



Building A Board That Works Wednesday February 15th, 2023

- 00:10:38 Justin Hall - Friends of Nisqually NNWRC: Justin Hall - Friends of Nisqually NNWRC - Olympia WA
- 00:10:42 Tim Glover: Tim, Pelican Island NWR, Sebastian, FL
- 00:10:54 Cece Trainor: Cece Trainor Eastern Neck Wildlife Refuge
- 00:11:01 Geoffrey Haskett: Geoffrey Haskett, NWRA
- 00:11:02 Sue: Sue Puder, VP of Forsythe National Wildlife Refuge in NJ
- 00:11:04 Eden Taylor: Eden Taylor, National Wildlife Refuge Association
- 00:11:05 Willem Stoeller: Willem Stoeller VP Friends of TRNWRC
- 00:11:06 Ken Kupchak: Ken Kupchak- Friends of Hakalau Forest NWR/CORFA
- 00:11:07 Kim Lopez (she/her): Kim, Friends of the Front Range Wildlife Refuges, Commerce City/Denver, CO
- 00:11:08 Cheryl Turoczy Hart: Cheryl Hart, Friends of Tualatin River NWRC in Portland, OR
- 00:11:09 Dr Kamran: Annelies Kamran, president of Friends of Wertheim NWR in NY
- 00:11:12 Lisa Jansen-Rees: Lisa Jansen-Rees, Wichita Mountains Wildlife Refuge, OK
- 00:11:13 Carissa Rosenfeld: Carissa Rosenfeld Friends of Cibola NWR Cibola National Wildlife Refuge in Cibola Arizona
- 00:11:16 Giselle Smisko: Giselle Smisko, President, Friends of Wallkill River NWR in New Jersey/New York
- 00:11:33 Reta Rutledge: Reta Rutledge VP Friends of Buenos Aires NWR SW of Tucson, AZ
- 00:11:34 Cheryl Turoczy Hart: If you are not getting announcements and reminders for upcoming webinars from NWRA, please use the form on the NWRA Refuge Friends page <https://www.refugeassociation.org/friends> or access the form directly at <https://refugeassociation.salsalabs.org/FriendsSignUp/>

After signing up, you will also receive general National Wildlife Refuge Association communications like the NWRA newsletter, Refuge Watch; Advocacy Updates and Alerts; and Programmatic Updates.

00:11:35 Kathy Vance-Port Louisa: Kathy Jolly Vance-Port Louisa, Wapello Iowa

00:11:41 Dave Miller: Dave Miller, past president of Columbia Gorge Refuge Stewards, Washougal, Washington

00:11:41 Friends of Forsythe National Wildlife Refuge: Rae Griffiths, President Friends of Forsythe NWR

00:11:47 Paula Goodwin Friends of AROXGM NWRs: Paula Goodwin, Friends of the Assabet River, Oxbow, and Great Meadows NWR

00:11:47 Andy Robinson: Andy Robinson, Plainfield VT

00:11:49 Cheryl Turoczy Hart: Help us spread the word. Please reach out to other Friends members or groups you know and ask them to join our Facebook group <https://www.facebook.com/groups/coalitionofrefugefriends> and to sign up to receive notices of webinars and other important messages from NWRA <https://www.refugeassociation.org/friends>

00:11:50 Joann Van Aken: Joann Van Aken

00:11:55 Colin Barnett: Colin Barnett, President, Amigos de la Sevilleta

00:12:00 Simon Kenyon: Simon Kenyon, President, Friends of Eastern Neck NWR

00:12:01 davidgovatski2022: David Govatski from the Friends of Nulhegan, Friends of Pondicherry, and the Friends of the Silvio Conte NFWR.

00:12:03 Rebecca Flock: Rebecca Flock, President, Deer Flat NWR, Idaho

00:12:03 Christopher Selena: Chris Selena, Friends of Cherry Valley, Poconos!

00:12:07 Cheryl Turoczy Hart: While on the NWRA website, <https://www.refugeassociation.org/> please consider donating. You can specify that the money you contribute be used for CORFA and Friends related activities.

00:12:10 judy hengerer: Judy Hengerer Friends of Maine Coastal Islands, Board member

00:12:14 Bob Muska: Bob Muska, Friends of the Great Swamp, Basking Ridge NJ

00:12:17 Gail Carmody (she/her): Gail Carmody, NWRA Board

00:12:23 Sandy: Sandra Mozo Friend of Crystal River National Wildlife Refuge

00:12:33 matthew emmer: Matthew Emmer, Friends of the Savannah Coastal Wildlife Refuges

00:12:37 Karen Strege: Karen Strege, Willapa NWR, Washington State.

00:12:38 Emilie Stahler: Emilie Stahler Wichita Mountains Wildlife Refuge

00:12:38 Allyson: Allyson Porter, Friends of Buenos Aires NWF

00:12:43 Carey Edwards (she/her/hers): Carey Edwards, Project Leader at the Iron River National Fish Hatchery working with The Friends of the Iron River National Fish hatchery.

00:12:46 IWRA Chairperson Gary Kirsh: Detroit River International Wildlife Refuge - Friends Group International Wildlife Refuge Alliance -- Gary

00:12:47 Sue Hix: Sue Hix, Friends of Sherburne NWR

00:12:51 Michael Ciscell: Deer Flat NWR: Michael Ciscell: Friends of Deer Flat NWR, ID

00:12:54 Marvin Ehlers: Marv Ehlers Gavins Point NFH

00:12:56 Cheryl Turoczy Hart: If you use Facebook, please join the CORFA private group where you will be able to get acquainted with other Friends members and groups and ask or answer questions. Here is the link to ask to join <https://www.facebook.com/groups/coalitionofrefugefriends>

00:13:01 Bill: Bill Peterson, President, Rydell and Glacial Ridge National Wildlife Refuge

00:13:10 Suzanne Dingwell: Sue Dingwell, Boulder Colorado. I love ALL the Refuges, and am the co-webmaster and chief blogger for the Colorado Native Plant Society. Rocky Flats NWR is the one closest to me.

00:13:15 Cheryl Turoczy Hart: The CORFA Website has lots of news and helpful information for Friends groups. You can visit that site at <https://coalitionofrefugefriends.com/> Be sure to check out the Resource Center tab.

00:13:27 Cheryl Turoczy Hart: As always, if you need help with any of the above sites or have questions, email CORFA at CoalitionRefugeFriends@gmail.com

00:13:31 Gary and Tammie: .W.MWR. Medicine Park, Ok

00:13:36 Richard Micka: Richard Micka International Wildlife Refuge Alliance, Detroit River International Wildlife Refuge

00:13:38 Cheryl Turoczy Hart: PLEASE SHARE ALL OF THE LINKS AND INFORMATION ABOVE WITH OTHER FRIENDS BOARD AND MEMBERS. HELP BUILD OUR COMMUNITY. THANK YOU!

00:14:26 Poppy Benson: Poppy Benson from Friends of Alaska National Wildlife Refuges. Hard to pick one of the 16 to say I like best. Maybe Alaska Maritime because I worked there before retirement. Now spend more time on the Kenai Refuge. I am going to have to duck out at quarter to the hour not because I forgot I have a PT appointment

00:15:27 Willem Stoeller: looking for tips/direction on board member recruiting

00:15:31 Karen Strege: Anything to help recruit board members.

00:15:32 Dr Kamran: I want to know how to diversify our board.

00:15:34 Poppy Benson: I think we need a bigger board with my diverse skills.

00:15:58 Rachel: Mark Sandhills Prairie Refuge Assoc board recruitment, retention, engagement

00:16:01 IR1 RPATERRA iPHONE 11: How to recruit to develop a diverse board.

00:16:02 Reta Rutledge: How to find and recruit people to chair committees ie membership, Programs, PR...

00:16:10 Paula Goodwin Friends of AROXGM NWRs: I want to know how to manage committees

00:16:16 JOANN Fischetti: JoAnn Fischetti from Friends of the BWR & HNWRRefuges

00:16:17 Michael Ciscell: Deer Flat NWR: Just joined board as VP. Fundraising is a task. Want to learn about strategies.

00:16:26 Bob Muska: Our board lacks any diversity - all white, We also have a very passive board,

00:16:29 Marvin Ehlers: How to convince the public why a federal institution needs a professional board

00:16:30 Friends of Forsythe National Wildlife Refuge: I'm hoping to learn how to attract skilled board members that are really engaged

00:16:42 Mary Deschene, San Francisco Bay Wildlife Society: How to get the Board to be self-directing

00:16:43 Giselle Smisko: Keeping the board members active

00:17:00 Colin Barnett: My Board likes helping out the refuge but few are comfortable doing fundraising where you have to ask people for money. They prefer not to do that.

00:17:01 IWRA Chairperson Gary Kirsh: Reinforcement of current positive practices and improvements on actions we can approve on

00:17:03 Simon Kenyon: Using committees

00:17:19 Katem: Reacted to "Mark Sandhills Prair..." with 👍

00:32:28 Sue: I don't have a camera or mic, so I can only listen to others

00:40:34 Evelyn Kelley: Program Leader - Educator

00:40:34 Tim Glover: People who have time

00:40:36 Reta Rutledge: Bill of Northern MN-thank you so much for your information about night skiing etc.

00:40:36 matthew emmer: Diverse Demographics (age, race, backgrounds).

00:40:37 Suzanne Dingwell: Leadership, willingness to lead, social media

00:40:39 Evelyn Kelley: Fundraiser

00:40:42 Dr Kamran: Skills: Spanish-speaking, bookkeeping, social media

00:40:43 IWRA Chairperson Gary Kirsh: Secretary - organizational skills

00:40:44 Nancy Meister-Yuma: Living breathing bodies

00:40:48 Evelyn Kelley: Board member recruiter

00:40:48 Poppy Benson: Young people with social media skills and following

00:40:51 Willem Stoeller: in our group the main issues that came up where:

00:40:51 Carissa Rosenfeld: We found that knowing multiple languages such as Spanish

00:40:55 Lisa Jansen-Rees: Skills - ambassador, fundraiser, program development

00:40:55 matthew emmer: Fundraising and grant writing.

00:41:00 Laurilee Thompson: A political animal that has connections to elected officials

00:41:03 Suzanne Dingwell: Someone with connections within the community

00:41:04 Dr Kamran: Qualities: social/people person for outreach

00:41:10 Michael Ciscell: Deer Flat NWR: Skills: Outreach to members, Friends meeting or programs

00:41:12 Joann Van Aken: Loved adding Willingness to Fundraise - opportunity to explain it's not just cold calling, it may be a grant opportunity or match . . .

00:41:14 Ward Feurt: seems board members were the refuge volunteers

00:41:16 matthew emmer: Knowledgeable about the science and biology

00:41:18 IWRA Chairperson Gary Kirsh: Treasurer - accounting, bank representative

00:41:20 Willem Stoeller: Lack of capacity

00:41:23 Christopher Selena: People that want to roll-up their sleeves and complete tasks or projects

00:41:24 Emilie Stahler: Need more members who are interested in lobbying

00:41:25 Charlie and Sarah Lex: Grant writer, fund raiser, building and maint

00:41:27 janie pettigrew: Fundraising, Cultural & Age Diversity, Committee members to delegate to

00:41:30 Dr Kamran: representation: different types of users, different economic status

00:41:34 Penny: Our group needed people who could work on membership, programming, fundraising, grant writing, financial knowledge.

00:41:37 Laurilee Thompson: A person skilled at leading wildlife observation trips

00:41:38 Simon Kenyon: We worry about board sustainability. Who is going to step up into leadership positions?

00:41:41 Lisa Jansen-Rees: Qualities - Initiative to manage committees to achieve the strategic plan

00:41:53 Tom Hartz (he,him,his): GAPS: Diversity of Age,Skills (eg finance), Community Outreasch

00:41:53 Laurilee Thompson: Local city council member

00:41:55 Paula Goodwin Friends of AROXGM NWRs: Social media skills, finance, marketing, Education skills

00:41:55 Friends of Forsythe National Wildlife Refuge: We discussed how Covid changed and challenged our boards. Need for Technological, marketing and fundraising skills.

00:41:57 Jim Sweeney: my takeaway is to keep good communication open with the service

00:42:01 eric: Interpersonal skills, self-awareness. Financial skills. Legal training. Diversity in it's broadest sense. Youth. Past board experience. Grant writing and fund-raising exp. Advisory board.

00:42:02 Sue Hix: Communication skills--written, marketing, speaking, teambuilding; administrative/organization skills. Ability to lead or grow into a leadership position. Project management skills. Commitment to the organization.

00:42:04 Willem Stoeller: Not enough involvement from members, too much work to handle by 11 board members

00:42:05 Laurilee Thompson: A Lawyer!

00:42:05 Giselle Smisko: Membership leadership, Financial background, Educator, Someone with business experience, communicate with the public, volunteer coordinator

00:42:09 Bonnie Swarbrick: Our Friends group at Buenos Aires NWR wear a lot of hats. We need someone to become Membership Director and someone for Program Director.

00:42:11 Lisa Jansen-Rees: Representation - more diverse boards that mirror the demographics of the communities we serve

00:42:42 Tom Hartz (he,him,his): Need "Doers", not m\just :Leaders"

00:43:47 Dr Kamran: Reacted to "Need "Doers", not m\..." with 👍

00:52:15 Dr Kamran: willingness to step up and take responsibility for something

00:52:22 Michael Boreing-Friends of Tualatin Refuge/(he/him): more about board time demands.

00:52:22 Tim Glover: Commitment and communications

00:52:24 Kathy: Participation in meetings/activities

00:52:25 Suzanne Dingwell: Training in fundraising needed for board members

00:52:39 Michael Ciscell: Deer Flat NWR: As VP I'm assigned to fundraising. I'd include coordinating member/public meetings.

00:52:39 Evelyn Kelley: Bd member willing to be a paying member

00:52:40 Ward Feurt: connections to funding organizations

00:52:41 Rachel: ambassador for refuge, tour and orintation

00:52:41 eric: Humility and the ability to listen. Time commitment. Financial support. Passion for the cause. Familiarity with the refuge.

00:52:42 Charlie and Sarah Lex: partipation, work certain # hours, join committees

00:52:44 Reta Rutledge: be a supporting member, participate in committee (be a worker and not just a warm body)

00:52:52 IWRA Chairperson Gary Kirsh: accounting background, fund raising, outreach strengths and inclusion and diversity

00:52:54 Karl Stromayer: Training opportunities; maybe term limits; a minimum amount of effort / engagement / committment

00:52:55 Lisa Jansen-Rees: Expectations - attend meetings, participate on at least one committee, become a donor

00:53:01 Evelyn Kelley: Commitment to the goals of the organization

00:53:15 Carissa Rosenfeld: We found that it is important to convey how much time is needed for a job and for directors to have more presence at events that should have directors present.

00:53:15 Judy Wilkins: Responsibilities of board and board goals, both near term and mission statement

00:53:16 Paula Goodwin Friends of AROXGM NWRs: Try starting with volunteers to recruit board members.

00:53:19 Jim Sweeney: I think having a job description will be very important-- looking to see what others use

00:53:24 Evelyn Kelley: Having connections to fundraising sources

00:53:28 Tom Hartz (he,him,his): Fundraising, Donation, Outreach, Mentoring

00:53:33 Giselle Smisko: Work well with the group, open-mind to everyone's ideas

00:53:34 Katem: training on being diverse

00:53:41 Bonnie Swarbrick: Have a love of nature. Be of a compatible philosophy, without a conflict of interest in personal outlook or profession.

00:53:48 Friends of Forsythe National Wildlife Refuge: Range of hours/month expected. Service on committees. Expect financial support of board members.

00:53:49 Simon Kenyon: Willingness to takes responsibility for something. Mechanism is to have them choose a committee to serve on, and the committee is 2 or 3 people.

00:53:57 Michael Boreing-Friends of Tualatin Refuge/(he/him): commitment to helping recruit committee members/membership/volunteers

00:54:01 Barbara V: expectations can vary - are you an established board or startup?

00:54:13 Lisa Jansen-Rees: Training opportunities - how to chair committee meetings, developing committee goals and objectives IAW the strategic plan, training on fundraising

00:54:16 Ray Paterra: Must have an understanding of the specific friend's group, refuge system and refuge the friend's group supports. Will be accomplished through an orientation at least annually.

00:54:52 Carissa Rosenfeld: I would like to know how to expand our meetings to allow participation of members who want to attend meetings but can't make it physically. Another words how to have both an online and physical meeting together at the same time.

00:56:06 Mary Deschene, San Francisco Bay Wildlife Society: Oh, I had that one - time commitment, now 10-15 hours per month

00:57:21 Sue Wilder: hi Carissa. This wee we offered a hybrid zoom meeting where we had one laptop and a portable speaker used to set up a virtual meeting but we also had met in person. what we found out was the microphone needs to be centrally located to be able to hear all and any handouts need to be sent ahead of time... but it worked out okay.

00:57:55 Willem Stoeller: There is a very large spread in time spent as board member from officer to committee chair so the average is not meaningful...

00:58:04 Carissa Rosenfeld: Thank you Sue

00:59:16 Ken Kupchak: Generally, I oppose time computations. If a Bd member can generate \$1m with one phone call, that works. Each Board member has a different role and each may involve a different time commitment. The important aspect, for me involves expectations for the member and why that member was selected for the Board. Results- get your job done in a timely manner is the criteria

01:02:47 Jim Sweeney: this is a valuable webinar-- will a video be available? I want to ask my board to watch it

01:05:34 Suzanne Dingwell: We haven't talked much about diversity

01:06:18 Katem: Reacted to "We haven't talked mu..." with 👍

01:07:11 IWRA Chairperson Gary Kirsh: Great meeting - I have a Friends Meeting starting at 3:00pm

01:07:36 Reta Rutledge: Thanks so much. I have a board meeting in 3 minutes.

01:08:19 Bonnie Swarbrick: I have to leave now for the same Board meeting. Thank you!

01:09:14 Mary Deschene, San Francisco Bay Wildlife Society: How about working on Committee membership? how to get people involved?

01:09:42 Rachel: make job descriptions

01:10:04 Dave Miller: Show a couple of your slides in our board meeting this evening

01:10:11 Katem: take this info back to my other members at our next meeting

01:10:17 Judy Wilkins: Board / committee descriptions. I am on the nominating committee and I believe it will help us get a good fit for the BOD

01:10:20 Suzanne Dingwell: I am going to put it together in a complete package with my notes and send it to our ED, suggesting it could be shared with whole Board.

01:10:22 Simon Kenyon: Board gathering in a social setting

01:10:26 Giselle Smisko: Will share this information with board members and follow some of your suggestions to define what the board does

01:10:31 Joann Van Aken: Useful webinar, next step for me to add these thoughts into material for mentoring with Friends organizations - thank you!

01:10:35 Christopher Selena: Share materials with the rest of the board and discuss priorities.

01:10:38 janie pettigrew: I would like to put a draft together of our weaknesses and set goals to problem solve using some of the things we touched based on in chat

01:10:39 Michael Ciscell: Deer Flat NWR: Having program meetings for members and public. And not always at the refuge.

01:10:55 Bob Muska: I liked the idea of the board agenda led by various board members.

01:11:05 Tom Hartz (he,him,his): We should implement our "Speakers Bureau" with slide decks available for Board Members to use during Outreach.

01:11:10 Suzanne Dingwell: Thank you, lots of excellent and concrete ideas!

01:11:12 Lisa Jansen-Rees: We have many of the documents you discussed, but I don't think we've ID'ed a training for committee chairs so that's what I'd like to focus on next.

01:11:24 Ray Paterra: Develop a good overview of the friends group. History, projects, future plans, etc.. to deliver to new board members.

01:11:28 Mary Deschene, San Francisco Bay Wildlife Society: committee process???

01:11:31 Carissa Rosenfeld: How do you figure out a job description for directors

01:11:39 Giselle Smisko: Short of cleaning out the "deadwood" board members, do you have an idea to inspire them to do work?

01:11:55 Friends of Forsythe National Wildlife Refuge: I'd like to try the time sheet exercise with my Board. Also would like to have some self assessments for identifying gaps in skills.

01:12:55 Lisa Jansen-Rees: Great question, Willem!

01:12:55 Richard Micka: Realign time content for Board Members

01:14:16 William McCoy: I belong to two Boards- one for the refuge and one for a Land Trust. The LT Board primarily approves programs and land acquisitions conducted by the paid staff of the LT. The Board for the refuge focuses on setting up programs and finding good presentations. It is much more time consuming to be productive on the Refuge Friends board and getting commitments of time to make contacts and coordination of the programs. Small refuges have a time problem with working on programs due to staff shortages.

01:15:48 Ward Feurt: Thank you, Andy. Good framework for moving forward

01:16:54 Friends of Forsythe National Wildlife Refuge: Thank you! This has been great. Look forward to sharing it with our Board.

01:17:22 Steve: The Friends of Hackmatack NWR conduct quarterly Friends Gatherings that are open to the public and are typically arranged around a site visit or specific topic (such as bats, etc.). This raises the profile of the Friends of Hackmatack NWR and frequently become volunteers or even serve on a committee and in a few cases become Board Members.

01:18:22 Michael Boreing-Friends of Tualatin Refuge/(he/him): Thoughtful ideas I think we can use. I have to leave for another commitment now.

01:19:19 Dr Kamran: But it's all true!

01:19:26 Suzanne Dingwell: Very helpful, Andy

01:19:52 Ken Kupchak: Steve, agree. Refuges sell themselves. We have a resolution that each Board member is to identify two people a year to bring to the

Refuge and engage. They become excited and become ambassadors and, some even Board candidates.

01:21:48 matthew emmer: I agree with "Walking the Board". As the president I try to meet with one board member for coffee each month (more or less) and it has been really well received!

01:22:07 Katem: Reacted to "I agree with "Walkin..." with 👍

01:23:11 Sue: I like that Matt. Good idea.

01:25:39 Katem: Reacted to "I like that Matt. G..." with 👍

01:26:20 Dave Miller: We use a president-elect, president, and past-president model which works well for us.

01:27:31 Dr Kamran: Reacted to "We use a president-e..." with 👍

01:27:33 Ken Kupchak: Officer candiadtes usually developed through time. Governance Comm looks at continuity annually and positions for training. Important is the ability of officers to work with and be relied upon by Board. That evolves and constantly changes as the membership changes

01:28:51 matthew emmer: It's not what we do but I know of a Friends group that has a 3-person "Presidential Committee". President serves one year, President-to-be, and Immediate-Past-President. This way you are training someone up and rolling the experience off and they all learn from each other. Could be a suggestion.

01:33:22 Giselle Smisko: Thank you for good, practical information to improve our board function.

01:33:40 Katem: thank you for your time!!

01:33:51 Lisa Jansen-Rees: Super presentation. Thank you!!!

01:34:00 Dr Kamran: Thank you 😊

01:34:04 Paula Goodwin Friends of AROXGM NWRs: Thank you!

01:34:10 Bob Muska: Thank you for your great advice.

01:34:11 Jim Stone: Excellent!! thank you.

01:34:15 Ray Paterra: Thanks Andy.

01:34:18 Karl Stromayer: Thanks Andy - great session!