributed. Jim Fisher (MO) reported that a newsletter was not distributed during the last year. He expressed his and Bill Conlin's (FWS) apologies. Walt Gasson (WY) reported that the PMS video had been completed, and was available for viewing and distribution. Spencer Amend reported that several members of OWP [Gasson (WY), Hawkinson (MN), Amend and Conlin (FWS), and Ebert and Gasswint (KS)] had traveled to Ohio to assist them in their planning efforts.

Ron Helinski (MD) proposed conducting a raffle to raise additional funds for the Organization. A vote was taken and the proposal failed. Two amendments to the Constitution and Bylaws were approved: 1) increasing the annual dues from \$25 to \$50, and 2) limiting each governmental agency to one vote. (The intent of the second amendment was to limit Federal agencies to one vote per agency, rather than one vote per region). **Harry Libby (WI) was elected as President-elect.**

The Organization was briefed on the proposed 'Responsive Management Project'. John Sunderland (AR) agreed to present the OWP annual report to the IAFWA in North Carolina. Walt Gasson and Patty Moe (WY) agreed to accept the role of Editor for the Organization newsletter, "Tomorrow's Management" for 1988. Dwight Guynn (MT) agreed to act as OWP treasurer for Patty's last year, so she would have time to help Walt with the newsletter.

Ron Helinski (MD) indicated that Maryland would host the 1988 conference in Annapolis on June 6-10. The balance in the treasury was \$4,699.28.

#### June 7, 1988 - Annapolis, MD

It was the consensus that the newsletter was doing what it is intended, and that distribution should be extended to all 50 state fish and wildlife agencies. Spencer Amend (FWS) reported that the OWP and the Human Dimensions Social Research Group would jointly chair a special session at the next North American Conference.

Bob Hasenyager (UT) was thanked for facilitating a planning panel discussion at the annual meeting of the Western Association. The annual OWP workshop for Planners and Administrators was conducted in Atlanta, GA last spring, and the next one is scheduled for Phoenix, AZ in Nov, 1989. A proposed course for

Commissioners/Board Members was presented by Dwight Guynn (MT) and Jim Fisher (MO). After discussion, the consensus was that although the course outline was good, it was bigger than we should attempt alone. Contacts with the Wildlife Management Institute or the North American Association for assistance was suggested.

A new task force on University Relations was convened to further OWP's efforts to incorporate PMS concepts in college curricula. Larry Nielson (VPI) was asked by the Task Force on University Curriculum Development to develop a draft model of a teaching module to send to universities. He accepted, and the target was to produce 500 copies. Cal DuBrock's (PA) offer to present the Organization's annual report to the IAFWA in Toronto, Canada in September was accepted. Verlyn Ebert (KS) and Dave McElveen (FL) were appointed co-chairs of a committee to update the OWP strategic plan. **Walt Gasson (WY) was elected President-elect and Dwight Guynn (MT) was elected Treasurer.**

Bruce Hawkinson volunteered Minnesota as the host for the 1989 OWP conference. His offer was accepted. Utah volunteered to host the 1990 conference, and Pennsylvania tentatively bid for the 1991 conference. The balance in the treasury was \$2,773.69.

#### May 24-25, 1989 - Duluth, MN

The **first OWP President's Award** was presented to **PATTY MOE (WY)**. The Constitution and Bylaws were amended: 1) Sections were renumbered to correct an earlier error; 2) a new section 3 on 'how we do business' was included; 3) associate membership definition was modified to include "organizations, societies, federations, special interest groups, and individuals who advocate planned management of wildlife resources, ..."; 4) the membership fees for associate membership was clarified to be \$25; 5) the treasurer's duties were expanded to include "... will also provide the president with a list of paid-up members at the beginning of the annual business meeting."; 6) committee appointment by the president was expanded to include "temporary committees as shall be deemed necessary."; and 7) the order of business was modified to include as item 2. "Report of the Treasurer". Several changes and additions to the Organization Operational Guidelines were also approved: The program chair (host-state) is to be responsible for the program, annual business meeting minutes, meeting arrangements, and proceedings publication. The Executive Committee is to serve as a nominating committee for officers; candidates will provide brief statements of their qualifications and objectives for the organization; the candidate slates and statements shall be provided to the members 30 days prior to the annual business meeting, and additional nominations will be accepted from the floor at the business meeting. OWP will initiate and maintain a recognition program for outstanding contributions of individuals, special projects, agencies, educational institutions, and special interest groups advancing the management of natural resources. Nominations are to be sent to the president, who with the approval of the executive committee may issue a letter, certificate, plaque or other appropriate recognition on behalf of the OWP. The proposed revisions (mostly word-smithing) to the OWP strategic plan were considered and approved. Approved the establishment of an ad hoc Program Enhancement committee to generate ideas for fund raising opportunities.

The newsletter mailing list was reported to have grown to about 260. OWP assisted with the Aquatic Education Workshop in San Antonio, TX. The OWP annual report to the IAFWA was presented by Harry Libby in Toronto. The IAFWA newsletter commended the session on planning co-chaired by Harry Libby (WI) and Spencer Amend (FWS) at their recent meeting. Spencer Amend was appointed by the president as the official OWP technical advisor to the FWS on the National Hunting and Fishing Survey. The draft college and university teaching module on planned management concepts was distributed to the executive committee. Approved expenditure of up to \$500 for publication and distribution of the teaching modules/curricula guides to universities and colleges. The Animal Welfare Committee of the IAFWA requested OWP to assist them in drawing up an animal welfare strategy action plan to deal with emerging problems. Tommy Shropshire (MS) accepted the challenge of becoming the newsletter editor. Walt Gasson (WY) will present OWP annual report to the IAFWA in Pierre, SD.

Training sessions (WP205-210) will be presented in Phoenix, AZ in November, 1989. A project to identify and characterize the effectiveness of fish and wildlife agencies will be started during the next year, under the auspices of the Federal Aid Project in Ft. Collins, CO. **Dennis Schenborn (WI) was elected to be the President-elect.** Almost a tragedy; Harry Libby left the official chicken scepter in his hotel room, the staff tossed into a dumpster! Harry and Bob Hasenyager dutifully dug through the trash and retrieved it, thus preserving the historic mantle of the presidency.

Next year's conference will be held in Utah. Mississippi confirmed plans to host the conference in 1991, and Pennsylvania offered to host in 1992. The balance in the treasury was \$5,009.07.

May 8, 1990 - Brian Head, UT

Minutes not available ... **Dwight Guynn (MT) was elected President-Elect.** The balance in the treasury was \$5,209.97.

May 9, 1991 - Biloxi, MS

Harry Libby (WI) summarized results of the CMS Evaluation initiated last year at Brian Head, UT. Steve McMullin (VPI) gave an update on the Management Effectiveness Project. Tommy Shropshire (MS) reported that two editions of Tomorrow's Management were published last year, and that Carole Lee (MS) will assume the duties of newsletter editor. Dennis Schenborn (WI) discussed the OWP role as facilitators of issue identification and futuring exercises for the American Fisheries Society to be held May 20-23, 1991 at Snowbird, UT. Cal DuBrock (PAG) reported on the first multi-state northeast regional OWP meeting to present information on OWP to Directors of the Northeast Association of Fish & Wildlife Resource Agencies and to encourage their agencies to become involved in the organization, and development of an OWP brochure.

Dennis Schenborn (WI) presented the President's Award to Spencer Amend for his hard work and dedication to the OWP. Dennis passed on the Sacred Chicken to incoming President Dwight Guynn (MT) with the following comment: "May you make fewer mistakes and accomplish more." In his acceptance speech, Dwight highlighted some projects and activities: quarterly reports, involvement in Proactive Strategies, teaching module evaluation and implementation, Regional OWP directors, WP 205-210, assistance to other state agencies, Management Effectiveness Project, opportunities associated with "new" monies in the OWP treasury, and development of a "decision process" for the Executive Committee to guide them in selection of new projects for the OWP. **Election of new officers resulted in Bob Hasenyager being selected as President-Elect, and Steve Brown reinstated as Treasurer.**

Two proposed amendments to the Constitution and Bylaws were presented for consideration at the 1992 meeting in Hershey, PA. One clarifies the authority and limitations of the President, Treasurer, and Executive Committee in approving expenditures and entering into contracts, and the other creates (officially) the office of Regional Director in each OWP region. Bruce Hawkinson (MN) offered a proposed Amendment addressing Annual Meeting Sponsors. A motion was made and passed to have the Executive Committee work on the proposal and have it ready for the 1992 Conference.

A resolution addressing the National Survey of Fishing, Hunting and Wildlife Associated Recreation was presented to the membership. The resolution was accepted unanimously and was forwarded to John Herron (KS) who was to submit it to the IAFWA Committee working with the FWS on design of the next survey.

A final comment from Bruce McCloskey (CO) noted that the OWP was an organization of "positive thinkers" and he endorsed the activities of the OWP. Cal DuBrock (PAG) announced that the 1992 OWP Conference would be held in Hershey, PA (June 21-25); Betty Horton (NV) announced that Reno, NV will be the site of the 1993 conference; and West Virginia volunteered to host the 1994 conference. The balance in the treasury was \$12,560.94.

June 25, 1992 - Hershey, PA

The President's Award was presented to Harry Libby (WI) for his past and continuing outstanding work for the OWP.

President Dwight Guynn (MT) reviewed the year's accomplishments: cooperative efforts between OWP and the FWS Management Assistance Team in carrying out the Management Effectiveness Project, initiating the Sri Lanka project, and reviewing individual state requests for management assistance; the northeast regions offering of senior management training; Bob Hasenyager (UT) and Ron Helinski's (MD) revision and offering of 205/210; Ron Helinski's efforts to develop a college level management teaching module with VPI; and Dennis Schenborn's (WI)

efforts within the midwest region.

Walt Gasson (WY) reported on the Proactive Strategies Project, indicating the IAFWA's continuing support. Ron Helinski (MD) reported that the management curriculum/teaching course was completed and available to anyone wishing to use it in a college course. Bob Hasenyager (UT) reported that the revised 205/210 courses would be offered in Charleston, SC on October 4-8, 1992. Bruce Hawkinson (MN), reporting for the Midwest region, reported assistance given to Iowa and Missouri on various efforts and working with Region 3 Federal Aid Coordinators in reviewing the submission options presented by the federal aid program through critiquing the new draft federal aid manual. Betty Horton (NV), reporting for the Western region, indicated they were planning to address the Western directors at their 1993 meeting to introduce the OWP and make the directors aware of the services the OWP has to offer. Dave McElveen (FL), reporting for the Southeast region, said that they had assisted Texas and Georgia in several management matters and had worked with the Sport Fish and Boating Partnership Council by facilitating meetings and other council activities. Paul Johansen (WV), reporting for the Northeast region, spoke of several activities in the region including an effort to involve senior management of northeast fish and wildlife agencies in comprehensive management training.

Two amendments to the Bylaws were approved: the first (section 15) concerned the expenditure and contracting protocol to be used for the financial operation of the OWP {unanimous approval}; the second (section 16) created a procedure for appointing OWP directors in the four regions to three year terms {vote was 15 aye, 5 nay}. Bruce Hawkinson (MN) presented a proposed amendment to the Bylaws to be considered at the 1993 meeting: this proposal sets up a financial protocol for handling and accounting for monies spent by local sponsors of the annual meeting.

Dwight Guynn (MT) passed out copies of a proposed format for submitting projects for consideration of the Executive Committee, asking for suggestions for improving the forms and indicating that they would be used this year for accepting proposals and making decisions on which projects the OWP should fund. Walt Gasson's (WY) major contributions to the Executive Committee was recognized by President Guynn. A verbal resolution was proposed by Dave McElveen (FL) thanking Dwight for all the time and effort he gave during the past year as President; a round of applause from the members supported Dave's resolution.

Incoming President Bob Hasenyager (UT) announced the formation of working committees to deal with the issues raised in the working sessions; he will contact chairs soon. **Election of officers resulted in Ron Helinski (MD) being selected as President-elect, and Steve Brown (WV) being selected to succeed himself as Treasurer.** Betty Horton (NV) used a video to announce the location (on Lake Tahoe) for next year's meeting, and the West Virginia contingent announced that plans were underway for the 1994 meeting there. The balance in the treasury was \$22,037.18.

#### MAY 13, 1993 - Incline Village, NV

Much of the business meeting centered on revising the Organization's strategic plan, operational plan, and by-laws. Brian Stenquist presented the consensus **Vision** of the OWP: "Sometime in the future ... Excellent fish and wildlife agencies; Happy healthy OWP members (individuals playing/working together; empowered and experienced professionals) ... High trust and credibility for OWP among members and clients." The **Mission** of the OWP was revised to be: "Dedicated to improving fish and wildlife agencies and to supporting the professional lives of OWP members." The strategic plan outline contained five areas of focus: training, technical guidance (consulting service), communications, organizational relationships, and outreach. Tom Wasson presented the operational planning committee suggested method for submitting materials for consideration as an OWP project, and the report received a consensus acceptance. Bob Hays presented a report from the Resources Committee, based on responses from the members. Verlyn Ebert and Arlen Harmoning presented the proposed revised draft of the by-laws revision committee; after discussion led by Arlen, the by-laws were approved as amended. **Tom Wasson (OH) was elected President-elect.** A proclamation was presented, recognizing Verlyn Ebert's contributions to the Organization, establishing the he be now know as "The Verlyn" (Lord of the **Veritable Elite Reliques, Living Yeasayers, and Nexus** of the OWP. Paul Johansen presented the treasurer's report; the balance was \$13,781.16. The first presentation of the **Paul C. Weikel Memorial Award** was made by Max Peterson (IAFWA) and Willie Molini (NV) to **C.D. "Buzz" Besadny (WI)**; Buzz was unable to be present,

and the award was accepted for him by Dennis Schenborn and Harry Libby.

#### June 10-15, 1994 - Pipestem State Park, WV

Larry Cartee (SC) facilitated the business meeting, based on an agenda that had been developed with the Executive Committee and modified and confirmed by the attendees. The Treasurer's (Paul Johansen - WV) Report, as approved by the membership indicated the closing balance in the main account was \$19,993.94, and the WP215 account balance was \$1,730.97. Pat Oman (OR) and Chris McKay (FA) explained the 'cracker barrel' session scheduled immediately after the business meeting, and encouraged all to participate. Brian Stenquist (MN) presented the revised draft OWP Strategic Plan and invited all to review it and provide comments to the SP Committee. Chris McKay read a report submitted by Betty Horton (NV) concerning the considerations of an OWP Secretary position, recommending that rather than having a Secretary, that some of the roles envisioned for such a position be assigned (by volunteerism), the Executive Committee assume responsibility for routine correspondence and ExComm meeting minutes, and the hosting state provide for capture of the minutes of the annual business meeting. There was general support for the recommendation, and Ron Helinski (MD) noted that Verlyn Ebert (MAT) had accepted challenge to produce the newsletter for two years and continue as Organization archivist. Ron also noted that incoming President Tom Wasson (OH) would seek volunteers to coordinate membership services. Paul Johansen (WV) presented a proposal to establish a Nominating Committee; following discussion and general acceptance of the proposal, President Helinski appointed Arlen Harmoning (ND) as chair of the Nominating Committee. Paul then presented a proposed policy statement on fund raising. There was also general support for that concept. Elections were then held, and **Tommy Shropshire (MS) was selected as our new President-Elect, and Paul Johansen (WV) was elected as Treasurer.** Ron Helinski (MD) then "passed the chicken" to incoming President Tom Wasson (OH); Tom accepted his new responsibilities (along with the well worn fowl) and presented Ron with a plaque recognizing his outstanding service to the OWP. On June 12, the Annual **Paul C. Weikel Memorial Award was presented to Sherry Crouch, Sandy Sutton, and Todd Pringle of the AZ Game & Fish Dept.** recognizing them for their efforts to help the Dept. establish Arizona's first CMS and address the changes needed in such a user friendly manner. Peter Sakai (CA) presented a brief report on plans for next year's conference, scheduled for May 13-17 in Monterey, CA, and Mark Burch (IN) informed us that Indiana is beginning plans for hosting the 1996 conference. The meeting was adjourned, and the members moved toward the cracker barrels.

#### May 17, 1995 - Monterey, CA

Larry Cartee (SC) facilitated the business meeting on May 17. The minutes from the 1994 meeting and the Treasurer's report (presented by Tom Wasson (OH) for Paul Johansen (WV)) were approved. President Wasson reported many worthwhile events the Organization sponsored or were involved with over the past year, and discussed how the OWP can become even more effective. He recognized the many people who have contributed to the success of the OWP over the year, and expressed particular appreciation to the California people who had worked on this year's conference.

Tommy Shropshire (MS) presented the Training Committee report. A proposal has been made to the International to create, through the FWS, a new position to coordinate state level management training. The proposal is under consideration by two IAFWA Committees, with results expected in September at the Branson meeting. Tommy noted that Dwight Guynn (MT) would be taking his place on the Training Committee, and that Tom Wasson and Karen Cartledge (FWS/NETC) would also serve on the committee.

Changes to the Operational Guidelines involving nominations, adding a section pertaining to fund raising and dropping a section listing active committees were discussed, with Arlen Harmoning (ND) leading the discussions. The proposed changes made by the executive committee were unanimously endorsed by the membership.

**Dan Zekor (MO) was elected to serve as President-elect.** Tom Wasson then passed the chicken to incoming President Tommy Shropshire. Tommy accepted his new responsibilities and presented Tom with a plaque recognizing his outstanding service to the OWP this past year.

Mark Burch (IN) presented a brief report on plans for next years conference, which is scheduled for May 11-15, 1996 at Monroe Reservoir, Bloomington, IN. Larry Cartee noted that the 1997 conference is scheduled for

Charleston, SC, and Michelle Beuchler (ID) mentioned that she and Jill Silvey (BLM-ID) planned to approach their agencies to co-host the 1998 conference.

{In the annual awards banquet, the prestigious **Paul Weikel Award was presented to Bob Lange** (FWS/FA/Reg 3), and the **President's Award was Presented to Betty Horton** (NV)}.

#### May 15, 1996 - Bloomington, IN

The Treasurer's report, as read and approved, revealed that we started the year with \$12,233.01, had receipts of \$13,791.63, expenses of \$5,691.28, with a balance on May 3, 1996 of \$20,334.26.

Regional Reports: SE - Not very many active groups; hoping for better participation. Contacting the Region 4 Federal Aid coordinators and introducing them to OWP. Larry Cartee's term is over, so a new volunteer is needed. NE - Vermont now involved with 205/210. Trying to develop new ways to make OWP visible and palatable for organizations. Biggest accomplishment was getting a contact in every state. Aiming at helping lower levels in agencies. WT & MW - No reports given.

Committee Reports: Nominations: Used e-mail to build slate of candidates, so now have 2 candidates for president-elect. Newsletter: Sherry Crouch (AZ) named new editor. Have 330 +/- addresses to states, plus some to Canada. Need more photos of the top people to provide better association for support. Packaging is good. Expertise Directory: Up and running. Need more interests/contact names to help all help each other. Master copy to be sent to OWP ExComm, Regional Directors and Regional FA Offices. Human Resources: Agency profile is part of the handbook now. Produced every other year, so not this year. Trying to get a more in-depth look. Talking with Margo Matthews (AK) to help collect information. Mark (IN) & Chris (R1 FA) would like to serve one more year. 205/210 Manual: Distributing writing assignments now. Assembly will be done by next course which is in Phoenix in October. Make it a top priority when you get your writing assignment. Training: Lobbied at IAFWA meeting. End product is not what was intended. Expanded training. People who were appointed haven't done anything yet. We need to rethink efforts to get across-the-board training. We have good rapport with MAT. Not doing anything right now. FA/CMS: Mr. Martin (FA R7) was instrumental in increasing the knowledge level of Federal Aid offices on CMS. Two workshops were held. Tommy (MS) as the instructor lead held it together. Ron Schaefer (OH) was the OWP state contact. The 2nd course (in SC) involved people from Ohio, Wisconsin and Mississippi. If the feds do their job better, we all will benefit. The level of expertise was top-notch as was each instructor. Lack of federal participation is a threat to how they do business. Encourage planning. Questions to regional directors through states to find out who knows what and what interests are. Don't stand still. Make sure people are aware of their choices to make an intelligent decision. New Directors: Maintained/keeping up listing. Ask Directors to help us keep it up to date. Handbook: Will update and reprint within 30 days. Carole Lee (UT) to take it over. Give suggestions and help keep it up to date. Changes will go in the newsletter. Database: E-mail addresses are wanted. Indiana will contribute list of attendees. Wildlife Society: Contribute planning concerns to the Wildlife Society Bulletin. Need to formalize the relationship better and have the ex comm help direct. Instream Flow: Meeting coordinators and facilitators for in-stream flow workshops identified issues and team building. Meeting last March in Denver is forming an organization similar to OWP. Eight of facilitators were from OWP. Their project is over, and all states participated for 2 years. New Committees: What is Federal Aid doing, and what is their impact on OWP? Major decision that affects training. Need feedback. What has Federal Aid done and get them involved in what OWP is doing. Partnership Report: Clients for MAT are same as OWP members. Matt Florian (MAT) couldn't meet his demands without the help of OWP. OWP has helped greatly with meeting the needs of the clients. Communication is better with higher quality publications and more publications. Increased visibility has also increased scrutiny. Keep doing the same. Very important with this partnership arrangement. New *Human Dimensions Journal* with the Wildlife Society.

Election of Officers: Dan Zekor (MO) accepted scepter (chicken) and officially became OWP President. **Paul Johansen** (WV) resigned as Treasurer, and **Art Johansen** (NY) has agreed to take over for a year. **Larry Cartee was selected as our new President-elect.**

Dan Zekor set his goals to: become more active in the regions, get more membership, and to get Canada more involved. Dana Dolsen offered to act as the Canadian liaison.

Upcoming Conferences: **1997** - Larry Cartee affirmed that South Carolina would host the 1997 conference. He stated his goal was to do and do it right, to provide a qualitative and quantitative success, and it would NOT be on

Mother's Day! **1998** - Michelle Buechler confirmed that ID F&G and the ID state BLM would host the 1998 conference. They'll be asking for advice on where in Idaho to have it, and also pledged to avoid Mother's Day.  
Adjourned.

{The prestigious **Paul Weikel Award was presented to the FWS's FA MAT Team**}.

May 7, 1997 - Charleston, SC

Larry Cartee chaired the business meeting, and opened with a drawing for a duck print by Art LeMay, which was won by Dan Witter of Missouri. Minutes from the Indiana '96 meeting were not available, but a motion was made and approved to accept the minutes as they will be printed in the Proceedings that will be forthcoming. Art Johnson (NY) presented the Treasurer's Report, and it was accepted as presented.

Dan Zekor (MO) presented the President's report, discussing the value of the conference as a place and time to exchange ideas with each other. He encouraged members to stay involved and to share the concepts with others in their organizations.

The Regional Directors presented their reports to the assembled group. Dan reminded all that their Regional Directors exist to help them make the OWP work for them, and encouraged folks to work with them. (The current Directors are: Northeast - Shaun Keeler (NY) & Tom Wiggins (VT); Southeast - Ricky Felder (MS) & Maury Wolff (NC); Midwest - Larry Gigliotti (SD) & Michael Vanderford (FA-R3); and West - Bill Graves (NM) & Sherry Crouch (AZ)).

Dan Zekor has contacted an individual to become the Newsletter designer/publisher/distributor. After discussion by the group, Dan was instructed to proceed with a contract to publish the newsletter. Tim Farley (CA) volunteered to be the editor for the newsletter.

Committee Reports:

- Expertise Directory: Verlyn Ebert (FWS/MAT) reported that the Directory has been distributed on CD-Rom to all Regional Directors, the OWP ExComm, and the Regional FA Offices. He also encouraged all to ask others to send information in to add expertise and depth to the lists available.

- Mentor Program: Steve Wolff (WY) discussed the program and stated that new ideas were welcome to Get more members involved.

- 205/210 Training Course: Tom Wasson (OH) said the training course manual was coming together nicely. A decision has not been made on when/where the next course will be, but 'interest' sheets were distributed during the meeting, and the committee will use the information from them to make a decision soon.

- FA/CMS Workshops: Tommy Shropshire (MS) reported that the workshop held last April was poorly attended, and the committee was working with FA personnel to improve both the content and attendance for these workshops.

- Handbook: Alan Clark (UT) said that Carole Lee needed any changes/additions to be made in the Handbook soon. The target date of July 15, 1997 has been set to publish the updated OWP Handbook.

Art Johnsen stated that OWP had been asked to do one page articles for the Wildlife Society newsletter, and he requested members to send information (or articles) to him so he can coordinate with the Society.

Steve Wolff reported that Mark Burch (IN) and Bruce Hawkinson (MN) have been nominated as **President-Elect**. Ballots will be mailed next week to the membership and results announced as soon as the ballots are tabulated. **{Bruce Hawkinson was elected.}**

Dan Zekor "passed the chicken" to incoming President Larry Cartee. President Cartee accepted his responsibilities, and noting that the venerable bird is deteriorating with age, stated that one of his first acts would be to appoint a committee to come up with a new chicken (or other species) to be passed down to future presidents.

Jill Silvey and Michelle Beucler gave a report on the 1998 OWP Conference to be held in Coeur d'Alene, ID, April 18-22, 1998.

There were no volunteers to host the 1999 Conference, but several members volunteered to check into this with their agencies. The Executive Committee will pursue this issue and coordinate with willing hosts; and will announce the site and time via the newsletter as soon as they can.

{The prestigious **Paul Weikel Award was presented to Sylvia Cabrera (FWS/FA/WO)**, and the **President's**

## **Award was Presented to Tommy Shropshire (MS)}**

April 20, 1998 - Coeur d'Alene, ID

The Treasurer reported that the balance in the accounts was \$27,642.30. **Mark Burch (IN) was selected to be the President-Elect.** The **Paul C. Weikel Award** was presented **posthumously to Mark J. Reeff**; his father Joe accepted the award for the family. President Larry Cartee presented President's Awards to: Sally Angus-Guynn (MAT), Sherry Crouch (AZ), Verlyn Ebert (MAT), Tim Farley (CA), Rickie Felder (MS), Mike Fraidenburg (WA), Walt Gasson (NCTC/WY), Larry Gigliotti (SD), Bill Graves (NM), Dwight Guynn (MAT), Tommy Shropshire (MS), Michael Vanderford (R3-FA), Tom Wasson (OH), Tom Wiggins (VT), Juliette Wilson (MAT), Maury Wolff (NC), and Dan Zekor (MO). Larry also presented Merit Awards to: Tim Farley (CA), Mary Hall, Bob Hays (X-MAT), Tommy Shropshire (MS), Jill Silvey (BLM-ID), and Tom Wasson (OH). Larry 'passed the chicken' in an appropriate gesture to incoming President Bruce Hawkinson (MN).

Committee reports: Mentor Program - Tom Wasson reported that the 'new members forum' was a success, and that attendees felt they gained more from the conference because of it. 205/210 Manual and Workshops - Mike Fraidenburg reported that the workshop materials/workbook had been updated to incorporate 'new thinking' and to focus more on consent-building in a CMS with less on how-to-do-it materials. The new manual was road tested in October in Stowe, VT by instructors Dwight Guynn (MAT), Dan Zekor (MO), Rickie Felder (MS) and Mike Fraidenburg (WA). Participant feedback indicates we're on the right track, as they rated the course as excellent. Juliette Wilson (MAT) carried much of the load in the redesign and construction of the new manual. A second offering of the new materials will be made in Helena, MT in August of 1998, with Tom Wasson (OH) coordinating from afar, with instructors Larry Cartee (SC), Joanna Lackey (NM), Verlyn Ebert (MAT) and Alan Clark (UT). Database - Cathy Shropshire (MS) reported the update is going well, but needs more information on attendees at last couple of meetings. She is working on combining and consolidating the various mailing lists, etc. that are out there. Marketing - Mark Burch (IN) reported they have been focusing on increasing participation at annual conferences. They have identified contacts in all states, and are contacting agency heads. Regional Directors are sending basic OWP information to their states. They recommend continuing these efforts. Mark thanked Chris McKay (R1-FA), Bruce Hawkinson (MN), Jill Silvey (BLM-ID), Steve McMullin (VPI), and Tom Wiggins (VT) for their help. MAT Rechartering - Larry Cartee (SC) reported that OWP continues to be involved with the efforts to Recharter the Management Assistance Team through the IAFWA MAT oversight committee and the MAT Rechartering Work Group. OWP involvement is primarily to assure MAT of our support and to ensure that the results represent the best interests of OWP member states.

May 19, 1999 - National Conservation Training Center, WV

The Treasurer reported that the balance in the accounts was \$27,597.24 as of 4/30/1999. The **Paul C. Weikel Award was presented to Thomas E. Wasson (OH)** by president Bruce Hawkinson (MN). **Brian Stenquist (MN) was selected to be our President-Elect, and Michael Vanderford (R1-FA) was elected to a three year term as Treasurer.** President Hawkinson presented President's Awards to: Cindy Brasile (IN), Brian Stenquist (MN), and Verlyn Ebert (MAT). John Sunderland (AR) and Dan Zekor (MO) announced that they have accepted the challenge of co-hosting next year's conference. The dates are May 7-10, 2000, and we'll gather at the Big Cedar Lodge near Ridgedale, MO in the heart of the Ozarks. Although nothing is firm, Tom Wiggins (VT) and Art Johnsen (NY) said they are negotiating with their agencies on the possibility of their states co-hosting the 2001 Conference. Dana Dolsen (UT) also mumbled something about Utah 'thinking' about 2002 ... which would be the third time for us to gather in Utah. Report was given on successful 205/210 course in Montana, and Arkansas was gearing up to host another 205/210 course there. There was discussion of instituting a 'formal' audit of Organization books on various schedules; no action was taken, as group seemed to feel that this was an item for the ExComm to deal with. Resulting from a motion made by Shropshire, an OWP Communications Committee was created; to be implemented by the President.

May 10, 2000 - Big Cedar Lodge, Ridgedale, MO

Unknown ... check with host states &/or Michael Vanderford. All I was able to find out was that our **President-Elect is Tom Wiggins (VT)**, and the **Wiekel Award** was presented to Michael D. Hatch (NM).

May 24, 2001 - Basin Harbor Club, VT

President Brian Stenquist (aka Clyde of MN) opened the meeting with a change in the order of business, noting that bylaws changes and elections would be conducted prior to the president's and committee reports. The minutes from the 2000 meeting were approved, and the president presented the treasurer's report, as the FWS had not allowed Vanderford to attend. Two bylaw changes were proposed. The first, to modify section 7 defining the officers of the Organization by adding "a secretary", and to add a new section 9.1 defining the responsibilities of the office was adopted following discussions of the duties. The second, to change the length of the term of office for the president from one year to two years, was tabled based on discussion concerning the willingness of parent agencies to allow their employees to accept a two year commitment. With the passage of the amendment to the bylaws creating an office of secretary, the floor was opened for nominations for the office; Art Johnsen (NY) was nominated, nominations were closed, and Art was elected by acclamation. In a close race, **Margo Matthews (AK) was selected to be the new president-elect, becoming the first woman to hold that esteemed position with the OWP.** President Stenquist reported that the organization is financially sound and that we have a solid mission. He presented four concentration areas centered around teams; Education, Consulting, Communications, and Membership. He also presented thank-you gifts to Dana Dolsen (UT) as most active regional director, Margo Matthews (AK) for work on the 210 course, Juliette Wilson (Pvt) for work on the handbook, Shaun Keeler (NY) for nominations efforts, and to Tom Wiggins and Ron Regan (VT) for support and involvement. Brian closed his report with the traditional reading of a selection of poems. Committee reports were presented for 210 instructors, Conference 2000, Conference 2001, Weikel award, nominations, and by-laws. The ceremonial passing of the chicken from Brian to Tom Wiggins was augmented with a drumming beat and finalized by the "I feel good" theme song. Tom presented Brian with a walking staff in recognition of his year of service as OWP president. Tom then informed the membership that he would continue the monthly conference calls, with a side note that he would likely combine the ExCom and regional directors in one call, rather than holding separate calls. **(The prestigious Weikel award was presented to Duane Shroufe (AZ))**

May 20, 2002 - Windsong Lodge, Seward, AK

President Tom Wiggins (VT) opened the session, and the minutes of the 2001 annual business meeting were approved. Tom then presented a written treasurer's report from Michael Vanderford (FWS), including an addendum reflecting the favorable review of the audit committee, which was approved by the gathered masses. Bruce Hawkinson (MN) proposed recommendations for better records, and the ExCom informed the group that a team (Vanderford, Stenquist, Ebert) had be formed to evaluate non-profit tax status and incorporation and to make recommendations on record keeping. The team will investigate options and make recommendations to the ExCom. In the President's report, Wiggins noted OWP progress in communications via the improved web site and resurrection of the newsletter as a semi-annual publication, a bilingual presentation of the CMS course is scheduled in Puerto Rico this year, the Who Zoo expertise directory has been revived, the Org. has tightened up adherence to our by laws and other administrative issues, all states have been contacted 2-3 times, and a few new memberships have resulted, the monthly conference call meetings of the ExCom have continued and helped keep the committees moving, and that a high proportion of the membership is participating in the organization. Committee chairs presented reports on their activities: Weikel Award (Joe Starinchak - FWS) - promotion of the award resulted in outstanding roster of nominees, Rob Brooks (MT) has agreed to rotate into the chairmanship of this committee; Education (Margo Matthews - AK for Steve McMullin - VPI) - CMS course in Bismarck, ND in

March 2002 was a success, next CMS course to be in Puerto Rico in August, decision made not to revise curriculum, as it seems to be working well and needs a couple more outings before launching a comprehensive review for revisions, solicited interested states to step up to sponsor next offering; Consulting (Dana Dolsen - UT) - Dwight Guynn (MAT) and Bill Lynn (NGO) resigned due to possible conflicts of interest, Dana asked for volunteers to work with him and Jim Schwarber (AK), began revival of Who Zoo expertise directory - they're exploring methods to computerize the database to make it more useful to the organization and the states, working with Bill Romberg (AK) an OWP membership database has been developed and they are exploring addition of the Who Zoo data to additional available fields in the membership database; Communications (Juliette Wilson - Associate for Art Johnsen - NY) - newsletter up and running, scheduled for 2 issues per year sent to membership, State directors and other key people, contractor doing great job, solicited feedback to improve it, currently exploring ways to improve use of web site, newsletter and new listserv to complement and reinforce organization communications; Membership (Bill Romberg - AK) - membership database management proceeding to generate Who Zoo, mailing labels, and lists, developing outline and contents of proposed new-member packets and who/when to distribute it to, and looking for volunteer(s) to continue and implement the idea, considering a move towards electronic distribution/availability of OWP Member Handbook (and other currently paper products) via the web site, OWP brochure has been modified/updated, when finalized, Cartee (SC) will work with the committee and secretary Johnsen (NY) concerning distribution media and protocol; Nominations (Shaun Keeler - NY) - candidates obtained, biographies out to members via newsletter, Candidates for President-Elect are Dana Dolsen (UT) and Michele Beucler (ID), and for Treasurer James Kershaw (IN) and Michael Vanderford (FWS), balloting procedures (both here and absentee) exercised successfully, vote today!

Elections were concluded, and our new **President-elect is Michele Beucler (ID), and our returning Treasurer is Michael Vanderford (FWS).**

The only old business on the docket was the proposal (tabled from last year) to change by laws to make President a two year term. Tom Wiggins (VT) as proposer of proposal, withdrew it so concept can be evaluated as part of OWP's CMS evaluation/strategic plan review process that is being initiated.

With a suitable drum roll and much pomp and circumstance, President Tom Wiggins "passed the chicken", the venerable symbol of the office, to incoming President Margo Matthews.

New business: In preparation for voting on at next years meeting, two proposed changes to the organizational by laws were proposed: a. Add the Secretary to the Executive Committee, and b. approve use of email as recognized 'written' notification for by law changes and other business that comes before the organization; Some discussion was held regarding consider more expeditious means of notification and voting on such major changes (like by laws) including use of conference calls, electronic 'meetings', etc., but any decisions on these discussion items will be deferred until next year; three changes to the Operational Guidelines were proposed: a. a change in the order of business meeting agenda which was approved, b. add a new section (5) regarding Financial Auditing Protocol - amended from floor by Kopf (VA) requiring audit report to be given to the ExCom and to the general membership at the annual business meeting - approved as amended, and c. adding a paragraph to the Election of Officers section (6) clarifying the duties and procedures of the nominating committee which was adopted. Sherry Crouch (AZ) confirmed that next year's conference will be held in Sedona, AZ on May 3-7, 2003. Brian Stenquist (MN) gave a summary of the questions the OPW CMS Evaluation/Strategic Plan Review Process group has derived, and proposed that over the next year those questions would be posed to the organization electronically and at the meeting in AZ next year. Ohio (Verdie Abel) confirmed that they intend to host the 2004 meeting, and Larry Gigliotti (SD) indicated that they still plan to host the 2005 conference.

President Matthews then closed the annual meeting by leading the assemblage in the annual James Brown "I Feel

Good” dance.

## ANNUAL CONFERENCE PRESENTATIONS

### WICHITA, KANSAS    March 6-7, 1979

State Status Reports - State Representatives  
Business Meeting - Discussion of possible organizational approaches, selection of steering committee, etc.  
Wild Things - The Best Standard Yet - Wes Jackson, The Land Institute  
Comprehensive Planning Option - Chuck Lobdell - FWS  
Comprehensive Planning in State Government - Carl Heinze - KS Planning and Research Dept.  
Panel - Comprehensive Planning  
    Strategic Planning - Don Brown - Montana  
    Operational Planning - Bill Conlin - FWS  
    Evaluation - Doug Crowe - Wyoming  
    Planning Information Needs - Dave Ives - Wisconsin  
Workshops - Comprehensive Planning  
    Strategic Planning - Don Brown - Montana  
    Operational Planning - Bill Conlin - FWS  
    Evaluation - Doug Crowe - Wyoming  
    Planning Information Needs - Dave Ives - Wisconsin

### CHEYENNE, WYOMING    April 23-25, 1980

Planning Systems - Doug Crowe - Wyoming, Dave Lemons - Colorado  
Starting Out in Planning - Dave McElveen - Florida  
Comprehensive Planning Option - Chuck Lobdell - FWS  
Planning Progress in Tennessee - Cliff Whitehead - Tennessee  
Planning Procedures in the U.S. Forest Service - Ray Czaplewski - USFS  
Coordinating Wildlife Plans and Agency Budgets - Ed Rawley - Utah  
Planning Procedures in Washington State - Joe LaTourrette - Washington  
Use of Landsat in Planning - Harvey Young - Georgia  
The Use of Surveys as a Planning Tool - Verlyn Ebert - Kansas  
Planning Processes in the Bureau of Land Management - Dave Strunk - USBLM  
Business Meeting

### ST. LOUIS, MISSOURI    April 22-24, 1981

State Status Reports - State Representatives  
Identifying the Wildlife Constituency - Dan Witter - Missouri  
Missouri's "Design for Conservation" Program - Staff - Missouri  
Feedback and its Role in Promoting Interagency Planning - Cliff Whitehead - Tennessee  
Public Involvement in Agency Planning - Doug Crowe - Wyoming  
New York's Approach to a Comprehensive Plan - Eric Fried - New York  
Remote Sensing and Computer Assisted Habitat Evaluation Systems - Elizabeth Cook - Missouri  
Planning Framework for the FWS - Dale Henry - FWS  
The Comprehensive Planning Option for Federal Aid - Chuck Lobdell - FWS  
Business Meeting  
Field Trip to Missouri Wildlife Areas

### SALT LAKE CITY, UTAH    April 20-22, 1982

State Status Reports - State Representatives

Panel - Comprehensive Plan Option Status Report

Moderator - Verlyn Ebert - Kansas  
Wilbur Boldt - Colorado  
Doug Crowe - Wyoming  
Don Dick - Kansas  
Cliff Whitehead - Tennessee  
Chuck Lobdell - FWS

Panel - Role of Public Participation & Social Research in Resources Management

Moderator - Harry Libby - Wisconsin  
"Informed Consent" - Hans & Annemarie Bleiker, Institute for  
Participatory Planning - Laramie, Wyoming  
Social Analysis of Alternatives - David Freeman - CO St. Univ.  
Human Dimensions in Wildlife - Steven Kellert - Yale Univ.

The National Hunting & Fishing Survey as a Planning Tool - John Charbonneau - FWS

Funding Sources for State Wildlife Agencies - Cliff Whitehead - Tennessee

Fiscal Control & Evaluation Systems - Dennis Schenborn - Wisconsin

Panel - Federal/State Wildlife Planning Systems - Meshing the Gears

Moderator - Temple A. Reynolds - Utah  
Improving Interagency Coordination - Don Minnich - FWS  
Fed/State Wildlife Planning Systems - John Mumma - USFS  
Planning & Decision Making in Bureau of Land Management - James Moorhouse - USBLM  
Fed/State Wildlife Planning Systems - H.A. Larkins - NMFS

Field Trip to Farmington Bay Waterfowl Management Area and Lee Kay Center for Hunter Education  
Business Meeting

**NASHVILLE, TENNESSEE April 19-21, 1983**

Panel - Insights Into Measuring Program Accomplishments

Moderator - Harry Libby - Wisconsin  
Doug Crowe - Wyoming

Panel - Evaluation of Implementation of Option From the First Three States

FWS Viewpoints

Moderator - Chuck Lobdell - FWS  
Verlyn Ebert - Kansas  
Doug Crowe - Wyoming

Overview of the Fish & Wildlife Service Regional Resource Planning -  
Almand - FWS

Dave

Panel - Model Plans Progress Report

Moderator - Bill Conlin - FWS  
Model Comprehensive Plan - Colorado - Bill Conlin - FWS  
Model Conservation Plan - Roger Williams - Idaho  
Key in on Chapter 14 - Bill Conlin - FWS  
Overview of FWS Planning Training - Bill Conlin - FWS

Gathering Public Participation in the Planning Process - Robert Curtis - TVA

Field Trip to Percy Priest Wildlife Management Area (with fish fry)

Panel - Computerized Inventory & Modeling Systems and Their Application  
Wildlife Planning and Management

Moderator - Ron Field - TVA  
Map Overlay & Statistical System (MOSS) - Don Hunter - FWS  
Wildlife Habitat Relationship Models and Their Inventory Records - Richard Holthausen - FWS  
Use of the Geographic Information System - Charles Smart - TVA

The TVA Wood Plan Project and its Application in Wildlife  
Planning - James Williamson - TVA

**BOZEMAN, MONTANA May 15-17, 1984**

State Status Reports - State Representatives

Progress Report on Colorado's Model Comprehensive Plan Project - James Lipscomb - Colorado

Federal Aid Efforts Relative to the Planning Options - Bill Conlin - FWS

Idaho's Modular Nongame Plan - Martel Morache - Idaho

Panel - Program Structure

Moderator - Spencer Amend - FWS

Benefits to People Approach - Dan Tucker - Michigan

Florida's Program Structure - Dave McElveen - Florida

Program Structure - Doug Crowe - Wyoming

Creating a 'Safe' Climate for Planning and Decision Making - James DiBerarinis - Montana St. Univ.

Role of Opinion and Valuation Research in Fisheries and Wildlife Management

Stephen Weithman - Missouri

Lake Michigan's Stocking Rationale: Blending Social, Physical and Ecological Factors - C.C. Krueger & T.

Dehring - presented by Dennis Schenborn - Wisconsin

Priority Criteria for Land Acquisition - Jim Fisher - Missouri

Panel - Methods for Project Prioritization

Moderator - Charles Lobdell - FWS

Jon Gilstrom - Washington

Harry Libby - Wisconsin (presented by Doris Rusch)

Verlyn Ebert - Kansas

Conservation Easements, Protection for Critical Winter Range -

Bruce Bugbee & John Wright - Montana

Training for Fish & Wildlife Planners - Ron Helinski - Maryland

Business Meeting

Field Trip to the Gallatin Canyon

**PANAMA CITY BEACH, FLORIDA April 23-24, 1985**

State Reports - State Representatives

Panel - Systems for Evaluating Completed Projects

Moderator - Spencer Amend - FWS

Harry Libby - Wisconsin

Doug Crowe - Wyoming

Dick Rogers - Illinois

Forecasts in Planning - Dennis Schenborn - Wisconsin

Panel - Benefits of Planning to Administrators

Moderator - Verlyn Ebert - Kansas

Darrell Monte - Kansas

Jerry Banks - Florida

Panel - Integrating Agency Lands Management with Comprehensive Planning

Moderator - Jim Fisher - Missouri

Cathy Purves Gillin - Wyoming

Hugh Boyter - Florida

Personal Skills Training for Fish & Wildlife Planners (seminar) -

John Lee - John Lee Companies

Status of Computerized Fish & Wildlife Information Systems -

Virgil Kopf - Multi-state F&W Info Systems Project  
Panel - Administering Federal Aid Under the Planning Option  
Moderator - Bill Conlin - FWS  
Allen Gephardt - Tennessee  
Verlyn Ebert - Kansas  
Doug Crowe - Wyoming  
Steve Cassin - Colorado  
Ron Helinski - Maryland  
Status of FWS Regional Resources Plans - Alex Montgomery - FWS  
Evaluating Probable Comprehensive Planning Success - Spencer Amend - FWS  
Business Meeting followed by a Field Trip on Gulf

### **PHOENIX, ARIZONA April 8-9, 1986**

State Reports - State Representatives  
New Funding Ideas - Steve Brown - West Virginia  
National Survey Update - Warren Fisher - FWS  
Wildlife Planning, Yugoslavia Style - Al LeCount - Arizona  
Arizona Geographic Information System - Bill Bayham - Arizona  
Application of Geographic Information Systems Toward Wildlife Management and Research - Denny Haywood - Arizona  
FWS - State Planning Coordination - Leon Fager - Arizona  
Establishing Priorities - Rick Miller - Arizona  
Planners Dilemma - Dr. Gayle Shuman - Arizona  
Discussion on the Effects of Gramm-Rudman - Don Kuntzelman - FWS  
Business Meeting  
Field Trip Through Desert

### **MADISON, WISCONSIN May 12-15, 1987**

Observations on Planning for Wildlife - Jack Berryman - IAFWA  
Trends Analysis - Bruce Braun - Wisconsin  
A New Look at Valuing Wisconsin Hunting - Tom Heberlein - UofW, Madison  
Great Lakes Angler Values & Economic Impacts - Rich Bishop - UofW, Madison  
Social Research Needs in Wildlife Management - Dan Witter - Missouri  
Factors Affecting License Sales - Jon Gilstrom - Washington  
Panel - Inventory & Strategic Planning Workshop  
Survey - Ron Helinski - Maryland  
Utah's Experiences - Bob Hasenyager - Utah  
Pre-planning Inventory - Tommy Shropshire - Mississippi  
A Draft Plan for the Development of Nonconsumptive Use of Wildlife in Wyoming - Walt Gasson - Wyoming  
Operational Planning & Evaluation Workshop - Verlyn Ebert - Kansas  
Operational Planning & Evaluation - How to Keep it Going and Keep Making it Better - Spencer Amend - FWS  
Aldo Leopold, Land Ethics, and Modern Values - Robert A. McCabe - UofW - (retired)  
Where are the Women Hunters? - Doris Rusch - Wisconsin  
Perceptive Communications - A Matter of Style (seminar) - Bud Erickson Associates  
Funding for the Future - Cliff Hamilton - Oregon  
Strategic Planning for Law Enforcement - Chief David Couper - Madison Police Dept.  
Environmental Analysis and the Illinois Geographic Information System - Warren Brigham - Illinois

Business Meeting

Field Trips - Lake Michigan or Horicon Marsh/Leopold Reserve/International Crane Foundation

### **ANNAPOLIS, MARYLAND June 6-10, 1988**

Politics, Public Relations and the Press - Herb Doig - IAFWA President (NY)

How to Improve Planning in Universities and State and Federal Management

Agencies - Larry Nielsen - VPI

Panel - Additional Funding for State Agencies/The Politic Planning Interface

Moderator - James Burtis, Jr. - Maryland

Senator John Cade - Anne Arundel Co. Maryland

Herb Doig - New York

Fish and Wildlife Management - The Discipline - Are We Keeping Up With Today's Needs? - Robert S. Cook - Colorado St. Univ.

Panel - Public Relations - Marketing the Products of the Planning Process -

Moderator - Dennis Schenborn - Wisconsin

Walt Gasson - Wyoming

Sarah Taylor - Chesapeake Bay Critical Area Comm.

Public Involvement Workshop - Bill Wiedman - SYNERGY Consultants

Public Involvement - The Real World - Ken Anderson - Maine

Panel - Communications/Planning in State and Federal Resource Agencies

Moderator - Bob Hasenyager - Utah

Jim Gilford - The Washington Post

George Reiger - Field & Stream Magazine

Steve Schneider - Lowrance Electronics, Inc.

Planning in State Government - the Real World - Buzz Besadny - Wisconsin

Evolution of Planning in Law Enforcement - Clark Bavin - FWS

National/Regional Planning - Management Despite Boundaries - John Gottschalk - Citizens Program for the Chesapeake Bay

Business Meeting

### **DULUTH, MINNESOTA May 22-26, 1989**

Successful Public Partnership's Expectations for the Future - Carrol Henderson - Minnesota

Panel - The State/Federal Partnership in Planning Under Dingell-Johnson and Pittman-Robertson Programs

Moderator - Mike Vanderford - FWS

How the planned management system came to be, where is it and where is it going? - Dale Martin - FWS (retired Reg. 3 FA chief)

Building & Maintaining the State/Federal Partnership.

Federal Perspective - Don Friberg - FWS, Reg. 1 FA

State Perspective - Tom Niebauer - Wisconsin

How Are We Going to Get There?

Future of Partnership - Bill Conlin - FWS

OWP Role in future Partnership - Spencer Amend - FWS

Federal-State Farm Policy Analysis - Bob Hays, FWS and Mark Reef, IAFWA

Hunter Education: Partnership for the 1990's - David Street - Maryland

STEP: Minnesota's Institutional Innovation Program: MN DNR Market Survey Project - Tom Baumann - Minnesota

"Responsive Management" Partnership and its Implementation - Mark Duda - FL

Federal Aid Rule Development Partnership and Rules Review: questions and answers - Bill Conlin - FWS

Business Meeting - old business

Strategic Planning Workshop - Dr. John Bryson - Hubert Humphrey Institute - Univ. of Minn.

Business Meeting - new business

Panel - The Minnesota Success with the Design, Referendum, and Funding of the Environmental Trust Fund - A Truly Unique Partnership!

Moderator - Bruce Hawkinson - Minnesota

John Velin - Dir. Minn. Future Resources Commission

Willard Munger - member, Minn. House of Representatives

Don Dinndorf - Minn. Conservation Federation

Tom Rulland - Minn. State Planning Agency

US Forest Service Fish and wildlife partnership: Challenge Cost Share Program - Mike Dombeck - USFS

Minnesota Forest-Wildlife Coordination - Bruce ZumBahlen - Minn. Forest. Dept.

Black-footed Ferret Program: a Cooperative Venture - Art Reese - Wyoming

Lake Superior Fishery Partnership - Great Lakes Fishery Commission - Don Shreiner - Minn. Area Fish. Mgr.

Field Trip on Lake Superior

### **BRIAN HEAD, UTAH May 5-9, 1990**

State Reports - State Representatives

Field Trip to Bryce Canyon & Zion's National Parks

Panel - Planning for Adversity and Change

Moderator - Ron Helinski - Maryland

Change Techniques - Dwight Guynn - Montana

Wildlife Politics - Paul Weikel - Pennsylvania

Group Problem Solving/Conflict Management - Tommy Shropshire - Mississippi

Facilitating Skills - Bob Hays - FWS

OWP Member Involvement/Improvement Meeting - Jack Hicks - FWS

How to Get and Keep Constituencies Involved in and Supporting the Planning Process - Carole Lee and Ron Grove - Mississippi

Use of Planning System to Garner Financial Support - Tom Ohmart - Arizona

Media Relations - Selling Yourself - Carole Lee and Ron Grove - Mississippi

Planning in the COSMOS - Doug Crowe - FWS

Panel - The Application of "Business" Skills to Planning

Moderator: Steve Brown - West Virginia

Application of Private Sector Techniques to the Management of Public Agencies: A videotaped

Interview - Leonard Harvey by Steve Brown - West Virginia

Personnel Management - Paul Johansen - West Virginia

Surviving with Teams - Dennis Schenborn - Wisconsin

The Use of Economics in Agency Management and Planning - Brad Barber - Utah Budget Division

Marketing in Fish and Wildlife Agencies - Mark Duda - Responsive Management Project

OWP Member Involvement Meeting: Proactive Strategies - Therese Race - Intern IAFWA and Walt Gasson - Wyoming

Business Meeting

Training Session - facilitation, conflict mgmt., etc - Merle Lefhoff - Santa Fe, NM

### **BILOXI, MISSISSIPPI May 5-9, 1991**

State Reports - State Representatives

Field Trip - Ship Island

Panel - Budget Cuts ... Another Planning Opportunity:

Moderator: Dave McElveen - Florida [Harry Libby - Wisconsin substituted]

Ed Hackett - Mississippi  
Harry Libby - Wisconsin  
Virgil Kopf - Virginia

Panel - State Efforts in Public Involvement

Moderator: Bill Graves - Kentucky  
Virgil Kopf - Virginia  
Stan Allen - Idaho  
Wade Byrd - Louisiana

Workshops - How to Keep it Going

Facilitators: Walt Gasson - Wyoming  
Tom Wasson - Ohio  
Dwight Guynn - Montana  
Spencer Amend - FWS

Panel - Planners ... Resident Subversives or Company Persons?

Moderator: Bill Graves - Kentucky  
Dwight Guynn - Montana  
Tom Ohmart - Arizona  
Betty Horton - Nevada  
Bill Graves - Kentucky  
Mark Burch - Indiana

"Before" a Comprehensive Management System: The Mountain Lion Initiative in California - Pat Oman - California

"After" a Comprehensive Management System: Planning in the California Department of Fish and Game - Tim Farley - California

Application of Strategic Planning for Enhancement of Recreational Fisheries for the Coho and Chinook Salmon in Urban Streams in Anchorage - Kevin Delaney - Alaska

Case Histories in Successful Planning - Pat Oman - CA, Bruce McCloskey - CO

Panel - Updates on Stuff Your "Oughta-Wanta" Know About

Moderator: Verlyn Ebert - FWS  
Wade Byrd - Louisiana Responsive Management Project Recent Involvements (for Mark Duda)  
Walt Gasson - Wyoming Pro-Active Strategies Report  
Bob Hasenyager - Utah OWP Training Courses (205-210)  
John Herron - Kansas National Hunting & Fishing Survey  
Steve McMullin - VPI Management Effectiveness Study  
Tom Taylor - FWS FA Reorganization & FA Rules and Manual

Business Meeting

Conflict Management Training Session - Anna Schoonover - Vicksburg, MS

**HERSHEY, PENNSYLVANIA June 21-25, 1992**

Opening Remarks and Welcome - Peter S. Duncan, Exec. Dir. PA Game Comm.

Work Session on OWP Strategic Plan - Facilitator: Bob Hays, FWS-MAT

Field Trip - Gettysburg National Military Park, with picnic at Caledonia State Park

Welcome and Remarks - Edward Miller, Exec. Dir. PA Fish & Boat Comm.

Panel - Agency Culture - Vision and Mission:

Moderator: Tommy Shropshire, Mississippi  
Gerald Barnhart, New York  
Tom Franklin, The Wildlife Society  
Steve McMullin, Virginia Polytech. & St. University  
Jim Menoher, Pennsylvania State University

Panel - Public Involvement

Moderator: Ron Helinski, Maryland  
Mike Cavanaugh, New York  
Mark Duda, Responsive Management  
Steve Bissell, Colorado

Panel - Trends Assessment

Moderator: Paul Johansen, West Virginia  
Dwight Guynn, Montana  
Dennis Schenborn, Wisconsin  
Walt Gasson, Wyoming  
Jerry Hassinger, Pennsylvania  
Blake Weirich, Pennsylvania  
Jeff Waldon, Virginia Polytech. & St. University  
Jack Hicks, FWS-MAT (paper submitted, not able to attend)

Work Session on OWP Strategic Plan - Facilitator: Bob Hays, FWS-MAT

National Fishing, Hunting & Wildlife Associated Recreation Survey

Update: John Herron, Kansas

Facilitated Discussion: John Herron, Kansas

Management Effectiveness Study Project (Special Evening Session)

Update & Facilitated Discussion: Spencer Amend, FWS-MAT

Business Meeting

**INCLINE VILLAGE, NEVADA      May 10-14, 1993**

Opening Remarks and Welcome - Willie Molini, Director, Nevada Dept. of Wildlife

Welcome to OWP - Robert Hasenyager (UT), OWP President

Marketing Team Report - Tom Ohmart (AZ), chair

Strategic Plan Team Report - Paul Johansen (WV), chair

PAUL C. WEIKEL Memorial Award Luncheon - Max Peterson (IAFWA) presenter - Recipient: C.D. "Buzz"

Besadny (WI) (accepted by Dennis Schenborn and Harry Libby)

Operational Planning Team Report - Tom Wasson (OH), chair

OWP Resources Team Report - Bob Hays (FWS), chair

Constitution and Bylaws Team Report - Verlyn Ebert (FWS), chair

The Perspectives of the International - Max Peterson, IAFWA Exec. Vice President

Project Reports

AFS Project - Carole Lee (WI)

Costa Rica - Ron Helinski (MD)

IPA - Spencer Amend (FWS)

Management Effectiveness Project - Steve McMullin (VPI)

Nat'l Hunting & Fishing Survey - Sylvia Cabrera (FWS)

Partnerships - Bruce Hawkinson (MN)

ProActive Strategies - Harry Libby (WI)

Training - Bob Hasenyager (UT)

Utah Project - Dwight Guynn (MT)

Business Meeting - Facilitated by Bob Hays (FWS)

Passing of the Rubber Chicken - aka the Bob and Ron Show

Perspectives of a Commissioner - Tina Nappe (NV commissioner)

Training Session: Reinventing Government - Doug Ross

Trends Review, 1987-1993 - Bill Graves (KY)

National Fish & Wildlife Thoughts and Observations - Mark Duda (RM)

President's Address - Ron Helinski (MD)

Team Work Sessions - Team members

Basque Dinner at Sand Harbor, NV - Nevada Dept. personnel  
Team Work Session Reports and Assignments - Facilitated by Carole Lee (WI)  
Final Perspective - Ron Helinski (MD), OWP President  
There were also evening work sessions on May 11 and May 12:  
Ecosystem Stewardship Planning Model - Bruce Hawkinson (MN)  
The OWP CMS Model as a Criteria for the Federal Aid Program Funding Option - Michael Vanderford (FWS) & Tom Wasson (OH)  
Management Effectiveness Project - Spencer Amend (FWS)  
OWP-Utah Assistance Project - Dwight Guynn (MT)

## **PIPESTEM STATE PARK, WEST VIRGINIA JUNE 10-15, 1994**

OWP Executive Committee Meeting  
New Members Forum: An opportunity for new members to learn more about the OWP - Michael Fraidenburg (WA), Sherry Crouch (AZ), Verlyn Ebert (FWS)  
**Opening Session** - Paul Johansen, Moderator  
Welcome to West Virginia - Bob Miles (WV)  
President's Welcome - Ron Helinski (MD)  
Keynote Address: West Virginia's INSPIRE Program - John Ranson (WV)  
"Five-minute" State of the State Reports by Agency Representatives - Moderated by Jim Rawson (WV)  
**Paul C. Weikel Memorial Award Luncheon** - Bob Miles (WV) & Ron Helinski (MD) presenters, AZ planning team (Sherry Crouch, Glen Dickens, Sandra Sutton) recipients  
**Session I: Celebrating Successes in Improved Fish & Wildlife Agency Management** - Mark Duda (Responsive Management) & Peter Sakai (CA), Moderators  
Change Management in Montana - Dwight Guynn (MT)  
Futuring Efforts within USDA/Animal Damage Control - Bobby Acord (USDA)  
Planning and Issues Management in Missouri - Dan Zekor (MO)  
Conflict Resolution in Maryland - Joshua Sandt (MD)  
Improving the Exchange of Fish & Wildlife Information - Jefferson Waldon (VA Tech)  
International Wildlife Vision Workshop - Tom Franklin (TWS)  
Public Involvement in New York - Dave Nelson (NY)  
Ecosystem Stewardship Planning Model - Bruce Hawkinson (MN)  
West Virginia Watershed Conservation and Management Program - George Constantz (WV)  
Implementing the Marketing Approach in Idaho: Managing the Resource and Satisfying the Customer - Dale Toweill (ID)  
An Overview of the Management, Conservation and Use of the Bluestone and New River Area - Curtis Taylor (WV)  
**Session II: What's Happening at the University?** - Dave Samuel (WVU) Moderator  
Integrating Fish and Wildlife Planning into University Curricula - David Ostermeier (U of TN)  
Gender Diversity: Women in the Natural Resources Profession - Sally Angus (FWS)  
Describing Diverse Expectations for Wildlife Management: Focusing on the Future Role of State Wildlife Agencies - Roland Shanks (Cornell U)  
The Management Effectiveness Study Continues - Jeffery Casper and Steve McMullin (VA Tech)  
Developing Leadership Skills - Steve Wolff (WY) and Steve McMullin (VA Tech)  
Field Trip: Rafting Trip on the New River  
Update on 1996 National Hunting, Fishing and Wildlife Associated Recreation Survey - Dave McElveen (FL)  
OWP Business Meeting - Chair: Ron Helinski (MD), Facilitator: Larry Cartee (SC)  
OWP Cracker Barrel: An Opportunity for OWP Members to Share Ideas and Discuss Issues of Mutual Interest in Break-out Groups - Pat Oman (OR) & Chris McKay (FWS) facilitators  
**Session III: Operational Planning: Is There Life After the Strategic Plan?** - Carole Lee (WI) and Mark Burch (IN), Moderators

"Tying the Knot": Making the connection between strategic and operational planning and project budgeting and project ranking - Carole Lee (WI)

"Double Duty": A visual trip through the AZ budget process, which does dual duty as the work planning process. Both are directly influenced by the strategic plan, and the best part is that it all works! - Sherry Crouch & Sandy Sutton (AZ)

"Front Loaded": The process for selecting new projects is front loaded (i.e., the system considers alternative projects to address strategic plan strategies, evaluates cost/benefit and feasibility, and ensures the use of appropriate methods before project guidance is provided.) Most decisions on "what" will be done occur before projects are written. - Tom Wasson (OH)

"Drive Time": The strategic plan drives the operational planning process, which means setting priorities, leading to project selection, implementation, and evaluation. Richard Baur (IL)

"Think Links": In Florida, the philosophy is that there is no need doing a strategic plan if the operational plan is not done correctly. The linkage between the two does not have to be quantified as long as it is real. More importantly, the operational plan has to be meaningful to those doing the work as well as to those approving it. - Dave McElveen (FL)

"When are You Going to do Something?": You have this great deer management plan, so when are going to do something? Making operational decisions from strategic plans. - Alan Clark (ME)

Break-out Groups to Discuss Techniques for Linking Strategic and Operational Planning to Budgeting - Lee, Crouch, Sutton, Wasson, Baur, McElveen, and Clark - Group Leaders

Training Session: Making Meetings Work for You and Your Agency - Bob Hays (FWS)

Wrap-up and Adjourn Meeting

## **MONTEREY, CALIFORNIA MAY 13-17, 1995**

Executive Committee Meeting

New Members Forum - Michael Fraidenberg, Organizer

Welcome to California - Opening Remarks

Banky Curtis, Deputy Director, CA Dept of Fish & Game

Tom Wasson, President, OWP

Margaret Ware, General Chair, OWP 95

Tim Farley, Program Chair, OWP 95

Ecosystem Management Planning - Brian Stenquist (MN), Moderator

California's Natural Community Conservation Plan - Bill Tippetts (CA)

Mississippi River - Mike David (WI)

Watershed Planning in Minnesota - Brian Stenquist (MN)

State Reports - Ron Helinski (MD), Facilitator

**Paul C. Weikel Memorial Awards Luncheon**: Recipient - Bob Lange (FWS)

Public Involvement in Agency Planning - Farnum Alston (CA), Moderator

Common and Serious Errors in How To -- and How Not To -- Involve the Public - Hans Bleiker

Best Environmental Practices in Major Urban Areas Planning - Wally McGuire

Use of Public Surveys in Performance Objectives - Glen Dickens (AZ)

Involving Stakeholders in Developing the California DFG Strategic Plan - Peter Sakai (CA)

Taking Leadership on Public Trust Issues in a Shared-Power World - John Bryson, Presenter

Cracker Barrel - Pat Oman (OR), Organizer

Field Trip - Carmel and Point Lobos State Park

Barbecue and Raffle

Organizational Change - Tim Farley (CA), Moderator

Future Role of State Fish and Wildlife Agencies - Roland Shanks (Cornell Univ)

Changes in the Maryland DNR, Wildlife Division - Ron Helinski (MD)

Creativity in Organizations and Results of a Management Assistance Needs Assessment Survey of State Fish and Wildlife Agencies - Sally Angus (FWS-MAT)

Major Organizational Change - The Pitfalls, The Vicissitudes, and Why We Need to Do It Anyway - Michael Dues  
Training Session - Elements of Team Building - Phil Sherwood, Instructor  
Developing the California DFG Strategic Plan - Tim Farley (CA)  
Breakout Session on the Design of a Facilitated Meeting at the Hunting Heritages Symposium - Carole Lee & Harry Libby (WI), Organizers  
OWP Business Meeting - Tom Wasson (OH), Organizer; Larry Cartee (SC), Facilitator  
Meeting with 1996 Hosts  
Executive Committee Luncheon

### **FOURWINDS RESORT AND MARINA, BLOOMINGTON, IN MAY 11-15, 1996**

OWP Executive Committee Meeting  
New Members Forum: An opportunity for new members to learn more about the OWP - Steve Wolff (WY)  
Opening Session -  
    Welcome to Indiana - Gary Doxtater (IN)  
    President's Welcome - Tommy Shropshire (MS)  
Session I: "The End of Bureaucracy and the Rise of the Intelligent Organization"  
Gifford Pinchot III, Author/Speaker  
**Paul C. Weikel Memorial Award Luncheon** - FWS-FA-MAT recipient  
Agency Administrators Anonymous (AAA) - Spencer Amend (MAT) and Walt Gasson (WY) players  
Keynote Address: Indiana and Michigan's St. Joseph River Fish Ladder Project - Bud Fuchs (FWS-R3)  
"Five-minute" State of the State Reports by Agency Representatives  
Session II: Evaluation and Performance Measures for Comprehensive Management Systems - Glen Dickens (AZ) - Moderator  
    - Peggy O'Sullivan-Kachel (AZ-Gov Office)  
    - Denny Haywood (AZ)  
    - Dana Dolsen (MT)  
    - Jeff Casper (VPI)  
Field Trip to Indy 500 track (substituted for Blue Springs Cavern Tour - Cave was flooded)  
Hog Roast and Story Fire  
Session III: Conflict Resolution - Issue Management and Public Involvement - Steve McMullin (VPI) - Moderator  
    Issue Management and Wildlife Planning - Steve Vibbert (Butler Univ.)  
    AK Division of Wildlife Public Involvement Techniques - Chris Smith and Margo Matthews (AK)  
Cost Accounting for Comprehensive Management Systems - Matt Florian (FWS-MAT)  
OWP Cracker Barrel: An Opportunity for OWP Members to Share Ideas and Discuss Issues of Mutual Interest in Break-out Groups - Christine McCreedy and Mark Burch (IN) facilitators  
OWP Business Meeting - Chair: Tommy Shropshire (MS), Facilitator: Carole Lee (UT)  
Wrap-up and Adjourn Meeting

### **CHARLESTON SHERATON HOTEL CHARLESTON, SC - MAY 3-7, 1997**

OWP Executive Committee Meeting  
New Members Forum: An opportunity for new members to learn more about the OWP - Steve Wolff (WY)  
Welcome to South Carolina - Larry Cartee and Paul Sandifer (SC DNR)  
President's Welcome - Dan Zekor (MO)  
Keynote Address: ACE Basin Project - A Success Story in Planning and Partnering - Dean Harrigal, SC DNR  
"Five Minute" State of the State Reports - State Representatives  
**Paul C. Weikel Memorial Award Luncheon** - Recipient - **Sylvia Cabrera** (FWS - FA) {presented at the ACE Basin Cookout}  
Cultural Audit Process (CAP) for Fish & Wildlife Agencies - Sally Angus (FWS - MAT)

Focus Group: 'Barriers to Women in Leadership in Fish & Wildlife Agencies' - Sally Angus  
Special Guest Presentation - Jim Fowler, Mutual of Omaha's 'Wild Kingdom' and Wildlife Consultant for NBC's Today Show  
ACE Basin Tour and Cookout  
How useful Human Dimensions Research? Candid Case Studies from Agency Workers - Dan Witter (MO DOC)  
Comparing State Agency Management Systems - Interview Results - Margo Matthews (AK F&G)  
'Rechartering' the Management Assistance Team - Dwight Guynn (MAT)  
Update on 1996 National Hunting, Fishing and Wildlife Associated Recreation Survey - Sylvia Cabrera (FWS - FA)  
OWP Cracker Barrel - An opportunity for OWP members to share ideas and discuss issues of mutual interest - Tim Farley (CA), Moderator  
OWP Business Meeting - Larry Cartee (SC), Moderator  
Wrap Up, Meeting Evaluation, Adjournment  
Executive Committee Luncheon

### **COEUR D'ALENE RESORT, COEUR D'ALENE, ID - APR 18-22, 1998**

OWP Executive Committee Open Meeting  
New Members Forum: An opportunity for new members to learn more about the OWP - Tom Wasson (OH) & Sherry Crouch (AZ)  
Social/Reception for New Members - Jerome Hansen (ID)  
Welcome to Idaho - Fritz Rennebaum (BLM), Nancy Hadley Hanson (IDFG Commissioner)  
MIND YOGA - Session Chair: Brian Stenquist (MN)  
Our Origins, Our Future - Shane Mahoney (Newfoundland) {Sponsor: FWS-MAT}  
Keynote Address: "A Simpler Way" - Dr. Meg Wheatley (Author, *Leadership and the New Science, A Simpler Way*) {Sponsor: FWS-R1-FA}  
Listening Skills - Connie Pratt (ID Personnel Commission)  
A Search for Common Ground - Dr. Don Trent Jacobs (Author, *The Bums Rush*)  
**PAUL C. WEIKEL MEMORIAL LUNCHEON** - Presented posthumously to Mark Reeff by Larry Cartee to Mark's father, Joe.  
"Five Minute" State Reports - Brian Stenquist (MN)  
HUMAN DIMENSIONS RESEARCH & APPLICATION FOR WILDLIFE PLANNERS - Session Chair: Steve McMullin (VPI)  
When Does a Difference Make a Difference? - The Price of Cultural Ignorance - Sherry Crouch (AZ)  
Profiling Alabama's Nonhunting Clientele: A Cooperative Project Between Alabama Game & Fish and Auburn University - Ashley Rossi and Jim Armstrong (Auburn)  
Evaluating the Reasoning of Citizens Involved in Management Decision-Making - Bruce Lauber and Barbara A. Knuth (Cornell University)  
Cooperative Approaches to Resource Management: Human Dimensions and Urban Deer - Deborah Green (College of William & Mary), G.R. Askins, & P.D. West (VA Game & Inland Fish)  
A Biologist's Place is in the City Hall: The King County Wildlife Program - Kate Stenberg (King County, WA)  
Initiating Performance Benchmarks Within a CMS: Lessons From Montana's Application of HD Research - Dana Dolsen (MT)  
Findings from the Human Dimensions in Wildlife Group - Tomas Parker (WA/MAT)  
Field Trip - Experience Sliver Valley  
Cataldo, Pine Creek and Sunshine Mine - Scott Forsell & Eric Thomson (BLM)  
Gondola Ride and Free Time on Silver Mountain With Dinner  
Slide Show on Bunker Hill Superfund Site - Jerry Cobb (Panhandle Health District)  
Cooperation: Perspectives And Projects - Session Chair: Walt Gasson (NCTC State Liaison/WY)  
Public Land Issues - Dr. John Freemuth (Boise State Univ.)

Collaborative Projects Make Planning Work - Greg Shildwachter (Intermountain Forest Industry Association)

Traditional Knowledge – Don't Leave the Future Without It - Jack Capp (USFS- Juneau)

Tribal Perspective - Ira Jones (Nez Perce Tribe)

Red Canyon Ranch, or "Cows for Conservation" - Bob Budd (The Nature Conservancy, WY)

Community Based Coalitions and Natural Resource Issues: Striving for Success Beyond Consensus - Jack Williams (BLM)

Lemhi Model Watershed - Jude Trapani (BLM)

Columbia Basin Fish & Wildlife Program: Creative Cooperation Through Agreements - Jerome Hansen (ID)

Preachin' Breachin' - Bert Bowler (ID)

Creative Cooperation – A Synthesis - Session Chair: Walt Gasson (NCTC/WY)

Meeting Synthesis - Shane Mahoney (Newfoundland)

OWP Cracker Barrel: An opportunity for OWP members to share ideas and discuss issues of mutual interest - Coordinator: Dana Dolsen (MT) {Sponsor: Ducks Unlimited}

Dinner Cruise Aboard The Boat "Coeur D'Alene"

Business Meeting

Wrap-up And Passing Of The Chicken - Larry Cartee (Outgoing President) & Bruce Hawkinson (Incoming President)

Executive Committee Luncheon

## **NATIONAL CONSERVATION TRAINING CENTER, WV - MAY 16-20, 1999**

OWP Executive Committee Open Meeting & Luncheon

New Members Forum: An opportunity for new members to learn more about the OWP

Tai Chi Chuan - Dale Buchanan, Tai Chi instructor (Every day at 6:30 am)

Welcome - President Bruce Hawkinson

Introduction to Conference Theme: "Exploring Ethics and Values" - Brian Stenquist (MN)

Historical Overview - Dale Jamieson, Carleton College

Animal Ethics Meets Wildlife Management - Ronnie Hawkins, Univ. of Central Florida

From Theory to Practice: Putting Conservation Ethics to Work - Nina Fascione, Defenders of Wildlife

Breaking Values Gridlock - Bill Lynn, Green Mountain College

Ethics and Values in the OWP - Bill Lynn, Facilitator

Bringing it into Focus - Brian Stenquist

Practical Ethics - Bill Lynn, Green Mountain College

Opening up the Open Space ... 21<sup>st</sup> Century Challenges and Opportunities

- Future of MAT.
- How can OWP partner with IAFWA-FWS-MAT Oversight Committee on MAT changes.
- Recommendations on helping ... MAT staff in CO and MAT staff transferring to WV.
- Federal Aid Grant Administration Evaluation.
- Name change for OWP.
- Anthropocentrism / Violence.
- How can OWP help build a community around CARA/TWW?

The Cracker Barrel

- Is your state ready for CARA? - Steve McMullin (VPI)
- FA audit findings: any patterns? - Maury Wolff (NC)
- FA handbook revisions: Chapter 4. - Juliette Wilson (MAT)
- A State Report station. - handouts
- Meet the Candidates Barrel. - Brian Stenquist (MN)

OWP Business Meeting - Including the passing of the chicken from Bruce Hawkinson (MN) to Mark Burch (IN)

Millennial Madness and the OWP - Mark Burch (IN)  
What's going on with my OWP - Maury Wolff (NC), facilitator  
Field Trip - Canoeing the Shenandoah River - Scott Warner (WV)  
National Fishing, Hunting and Wildlife Recreation Survey - Sylvia Cabrera (FWS)  
Net Economic Values - Genevieve Pullis (FWS)  
Economic Impacts - Drew Laughland (FWS)  
Update from the FA Washington Office - Bob Lange (FWS)  
Wrap-up, Lunch & Farewell

## **BIG CEDAR LODGE, RIDGEDALE, MO - MAY 6-10, 2000**

OWP Executive Committee Open Meeting  
Social/Reception for New Members  
Welcome and Introductions - Dan Zekor (MO) and John Sunderland (AR)  
President's Welcome - Mark Burch (IN)  
Introduction of Conference Theme: **Conservation Leadership & Legacy** - Dan Zekor  
Keynote Address - Tom Melius (AD of External Affairs, FWS)  
Requirements for Success in the Fish and Wildlife Business - Lynn Garrison (KY)  
Making a Difference in Your Agency - Jerry Conley (MO - Director)  
**PAUL C. WEIKEL MEMORIAL LUNCHEON** - Presented to Michael D. Hatch (NM)  
"Three Minute" State Reports - Zekor and the anxious timers.  
What's New # 1 (Updates regarding MAT; NCTC; Federal Aid; National Survey; WMI; CARA; TWS, etc)  
Planning for CARA - Terry Johnson (AZ)  
Dinner - Hosted by Bass Pro Shops, John L. Morris, President)  
Breaking New Ground - Sustaining the Momentum - Steve Wilson (AR - Director; address read by John Sunderland)  
Field Trip Orientation - White River System - John Sunderland (AR) & Gray Cristoff (MO)  
An Inspirational Presentation - Forrest Wood (Commissioner, AR & Founder, Ranger Boats)  
Field Trip - White River - Ranger Boats - Dam Generator Station - Cook-out; Raffle  
Organizational Effectiveness Cycle - An Introduction to a New Tool - Dwight and Sally Guynn (MAT)  
What's New # 2 (Updates regarding MAT; NCTC; Federal Aid; National Survey; WMI; CARA; TWS, etc)  
Cracker Barrel Sessions :

- Federal Aid/CARA Rules and Regulations Process - Mike Sweet (FA - R3)
- TWS Planning and Administration Working Group - Margo Matthews (AK)
- OWP Name Change Discussion - Larry Cartee (SC)
- Update/Final Report on the HB 38 Project in VA: A model for Public Involvement in the Implementation of CARA - Steve McMullin (VPI)
- FA Handbook, Chapter 4: Program Funding Option and Its Supplement (of examples and helpful Guidance) - Michael Vanderford (FA R3) & Juliette Wilson (Castaway Communications, CO)
- Oregon Strategic Plan - Lisa DeBruyckere (OR)
- October FA Coordinators' Meeting: Content and Process Help - Tom Niebauer (WI)
- Topics for Next Year's OWP Meeting in Vermont - Tom Wiggins (VT) and Steve McMullin (VPI)

Trip to Bass Pro Shop & Museum  
Annual Business Meeting (Elections, Reports, etc.)  
Executive Committee Luncheon

## **Basin Harbor, Vermont May 20- 25, 2001**

Opening Remarks - Scott Johnstone  
Welcome - Ron Regan (VT)  
CARA & SWG & WCRP - Naomi Edelson (IAFWA) & Duane Schroufe (AZ)

Weikel Award Luncheon - recognizing **Duane Schroufe**

Creating a Cultural Change through High-Engagement Events - Gil Steil

Cracker Barrel - Margo Matthews (AK) - 2002 meeting; Mike Hatch & Bill Graves (NM) - Organizational learning via SFR evaluation; Larry Gigliotti (SD) - Human Dimensions of Wildlife Professional Group formation; Sherry Crouch (AZ) - Even Planners get in a rut; Dana Dolsen (UT) - OWP Training status update and demand discussions

Creating a Cultural Change - Common Ground - Gil Steil

State Reports

Field Trip - Maritime Museum & 'Escape to the Lake' (Champlain, that is)

Creating a Cultural Change - Process Overview - Gil Steil

Business Meeting - Including elections and the passing of the chicken from Stenquist to Wiggins.

## **Seward Windsong Lodge, Seward, AK - MAY 6- 10, 2002**

Pre-conference Training Workshop: Building Agreement on Natural Resources and Public Policy-- Western Consensus Council and the Consensus Building Institute.

Executive Committee Meeting (beverages provided). (Meeting will probably last until 3:00 or 4:00 PM)

Optional Afternoon Hike to Exit Glacier – Bill Romberg, ADF&G

Opening Social and Meet New OWP Members

Conference Opening and Welcome –Margo Matthews, (AK) Doug Larsen, (AK), Tom Wiggins (VT)

Keynote Address: The Emerging Hero: Strategies for What Lies Ahead – Anna Maravelas, (TheraRising) and Rod Sando, (Recent Director, Idaho)

Paul C. Weikel Award Luncheon

Collaborative Approaches to Natural Resource Management

- Adaptive Resource Management, Rod Sando, Idaho

- Coordinated Resource Management, Dennis Phillipi, Natural Resource Options Consulting

State and Province Reports

Conference Banquet & Alaskan evening entertainment.

Collaboration Instead of Competition: Safeguarding Partnerships –Anna Maravelas, TheraRising

Field Trip – Kenai Fjords Cruise

Building Sustainable Partnerships for More Effective Wildlife Management

- Cross-cultural Conservation Partnerships in Northwestern Alaska , John Trent, Randy Rogers, (AK)

- The Kenai River Habitat Protection Program, Brett Huber, Kenai River Sportfishing Association.

Collaborative Approaches to Natural Resource Management, Part Two: Engaging the Public in Wildlife Management Decision Making

- CARMA: Collaborative and Adaptive Resource Management Approach to Complex Natural Resource Issues, Margo Matthews (AK)

- Agencies, Silos and Sage Grouse: A Need for CARMA in Southeastern Alberta – Dale Eslinger (Alberta)

- Community-based Fish and Wildlife Management in the Yukon – Karen Clyde (Yukon Territory)

Evaluation and Measuring Success to Make Plans “Living” Processes

- How to Establish and Use Performance Measures to Ensure Agency Accountability; methods and concepts, resources and processes, Larry Cartee (SC)

- Vermont’s Use of Performance Parameters, Tom Wiggins (VT)

- Performance Measures in Practice – Sherry Crouch (AZ)

Fish or Cut Bait: Meeting the Planning Obligations for the Wildlife Conservation and Restoration Program and State Wildlife Grants, Terry Johnson, (AZ & IAFWA State Wildlife Grant Work Group)

Cracker Barrel

- The FY02 State Wildlife Grants Program: An opportunity for OWP Members to help their agency plan for the future – Tim Hess (USFWS–Fed Aid.)

- State Conservation Agreements – a non-regulatory, non-federal approach to saving the world, Terry Johnson (AZ)

- Sedona 2003: OWP Annual Conference Theme Exploration, Sherry Crouch (AZ)
- Strategic Planning for Idaho: Predicaments and Possibilities, Michele Beucler (ID)
- Public Involvement (PI) and the Agency-Employee Culture: Oil and Water?, Dana Dolsen (UT) and Mark Burch (AK)
- Nongame Wildlife Strategic Planning: Minnesota's recent experience, Brian Stenquist (MN)

Field Trip – Alaska SeaLife Center

Taking a Leadership Role in Integrating Planning and Public Involvement into Wildlife Management

- Exploring the Role of Planners in Encouraging Wildlife Agencies to Include Planning and Public Involvement as Core Functions – Dwight Guynn, (USFWS-MAT)
- Discussion, Sally Angus-Guynn, (USFWS-MAT) Drawing (must be present to win) and conference wrap

Executive Committee Meeting

### **Sedona, Arizona – May 3 - 7, 2003**

Crossing Political Boundaries - Jim Buster (AZ Department of Environmental Quality)

Regaining Public Trust - Tony Faast (USFWS)

Off-Highway Vehicles: Crossing all boundaries - Brian Stenquist (MN)

River Management Across Boundaries - Rod Sando (Columbia Basin Fish & Wildlife Authority (CBFWA)

Crossing Academic/Agency/Leadership Boundaries - Rod Sando (CBFWA), Steve McMullin (Vtech), Michele Beucler (ID)

Planning for Wildlife Diseases and Diseased Wildlife - Sherry Crouch (AZ)

OWP Committee Meetings (Current Committees: Education, Consulting, Communications, Membership, Nominations, Weikel Award, Annual Meeting)

OWP: a boundary spanning network and the strategic issues we face - Brian Stenquist (MN)

USFWS Ecosystem Approach: a boundary spanning activity - Tom Magnuson (USFWS)

Comprehensive Management Systems: a boundary spanning management strategy - Sherry Crouch (AZ)

Paul C. Weikel Award Luncheon -- awardee: Tommy Shropshire

Dynamic Solutions Group: boundary spanning consultants - Tommy Shropshire (DSG)

Federal Aid: a boundary spanning program - Michael Vanderford (USFWS)

OWP and the CWCP / SWG Planning Workshops: facilitating across boundaries - Dana Dolsen (UT), Mark Burch (AK), Brian Stenquist (MN)

The Nature Conservancy Eco-Regional Assessment: informing across boundaries - Pat Graham (AZ TNC)

Open Space Discussions “Meeting the Challenges of Managing Across Boundaries” Facilitator: Mark Burch (AK)

Annual Business Meeting

OWP Goals for the Decade (facilitated by the Executive Committee)

Field Trip: Ft. Lowell Observatory

OWP Goals for the Decade: concluding discussion (facilitated by the Executive Committee)

The Future of Crossing Virtual Boundaries in Wildlife Management – Jessica Lipnack (NetAge)

Crossing Personal and Professional Boundaries in Wildlife Management - Dr. Joseph Anderson (Northern Arizona University)

Defenders of Wildlife: expanding openness - Scotty Johnson (Defenders of Wildlife)

Executive Committee Meeting

**CONFERENCE ATTENDANCE HISTORY**

<u>CONF. NO.</u>	<u>YEAR</u>	<u>LOCATION</u>	<u># STATES (TERRIT.)</u>	<u># CAN. PROV.</u>	<u>FWS</u>	<u>USFS</u>	<u>TVA</u>	<u>IAFWA</u>	<u>OTHERS</u>
1	1979	WICHITA	20		X				X
2	1980	CHEYENNE	15		X	X			X
3	1981	ST. LOUIS	15		X				
4	1982	SALT LAKE CITY	17		X	X	X		X
5	1983	NASHVILLE	20(1)	1	X	X	X		
6	1984	BOZEMAN	22(1)	1	X			X	X
7	1985	PANAMA CITY	20		X				X
8	1986	PHOENIX	22		X	X			X
9	1987	MADISON	18	1	X			X	X
10	1988	ANNAPOLIS	26(1)	1	X	X		X	X
11	1989	DULUTH	22		X	X		X	X
12	1990	BRIAN HEAD	21		X			X	X
13	1991	BILOXI	24		X				X
14	1992	HERSHEY	27		X	X		X	X
15	1993	INCLINE VILLAGE	28		X	X		X	X
16	1994	PIPESTEM ST. PK.	26		X			X	
17	1995	MONTEREY	23		X				X
18	1996	INDIANA	22		X				X
19	1997	SOUTH CAROLINA	22		X				X
20	1998	IDAHO	25	1	X	X			X
21	1999	NCTC - WV	25		X			X	X
22	2000	MISSOURI	26		X				X
23	2001	VERMONT	18		X	X		X	X
24	2002	ALASKA	26	2	X			X	X
25	2003	ARIZONA	15	1	X			X	X
26	2004	OHIO							

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<u>PARTICIPANT</u>	<u>CONF. ATTENDED</u>	<u>PARTICIPANT</u>	<u>CONF. ATTENDED</u>
ALABAMA		MONTANA	1,4-20,22-25,
ALASKA	1,2,3,13,15,17-25,	NEBRASKA	16,18,21,
ARIZONA	1,3,4,6-8,11-20,23-25,	NEVADA	9,11-15,21-22,
ARKANSAS	1,4,6-9,13,20-25,	NEW HAMPSHIRE	10,11,
CALIFORNIA	11-21,24,	NEW JERSEY	1,5,10,
COLORADO	1,2,4,6-8,13-14,20,	NEW MEXICO	12,17,19-24,
CONNECTICUT		NEW YORK	2,3,8,10,14,16-24,
DELAWARE	13-14,	NORTH CAROLINA	10,12,15-18,20-21,24-25,
FLORIDA	2-14,16-17,19,	NORTH DAKOTA	1,2-8,12,14-15,17,20-25,
GEORGIA	1,2,24,	OHIO	5-7,10,11,13-23,25,
HAWAII		OKLAHOMA	20,23,
IDAHO	4,5,6,10,13-14,16-25,	OREGON	6,9,16-17,22-23,
ILLINOIS	1-13,15-16,18,20-22,	PENNSYLVANIA	2-16,22-23,
INDIANA	5,6,8-25,	RHODE ISLAND	10,11,15,
IOWA		SOUTH CAROLINA	14-24,
KANSAS	1-15,18,20,22,	SOUTH DAKOTA	1,2,8,14-25,
KENTUCKY	1,10-16,22,24,	TENNESSEE	1-8,10,22,
LOUISIANA	13,23-24,	TEXAS	15,24,
MAINE	1,9,10,16,18,24, UTAH		1-25,
MARYLAND	3,5-12,14-18,	VERMONT	18-25,
MASSACHUSETTS	1,5,	VIRGINIA	9-11,13-16,19,24,
MICHIGAN	3-7,9,20-22,	WASHINGTON	1-6,8,14-20,24,
MINNESOTA	5-25,	WEST VIRGINIA	7,8,10-16,19,21,
MISSISSIPPI	7,8,10-21,	WISCONSIN	1,3-24,
MISSOURI	1-25,	WYOMING	1-16,18-25,

<u>PARTICIPANT</u>	<u>CONF. ATTENDED</u>	<u>PARTICIPANT</u>	<u>CONF.</u>
PUERTO RICO	5		
ALBERTA	6,24, 25	QUEBEC	
BRIT. COLUMBIA		SASKATCHEWAN	5
MANITOBA		NEW BRUNSWICK	
NEWFOUNDLAND	9,10,20,	NOVA SCOTIA	
YUKON	24,		
FWS	1-24,	USFS	4,5,8,10,11,14-15,20,24-25
USBLM	2,4,18-20,24,	NMFS	4,
USEPA	16,	USDA	16,
NCTC	20-22,	BurRecl	24,
COL. RIV F&W AUTH.	25		
TVA	4,5	IAFWA	6,9,10,11,14-15,21-25,
WILDLIFE SOC.	10,12,14,16,18,	WMI	10,22,
SFI	10,12,	RESP. MGMT.	14-16,
ASA	19-20,	NATURE CONSERVANCY	20,
INTMT.FOREST INDUST ASSOC.	20,	KING CO., WA	20,
DEFENDERS OF WILDLIFE	21,	DYNAMIC SOL. GROUP	22,23,25
MN CHIPPEWA TRIBE	11,	LEECH LK. RESERV.	11,
MILLE LACS RESERV.	11,	NEZ PERCE TRIBE	20,
AZ ST. UNIV.	8,	UNIV. of TN	10,16,
CO ST. UNIV.	4,10,11,	UT ST. UNIV.	4,10,
CORNELL UNIV.	10,14,16-17,20,	UNIV. of MD	10,
VA TECH.	7,9-25,	UNIV. of MA	10,
UNIV. of WI	9,	MI ST. UNIV.	10,
YALE UNIV.	4,	MT ST. UNIV.	6,
AUBURN UNIV.	20,	BOISE ST. UNIV.	20,
COLL. of WM.& MARY	20,	PORTLAND ST. UNIV.	20,
GREEN MTN. COLLEGE	21,	UNIV. CENTRAL FL	21,
CARLETON COLLEGE	21,	UNIV. OF KANSAS	24,
NORTHERN AZ UNIV	25		