



Wisconsin Conservation Congress

Strategic Planning Session Report #5

October 10, 2012

Meeting process developed and facilitated by
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I. INTRODUCTION

The Wisconsin Conservation Congress Strategic Planning Committee met for the fifth time on October 1, 2012 at the George W. Mead Wildlife Center, Milladore, Wisconsin. In attendance were the following committee members.

- Joe Weiss (District 1)
- Wally Trudeau (District 2)
- Laurie Groskopf (District 3)
- Mike Riggle (District 3)
- Ralph Fritsch (District 4)
- Bill Yingst (District 5)
- Doug Burrows (District 5)
- Greg Wysocki (District 6)
- Frank Reith (District 6)
- Dale Maas (District 7)
- Larry Bonde (District 8)
- Dave Tupa (District 8)
- Mike Murphy (District 9)
- Jayne Meyer (District 10)

- Andrew Limmer (District 12) – via teleconference

Also in attendance were Kari Lee-Zimmerman and Sharon Fandel of the Wisconsin Department of Natural Resources.

(Note: In the Session #4 report, Dave Tupa was incorrectly omitted from the list of meeting attendees. The report author apologizes for the error.)

After the call to order, roll call, and agenda approval, committee members once again reviewed the committee purpose statement.

“The purpose of the Wisconsin Conservation Congress Strategic Planning Committee is to look into the future by developing a process of goals to pursue and standards to utilize for the Congress in the coming years.”

The fifth session was primarily devoted to refining strategy and task statements that were identified as necessary to achieve the goals. Before that discussion took place, other business relevant to the strategic plan and the WCC in general was carried out. A brief summary of what occurred under those agenda items is included below.

II. ABSENTEE BALLOTS FOR VOTING AT SPRING HEARINGS (100112)

The following resolution was forwarded to the Strategic Planning Committee for action.

Absentee Ballots

Whereas there are times when sports persons are unable to attend the Spring Hearings due to unforeseen circumstances such as family emergencies, hospitalization, etc.

Whereas these individuals are precluded from voting on issues of importance to them.

Whereas there exist at this time no mechanism to enable these people to vote.

Therefore be it resolved at the Spring Hearings conducted April 12 at Greenwood in Clark County that affected individuals be able to vote by absentee ballot, paper or online. Individuals can register online by using their DNR customer number.

Frank Reith

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A motion was made and seconded (see minutes for details) to make the resolution part of Goal #4 of the strategic plan. All ayes. The resolution itself also passed unanimously and will move on to the next step in the normal WCC review/approval process.

III. ADD TWO AT LARGE POSITIONS TO THE EXECUTIVE COMMITTEE

This proposal was referred to the Strategic Planning Committee for action.

After discussion, the proposal was passed unanimously and will be incorporated into Goal #1 of the strategic plan and move on to the next step within the WCC review/approval process.

IV. IN DEPTH ACTION PLANNING

Goal #1: What must the WCC do to improve its organizational structure?

As was requested at the previous meeting, committee members held a detailed conversation about exactly what measures should be taken to answer this goal question. The table below is modified from the Session #4 report to reflect the specific strategies and tasks that are being recommended. It is possible that during the committee’s final meeting on November 5 that the strategies and tasks outlined below may be further revised. Added to the columns are the committee’s suggestions about who within the WCC can begin the process of carrying out strategies and tasks.

In relation to this topic, committee members also discussed who would provide general oversight for strategic plan implementation. In conjunction with the Executive Council, committee members agreed that a special **Ad Hoc Strategic Planning Implementation Committee** be established. They agreed that at least some of those currently serving on the Strategic Planning Committee sit on this new committee. These members will act at least in part as liaisons to the new committee as well as to the Executive Council, helping to ensure that both entities will understand the intent behind proposals made within the plan. Strategic Planning Committee members also suggested that they be liaisons to the “initial responsible parties” listed in the tables below.

Proposed Strategy	Proposed Task	Initial Responsible Parties	Potential Evaluation Questions and Methods
1. Improve the process of study committee selection and how study committees function.	<p><i>Annual District Driven Selection Process</i></p> <p>a. Develop <u>an application process for committee delegate selection</u>. The application process should be in addition to the PDQ. Applications should be presented to the district. Maintain practice of district request at that level and at the convention, etc.</p>	Rules and Resolutions Committee with the Executive Council	<p><i>Are the most interested and qualified individuals serving on the committee?</i></p> <p><i>How has their committee membership helped advance WCC positions?</i></p>

Proposed Strategy	Proposed Task	Initial Responsible Parties	Potential Evaluation Questions and Methods
	<p>b. <u>Executive Committee should develop and communicate a list of committee openings.</u> It should be made clear that a person can sit on more than one committee if desired.</p> <p>c. <u>Develop an election process for committee assignments at the district level.</u> If committee membership is not settled by the election process, then the Executive Committee should decide who sits on what committees. The district election process should be outlined in the Code of Procedures. (See details below.)</p> <p>d. <u>No more than two people per district can be nominated to sit on a particular committee.</u> If no one from a particular district is interested in sitting on the committee, then the Executive Committee should appoint people to that position. If more than two people are interested in sitting on the same committee within a given district, then who is brought forward as nominees must be decided at the district level. When appropriate, the Executive Committee can establish waiting lists.</p> <p>e. <u>Executive Council and the Executive Committee should decide each year how many members particular committees should have.</u> The top number should be based on what are the current most popular issues. In many cases, it is recommended that the number of committee members be no more than 24 in order to promote better management of committees.</p> <p>f. <u>Develop and distribute surveys that evaluate committee leadership performance.</u></p> <p>g. <u>Increase Executive Committee from three to five members.</u> Strategic Planning Committee</p>		<p><i>Is sitting on these committees helping to keep delegates interested in remaining with the WCC? (retention)</i></p> <p><i>How well do delegates feel changes in the committee membership selection process working?</i></p> <p><i>What are some strengths and weaknesses of those changes?</i></p> <p><i>Has committee work become more efficient and effective as a result of the changes?</i></p> <p>Methods =</p> <ul style="list-style-type: none"> • Surveys of delegates • Focus groups of delegates

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	<p>members felt that this was a key step to ensuring a more seamless committee election process at the district level. The Executive Council should provide feedback to the entire delegation about who is being proposed to sit on the Executive Committee. The two at large positions should be elected based on that list of nominees. All five members should have the right to vote at Executive Committee meetings.</p> <p>Note: This proposal was formally approved by the Strategic Planning Committee and will be moved through the WCC organizational review process.</p> <p>h. <u>Create more of a clear process of how delegates are chosen to sit on external committees such as DNR committees.</u> Possibly use an application process similar to the one developed to screen candidates for WCC committees.</p> <p>i. <u>Better communicate what external committee positions are available, when those committees meet, and what is on the meeting agendas.</u> Committee members need to report back to the Congress what happened at these meetings.</p>		
<p>2. Improve information/communication flow related to all WCC activities.</p>	<p>a. Create <u>statewide broadcasts</u> used by the media to inform public of WCC activities.</p> <p>b. <u>Designate person or small committee within the WCC to work on public relations.</u> (Note: This is also listed as a strategy under Goal #2. Tasks under that strategy should also be completed here).</p> <p>c. <u>Delegates increase their volunteer activity in order to better educate the public about the WCC.</u> (This is also a strategy listed under Goal #2. Tasks</p>	<p>Outreach Committee</p>	<p><i>How effective do delegates/the public feel the new communication methods are accurately conveying what the WCC does?</i></p> <p><i>Are delegates logging their volunteer hours? If so, are the number of hours increasing</i></p>

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	under that item should also be completed here.)		<p><i>over time?</i></p> <p><i>How are delegates using their volunteer hours?</i></p> <p><i>What are the impacts on the people they are reaching?</i></p> <p>Methods =</p> <ul style="list-style-type: none"> • Records of volunteer hours and tasks performed • Surveys of delegates • Focus groups of delegates
<p>3. Foster a more engaged and accountable delegation.</p> <p>Note: Committee members agreed that this particular strategy can if pursued help the organization make progress toward achieving its other goals.</p>	<p>a. <u>Create and document clear rules on what is and is not an excused absence.</u> Unexcused absences affect delegates' ability to be appointed to the committees of their choosing.</p> <p>b. <u>Code of Procedures and or other documents should list the consequences</u> when delegates take a public position opposite of the Conservation Congress' position on topics. Delegates need to make it more clear when they are stating their position versus the Congress' position.</p> <p>c. <u>Develop and distribute more clear delegate job descriptions</u> (delegate responsibilities; committee responsibilities)</p> <p>d. <u>Develop and distribute a Wisconsin Conservation Congress Code of Ethics</u>, one that clearly identifies</p>	<p>Rules and Resolutions Committee with the Executive Council</p>	<p><i>Have relevant Code of Procedures changes been made?</i></p> <p><i>If Code of Procedures changes have been made, to what degree are delegates aware of the new definitions/policies?</i></p> <p><i>Has a Code of Ethics been developed?</i></p> <p><i>If a Code of Ethics was</i></p>

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	<p>conflict of interest situations and defines what a legitimate vested interest is.</p>		<p><i>developed, are delegates aware of it? Have they received education about it?</i></p> <p><i>Are delegates following the Code of Ethics?</i></p> <p>Methods =</p> <ul style="list-style-type: none"> • Pre and post surveys of delegates related to what is/is not ethical behavior • Focus groups of delegates
<p>4. Restructure the 12 districts (should be done based on geography or population)</p> <p>Note: Committee members agreed by a formal voice vote that this particular item should only be considered after reforms to the committee election process are completed. In essence, the strategy becomes a “Parking Lot” issue to be addressed later.</p>	<p>a. <u>Survey entire delegation at the annual convention</u> (this could be in the form of a referendum). Ask primarily if the delegation thinks there should be a restructuring and if so how should that be done (e.g. based on population, geography, etc.?)</p> <p>Note: If it is decided that this strategy be pursued, additional tasks will be identified at that time.</p>	<p>Rules and Resolutions Committee with the Executive Council</p>	<p><i>To be determined</i></p>

It was also recommended at this meeting that the WCC look into establishing a recording secretary position. This discussion came about after someone on the committee commented that the current secretary should be more able to participate in meeting discussions rather than taking minutes.

At the next meeting the committee will discuss which committees have overlapping duties and can because of that be consolidated.

Goal #2: How can delegates create greater awareness of the Wisconsin Conservation Congress?

Proposed Strategy	Proposed Task	Initial Responsible Parties	Potential Evaluation Questions and Methods
<p>1. Designate person or small committee within the WCC to work on public relations.</p>	<p>a. <u>Produce and distribute monthly press releases</u> centrally and/or develop template for others to use that is easily adaptable to local newspapers' formats. (Updates on WCC initiatives, etc.). Make it more known using various internal and external publications that the DNR frequently includes news about the WCC in its pamphlets and magazines.</p> <p>b. <u>Collection of data on how well WCC is known.</u> How is it perceived?</p> <p>c. <u>Organize and disseminate committee and county delegations annual report of accomplishments information.</u> Report should be written by delegates who sit on the respective committees.</p> <p>d. <u>Approach UW System, etc. to ask them to create a DVD about the WCC.</u></p> <p>e. <u>Create and maintain dedicated WCC website.</u> Note: This is primarily a "parking lot" issue that should be addressed later in the planning timetable.</p>	<p>Public Relations Committee (needs to be established)</p> <p>Outreach Committee</p> <p>Technology Committee (formalize this committee)</p> <p>Note: It was suggested by a committee member that if the Executive Committee is to have two more members, one of them could become the public relations coordinator.</p>	<p><i>How effective have these methods been in making people more aware of the WCC and what it does?</i></p> <p>Evaluation Methods = Surveys and Focus Groups</p> <p>Target Groups = Hunting organizations, non – consumptive users, etc.</p>
<p>2. Help create a County Conservation Alliance where they are desired. (WCC should partner with other</p>	<p>a. <u>Work with the DNR to develop a contact list.</u> (DNR club contacts should be part of this list.)</p> <p>b. <u>Develop and show a standard WCC informational presentation.</u></p> <p>c. <u>Develop and show presentations on hunter, boat,</u></p>	<p>Outdoor Heritage and Education Committee</p>	<p><i>How many of these entities have been created during the first year and so on?</i></p> <p><i>How active have they become?</i></p>

Proposed Strategy	Proposed Task	Initial Responsible Parties	Potential Evaluation Questions and Methods
<p>groups interested in helping to develop these entities. WCC reports directly to these alliances facilitating better communication at the local level. This also could be a way to help get people to the annual convention.)</p>	<p><u>rifle, and pistol safety.</u> (Include in school curriculums.) d. Help these entities <u>find funding</u> to provide per diems, and mileage, meals and hotel room reimbursements.</p>		<p><i>What outcomes have they realized?</i></p> <p>Method = Email survey of alliance members</p>
<p>3. Work on delegate retention and recruitment methods.</p>	<p>a. <u>Seek funds</u> to provide monetary incentives that help keep good delegates and to help cover expenses incurred while on WCC business. b. Develop and show to perspective delegates a <u>standard WCC informational presentation.</u> (This presentation should be used for other promotional purposes. (See under strategy #1.) c. Develop a <u>standardized brief</u> outlining requirements about how to become a delegate and delegate responsibilities.</p>	<p>Public Relations Committee (needs to be established)</p> <p>Outreach Committee</p> <p>Technology Committee (formalize this committee)</p>	<p><i>To what extent is the WCC more representative of age and gender as compared with the state's population?</i></p> <p>Method = Analysis of delegate age and gender characteristics each of the next five years, starting from implementation of new retention and recruitment efforts. After baseline is created, compare data.</p> <p>Target Groups = Hunting organizations, non-consumptive users, etc.</p>

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			<p><i>How will they/did they use what they learned?</i></p> <p>Method = Survey delegates and their clients. Group interviews and focus groups of clients.</p>
<p>6. Track and communicate the outcomes of resolutions advanced through the WCC process.</p> <p>Note: The work unit dealing with this strategy found it helpful to lay out the process of what currently takes place. Many of the items relate to the necessity of understanding and clearly communicating that process to delegates, the media, and interested public. After laying out the process, the work unit identified specific tasks beginning with item e in the next column.</p>	<p>a. If this was legislative issue: How does the author find out that is the situation?</p> <p>b. Committee chair of rules and resolutions notify author(s) of disposition and resolution?</p> <p>c. If rules and resolutions assigns to a committee, after vote author is notified of disposition?</p> <p>d. Once a resolution passes committee it goes to Executive Council then to questionnaire then to convention then to the Natural Resources Board then to the DNR. If it requires legislation then the department sends to legislature as a packet to see if a legislator is interested in sponsoring with department favored items.</p> <p>e. <u>Rules and Resolutions Committee</u> should be charged with coordinating how the resolutions, etc. are tracked.</p> <p>f. <u>Inform delegates and other stakeholders through newsletters, etc. what happened to the resolutions.</u> (The aforementioned committee would be charged with this task.)</p>	<p>Rules and Resolutions Committee</p> <p>Note: It was suggested by a committee member that if the Executive Committee is to have two more members, one of them could become the person who is primarily responsible for performing this function and communicating outcomes.</p>	<p><i>Which ones passed the legislator?</i></p> <p><i>What was the WCC's role in the successful advancement of the legislation?</i></p> <p><i>If something did not advance, what was the reason?</i></p> <p>Method = Central office responsibility (which may mean that an office will have to be established)</p>

Goal #3: How can the Wisconsin Conservation Congress expand what it does?

During the previous Strategic Planning Committee meeting members agreed that the first strategy below must be pursued at the same time as the organization attempts to significantly reform how it does business (Goal #1). The first strategy is time sensitive, meaning that there is an opportunity for the Conservation Congress to become a leader in working with local entities on these new deer management, etc. related programs. And, as is stated in Strategy #1(a) below, the WCC is already developing a committee related to D-Map issue.

Proposed Strategy	Proposed Task	Initial Responsible Parties	Potential Evaluation Questions and Methods
<p>1. Take advantage of new programs on a county level created as a result of the Kroll report.</p>	<p>a. <u>Play a significant role in the development and implementation of D-Map.</u> Note: The organization is presently creating a committee to address this issue. This committee will determine how the WCC gets more involved in this.</p> <p>b. Become involved in helping to <u>determine county deer management strategies.</u> Take part in county deer management meetings.</p>	<p>Executive Committee, Executive Council, Big Game Committee</p>	<p><i>How often has the WCC been involved with county partners in these matters? What roles have the WCC played? (level of impact)</i></p> <p><i>How have deer management practices improved as a result of the WCC's activity?</i></p> <p><i>What have been the results of the improved deer management practices?</i></p> <p>Method = Surveys of county partners; Testimonials of county partners</p>

Proposed Strategy	Proposed Task	Initial Responsible Parties	Potential Evaluation Questions and Methods
<p>2. Working with partners, take an active role in coordination of citizen – based research.</p>	<p>a. <u>Assign members of similar interests to key positions.</u> b. <u>Seek out individuals and potential partner organizations within the DNR and the UW System that have interest in expanding citizen based research.</u></p>	<p>Executive Committee, Executive Council</p>	<p><i>What new citizen-based research efforts has the WCC been instrumental in establishing?</i></p> <p><i>What information is coming out of these studies?</i></p> <p><i>How is the new information being used?</i></p> <p><i>What new partnerships have been established due to these efforts?</i></p> <p><i>How are those partners assisting the WCC?</i></p> <p>Method = Interviews with partner organizations; Focus groups with stakeholders that use the citizen – based research</p>
<p>3. Provide educational program and information to youth groups.</p>	<p>a. <u>Develop a list of partner organizations that can help provide educational programming for youth.</u> b. <u>Contact those potential partners to arrange the educational programming.</u> c. <u>Identify Conservation Congress members with educational/teaching backgrounds; people who</u></p>	<p>Outdoor Heritage & Education Committee</p>	<p><i>How many Congress delegates have participated in developing or teaching seminars?</i></p>

Proposed Strategy	Proposed Task	Initial Responsible Parties	Potential Evaluation Questions and Methods
	<p>can help provide the education.</p> <p>d. <u>Create new ways to gather information that can be used in educational programming</u> and to recruit youth to attend programs (social networking)</p> <p>e. <u>Work with partners to develop and schedule educational programming.</u></p>		<p><i>How is the WCC collaborating with the partners to provide this education?</i></p> <p><i>What new synergies are being created between the WCC and these partners that do not relate to providing educational programming?</i></p> <p>Methods = Surveys of partners and delegates participating in the development and delivery of educational programming</p>

Goal #4: What must be done to make the Spring Hearings more effective?

Proposed Strategy	Proposed Task	Initial Responsible Parties	Potential Evaluation Questions and Methods
<p>1. Track and communicate the outcomes of resolutions advanced through the WCC process.</p>	<p>a. <u>Rules and Resolutions Committee</u> charged with coordinating the tracking of resolutions. b. <u>Inform delegates and other stakeholders through newsletters, webpage, website, etc. what happened to the resolutions.</u> (The aforementioned committee would be charged with this task.)</p>	<p>Rules and Resolutions Committee</p> <p>Note: It was suggested by a committee member that if the Executive Committee is to have two more members, one of them could become the person who is primarily responsible for performing this function and communicating outcomes.</p>	<p><i>Which ones passed the legislator?</i></p> <p><i>What was the WCC's role in the successful advancement of the legislation or rule?</i></p> <p><i>If something did not advance, what was the reason?</i></p> <p>Method = Central office responsibility (which may mean that an office will have to be established)</p>
<p>2. Modify voting procedures.</p>	<p>a. <u>Develop online voting method.</u> Checks and balances will be needed to make certain that it is done appropriately. Notes: During the October 1, 2012 Strategic Planning Committee meeting, members unanimously passed a resolution to that could make this an option. The committee also suggested that this be done on a trial basis, meaning that the system can be removed if there are issues. The voting could be non-binding. They also emphasized that the only way this will work is for the system to be totally secure.</p>	<p>Technology Committee (formalize this committee)</p> <p>Rules & Resolutions Committee</p>	<p><i>Are the online voting and polling systems increasing participation in the hearings?</i></p> <p><i>Do the online voting and polling systems help increase the level of discussion on questions both prior to and during the hearings?</i></p>

	<p>Lastly, committee members stated that online voting could help get younger people more involved with the Congress. They acknowledged that a possible unintended consequence of online voting could be to reduce attendance at the hearings.</p> <p>b. <u>Establish an online polling system.</u> Initial polling should be used to generate discussion on a topic before and during the spring hearings. There is no need for this to be scientific. The polling system should include demographic questions. It should also include the questionnaire. Delegates can use their customer ID to log in.</p>		<p><i>Is participation in online voting and polling high across various age groups?</i></p> <p>Methods = Focus groups and group interviews</p>
<p>3. Increase interest surrounding and participation in the hearings.</p>	<p>a. <u>Use online polling to generate interest,</u> especially among younger stakeholders.</p> <p>b. <u>More clearly define the purpose of the hearings.</u> Communicate that statement.</p> <p>c. <u>Clearly state consequences of not attending the meetings.</u> (Do this within the Code of Procedures.)</p> <p>d. <u>Create incentives to attend.</u> (Non-monetary). Make the events more fun, offer food, etc.</p> <p>e. <u>Develop and maintain a blog/discussion board on key issues</u> coming before the WCC. This could be another tool to generate discussion before and even during hearing.</p> <p>f. <u>Publish the questionnaire online prior to the hearings</u> and request comments/opinions about the questions through the blog/discussion board.</p> <p>g. <u>Market the hearings more widely.</u> More statewide media coverage. Many of the tasks under Goal #2 can be utilized here.</p> <p>h. <u>Educate youth on how they can have more impact on the resolution process</u> (use technology to do this).</p>	<p>Technology Committee (formalize this committee)</p> <p>Rules & Resolutions Committee</p> <p>Public Relations Committee/person</p>	<p><i>Has attendance increased due to the measures taken?</i></p> <p><i>Do attendees have a more clear understanding of the hearings' purpose?</i></p> <p><i>Do delegates understand the consequences of not attending the hearings?</i></p> <p><i>Has the increased interest resulted in greater discussion?</i></p> <p><i>Are more youth participating in the hearings? If so, what has been their impact on rules/resolutions development?</i></p>

			<p><i>Has the increased interest resulted in better potential rules/resolutions that could help improve how the state's natural resources are managed?</i></p> <p>Methods = Develop interview questions to be used at the Spring Hearings; provide opportunities to respond to evaluation questionnaires online</p>
<p>4. Determine to what extent members can advocate for passage of bills. (Can the WCC request sponsorship of a bill?)</p> <p>Note: Following the September meeting, the committee chair sent an email to the WCC legal counsel asking whether delegates could “lobby” for rule changes/legislation as long as what they were advocating for is an official WCC position. The following response was provided by Tim Andryk.</p> <p><i>“The Congress role is that of official advisory body to the State Natural Resources Board. However, even though it is not the main role or responsibility of the Congress, the Congress can lobby legislators on official positions approved by the</i></p>	<p>a. <u>Work with Natural Resources Board to determine parameters.</u></p> <p>b. <u>Define more clearly the parameters within the Code of Procedures and other documents meant to guide delegates’ work.</u></p>	<p>Legislative Committee</p> <p>Executive Council & Executive Committee</p>	<p><i>Evidence of coordination with the Natural Resources Board</i></p> <p><i>Completion of Code of Procedures changes</i></p>

<p><i>Executive Council and/or Executive Board in the manner as directed by the Executive Board and invoke their representation on behalf of the Congress in that capacity.”</i></p>			
<p>5. Provide attendees with short educational seminars/presentations on relevant topics.</p> <p>Note: The committee indicated that this should be done in place of the town hall model.</p>	<p>a. <u>Assign specific committees to examine most relevant topics of the day.</u></p> <p>b. <u>Committees work with knowledgeable resources (DNR, UW-Extension, hunting/fishing groups, etc.) to locate or to develop seminars.</u></p> <p>c. <u>Designate presenters</u> from these groups or the WCC.</p> <p>d. <u>Schedule seminars</u> during appropriate times during the hearings.</p>	<p>Public Relations Committee/person</p> <p>Outdoor Heritage & Education Committee</p>	<p><i>What was learned by attendees?</i></p> <p><i>How do they intend to use what was learned?</i></p> <p><i>How did they use what was learned?</i></p> <p>Methods = Questionnaires distributed to attendees to measure short, medium and long-term outcomes</p>
<p>6. Foster more discussion during the hearings.</p>	<p>a. <u>Encourage more debate on questions</u> before they come to a vote. (Chairpersons should make special effort to do this. He/she could use the blog discussions, polling etc. on Spring Hearing questions as information to help prompt conversation).</p>		<p><i>To what extent do attendees feel debate has increased?</i></p> <p><i>How effective do attendees believe the increased debate has led to a more thoughtful evaluation of the issues?</i></p> <p>Methods = Surveys</p>

V. AGENDA ITEMS FOR NEXT MEETING

Committee members suggested that the following items be placed on the next agenda.

- Discussion about overlap/duplication of committee duties
- Discussion on what may be key issues not addressed in the plan
- Discussion on refinement of internal WCC election processes
- General discussion on how the WCC can be more out in front of issues (proactive)
- Strategic plan timelines
- Plan implementation procedures

VI. NEXT MEETING

The next meeting is scheduled for Monday, November 5, 10:00 a.m. to 4:00 p.m., Izaak Walton League Clubhouse, Stevens Point.