

**Florida Chapter of The Wildlife Society  
Fall Business Meeting**

**Waccasassa Forestry Center  
Gainesville, Florida  
October 24, 2013**

**Final Minutes**

Attendees: Stefanie Nagid, Erin Myers, Kristee Booth, Hugh Boyter, Patrick Delaney, Laramie Ferry, John Humphrey, Kyle Mader, Michael Milleson, Holly Ober, Larry Perrin, Dale Gawlik, Tim O’Meara, Jonathon McCurry, Cheryl Millet, Rosi Mulholland, Robin Boughton, Sam Baraoidan, Eric Hellgren, Claire Williams, Mark Ausley, Becky Bolt, Steve Rockwood

Absent: Bill Giuliano, Lauren Watine, Alan Alshouse, Phillip Brouse, Jodie Gless

Topic	Discussion	Action
Call to Order	President <b>E. Myers</b> called meeting to order at 1:26pm.	
Introductions	Board members present introduced themselves. Other attendees present introduced themselves. <b>E. Myers</b> made some announcements and thanked various attendees for their services.	
Mentoring Discussion	<b>E. Myers</b> provided introduction to discussion topics and the attendees were divided into 4 groups of 5 (2 groups to discuss student questions and 2 groups to discuss professionals questions). Groups brainstormed for 30 minutes and provided summary ideas to entire group. See Addendum 2 for discussion summary.	
Reading of the Spring Minutes	<b>D. Gawlik</b> made one edit. <b>H. Boyter</b> motioned to approve as amended with edits. <b>D. Gawlik</b> seconded.	<ul style="list-style-type: none"> <li>• Minutes approved.</li> </ul>
Report of Treasurer	<p><b>K. Booth</b> provided Treasurer’s Report (Addendum 1).</p> <p>Discussion:            --<b>J. Humphrey</b> asked what we are doing with our income and why are we carrying such a large bank account. <b>E. Myers</b> stated this discussion keeps continuing and in the Spring meeting it was decided to keep a \$25,000 balance in the bank. Discussion ensued.  <b>M. Zondervan</b> suggested we revisit the strategic plan and update what we want to do. <b>S. Nagid</b> asked for the reviewing committee to be formed today to address the concerns. <b>H. Boyter, L. Perrin, S. Rockwood, J. Exum, L. Ferry</b> and <b>K. Booth</b> volunteered to be on the Finance Committee. The committee will review and update the strategic plan and discuss if we still need an executive director, are there other options for our funds and what we should be doing with our funds</p>	<ul style="list-style-type: none"> <li>• Treasurer’s Report provided.</li> <li>• Finance Committee to review base bank account and provide recommendation to the Board.</li> </ul>

	<p>given what we do for our members in any given year.</p> <p>--<b>K. Booth</b> reported on our participation in the October 2013 Black Bear and Wildlife Conservation Festival and that we made \$412 in merchandise sales. There was some discussion about the worthiness of participating in these events from a cost/benefit analysis.</p> <p>--<b>E. Myers</b> reported that the Prescribed Fire workshop will be in May 2014.</p>	
Report of Committees		
Audit	<b>A. Alshouse</b> reported that an audit will be conducted in January 2014.	
Awards	<p><b>T. O'Meara</b> reported that <b>K. Booth, L. Ferry, M. Main,</b> and <b>R. Mulholland</b> are on the awards committee. Nomination solicitation email was sent on October 7<sup>th</sup>. Nominations are due on December 1<sup>st</sup>. Nominees do not have to be members of the Florida or parent chapter of The Wildlife Society. Send any nominee's full name, present position, address, and phone number; the nominator's and an endorser's names, addresses, and phone numbers; a clear and concise statement justifying the nomination (one page will suffice); and the award for which the individual is being nominated.</p>	<ul style="list-style-type: none"> <li>All: Award nominations due on December 1<sup>st</sup>.</li> </ul>
Certification	Nothing to report.	
Conservation	<p><b>B. Bolt</b> reported:</p> <p>--Letter sent to Diane Eggeman supporting the ban on importation of cervids into Florida, she passed it on to legislature. The ban passed legislature.</p> <p>--Letter sent to the Division of State Lands administrator opposing the sale of conservation lands.</p> <p>Discussion:</p> <p>--<u>Conservation Hub</u>: <b>E. Myers</b> asked what was the intent of that tab on the website and what are we doing with it. <b>B. Bolt</b> reported it would be a place for posting our position letters and for members to see what we support and if they want to support items themselves. <b>M. Milleson</b> reported it would be a place to post anything related to the conservation committee. <b>D. Gawlik</b> reported that we have lots of information and we need to get it to <b>M. Milleson</b> to put online.</p> <p>--<u>Implementation Plan to Enhance the Conservation Capabilities of the Chapter</u>: <b>D. Gawlik</b> reported that 2 immediate actions the committee was tasked with have been accomplished (created a decision tree to screen issues and charging the Associate Conservation Chairs</p>	<ul style="list-style-type: none"> <li>All: Provide information to <b>M. Milleson</b> to post online on the Conservation Hub.</li> <li><b>E. Myers</b> will check on our position letter regarding the surplus of state lands. <i>Post Script: Received and signed on 10/29/13.</i></li> <li>Board to comment on <b>S. Rockwood's</b> letter regarding wetlands connectivity. <i>Post Script: Signed and mailed on 11/4/13.</i></li> </ul>

	<p>with their duties). The other item, a web tool kit, should be completed by December 2013.</p> <p>--<b>J. Humphrey</b> asked about the private deer hunting issue and if Nick Wiley was supportive of the issue. <b>D. Gawlik</b> reported that it was approved by the FFWCC Commission. <b>T. O'Meara</b> reported that it didn't matter if Nick Wiley supported the issue or not that it was up to the Commission to make the decision and that Nick Wiley wished FLTWS had better coordinated with FWC on the position letter. Discussion ensued.</p> <p>--<u>Surplus of State Lands</u>: <b>H. Boyter</b> reported an update. ARC was asked to put together a list of "surplus" lands to sell. ARC asked the agencies to provide them each of their lists. <b>H. Boyter</b> reported that many groups requested a more clearly defined definition of what "no longer needed for conservation" means. Discussion ensued. <b>H. Boyter</b> reported that the "surplus" list needs to be looked at carefully at this point because there are some critical lands on it. The list is online for anyone to review.</p> <p>--<b>S. Rockwood</b> requested comments of the Florida Chapter of The Wildlife Society on Connectivity of Streams and Wetlands to Downstream Waters: Docket ID No. EPA-HQ-QA-2013-0582.</p>	
Education & Information	<p><b>J. Gless</b> reported that the newsletter will be sent out in late October. Any information of interest to members continues to be sent to <b>M. Milleson, P. Delaney</b> and the rest of the web team. The FLTWS Facebook site currently has 299 fans. News, pictures and events of interest continue to be posted. Thank you to those members that have kept us in the loop on things happening around the state.</p>	
Fundraising	<p><b>M. Ausley</b> and <b>L. Perrin</b> reported they are gearing up for sponsorships for the Spring conference and are always happy to take on new committee members.</p>	
Membership	<p><b>P. Brouse</b> reported:</p> <p>--The most recent renewals and new members from National are not included in our current membership numbers. He continues to receive information from them inconsistently since they changed the format.</p> <p>--As of October 22<sup>nd</sup>, 224 members have current memberships. Our 2012 membership was 184. Several memberships expired or will expire this month and next month.</p> <p>--Separate reminders were sent out to three groups within the last month: 1) memberships about to expire within 6 weeks, 2) memberships expired within the last 6 months, and 3) memberships expired 6 to 12 months</p>	

	ago. Reminders have also gone out in previous months. --We have 21 current members who have taken advantage of the "Free First Year" program. While this program is also open to returning members who have been gone for 5 or more years, only one returning member has taken advantage of this. The first members to sign up under this program will be up for renewal this month.	
Nominations and Elections	Nothing to report.	
Scholarship	<b>H. Ober</b> reported that we are now giving away two scholarships, 1 for undergraduate students and 1 for graduate students at \$2,000 each. Scholarship applications are due in December.	
Student Chapter	Nothing to report.	
Program Committee	<b>S. Nagid</b> reported on the Spring 2014 conference date, location and events. The conference will be held on April 28 <sup>th</sup> to May 1 <sup>st</sup> in Safety Harbor partnering with FLEPPC. Still working on a theme and will have symposium, plenary, CISMA workshop, DJed reception, student technical session, concurrent technical sessions, field trips and banquet/awards.	
Website	<p><b>M. Milleson</b> reported:</p> <p>--Website committee team is <b>M. Milleson, L. Calle, E. Tillman</b> and <b>P. Delaney</b>. You can send emails to the team at <a href="mailto:website.team@fltws.org">website.team@fltws.org</a>.</p> <p>--To assist the team, it would be good if a student chapter member who is in charge of their web stuff could be given access to our site so they can add to it.</p> <p>--A species spotlight section was added for monthly content.</p> <p>--The photo contest was successful and had great submissions, which also produced some new members.</p> <p>--The members only section is just the membership list and there is some debate as to whether we want to keep this section. It was determined this section is unnecessary at this time.</p> <p>--Moving our site to a new server location which would have a more modern look, has better content management and has better picture resolution. The only drawback is that there isn't a module for member only accounts. Discussion ensued.</p> <p>--Visitor counter is still on the to-do list.</p> <p>--Conservation hub still needs more content.</p>	<ul style="list-style-type: none"> <li>• <b>M. Milleson</b> to work on adding a visitor counter to the website.</li> <li>• More input needed for Conservation Hub section of website.</li> <li>• <b>M. Milleson</b> to look into an alternative safe way to display the membership list and will remove the Members Only section from the website.</li> </ul>

Old Business	<p><u>FL Conservation Coalition</u>  <i>This topic was not discussed at this meeting, however no actions were taken between the Spring 2013 meeting and the Fall 2013 meeting, therefore this topic still needs resolved. The following is carried over from the approved Spring 2013 minutes:</i></p> <p><b>H. Boyter</b> reported that FLTWS should join FL Conservation Coalition (FCC). Priorities include funding for water management districts, funding FL Forever, restoring Everglades, protecting waterways of Florida, managing resources at regional level, promoting responsible water use, and privatization of water resources of FL. There were questions on where the money comes from and if FCC is involved in litigation. Most attendees felt more information was needed to make a decision. <b>D. Gawlik</b> asked <b>H. Boyter</b> to provide more information so the Board can address this at the next board meeting. <b>B. Bolt</b> motioned that <b>H. Boyter</b> do additional research on FCC and bring it to the Board to vote on. <b>T. O'Meara</b> seconded.</p>	<ul style="list-style-type: none"> <li>• <b>H. Boyter</b> to research the FCC and bring information back to the Board for review (action item carried over from Spring 2013 minutes).</li> </ul>
New Business	<p><b>E. Myers</b> reported on upcoming events:</p> <ul style="list-style-type: none"> <li>--Florida Panther Festival in November 2013 (Naples, <b>E. Myers</b> to attend)</li> <li>--Space Coast Birding and Wildlife Festival on January 22-26, 2014 (Titusville, <b>B. Bolt</b> to attend)</li> <li>--Florida Scrub-Jay Festival on February 8, 2014 (Lyonia Preserve, Deltona, <b>M. Zondervan</b> to attend)</li> <li>--Everglades Day in February 2014 (Loxahatchee NWR, <b>D. Gawlik</b> to attend)</li> <li>--Pelican Island Wildlife Festival in March 2014 (Sebastian, <b>S. Rockwood</b> to attend)</li> </ul>	
Adjourn	Meeting adjourned at 4:37pm.	

Addendum 1. Treasurer's Report.

**THE WILDLIFE SOCIETY  
FLORIDA CHAPTER  
OCTOBER 21, 2013  
TREASURER'S REPORT**

**SECTION I. GENERAL SUMMARY**

<b>Balance</b>	<b>10/21/13</b>	<b>10/21/12</b>	<b>10/21/11</b>
Bank Account	\$32,180.40	\$34,260.50	\$26,726.21
Cash Account	\$ 141.27	\$ 147.23	\$ 118.00
Investments Account	<u>\$28,794.05</u>	<u>\$23,589.75</u>	<u>\$22,915.13</u>
Overall Total	\$60,150.88	\$57,997.48	\$49,759.34

---

**SECTION II. SPRING CONFERENCE**

**April 28- May 1, 2014**

*Expenses:*

Safety Harbor Resort & Spa Contract Deposit \$500

**SECTION III. FLTWS FALL MEETING**

**OCTOBER 24-25, 2013**

*Income:*

Fall Meeting registrations: \$1,140

Field Trip: \$100

Meeting: \$445

Workshop: \$595

*Expenses:*

Workshop trainer fee- \$800

Communication workshop books \$825.45

**SECTION IV. FLTWS SPRING CONFERENCE**

**APRIL 10 – 12, 2013**

*Income:*

Registrations \$7,412.00 (84 attendees)

Sponsors \$3,021.00

Field Trip \$ 140.00

Additional Dinners	\$ 75.00
Silent Auction	\$ 490.00
Raffle	\$ 365.00
<b>Total</b>	<b>\$11,498.00</b>

*Expenses:*

Hotel	\$4,842.10
Office Depot supplies	\$ 69.99
Field Trip lunches	\$ 100.00
Credit card fees	\$ 379.45
Entertainment	\$ 600.00
Programs	\$ 476.60
<b>Total</b>	<b>\$6,468.14</b>

<b>NET GAIN</b>	<b>\$5,029.86</b>
<b>Merchandise Sales</b>	<b>\$ 646.50</b>

**SECTION V. PRESCRIBED FIRE TECHNIQUES FOR WILDLIFE**  
**MARCH 18 – 21, 2013**

*Income:*

Registrations	\$ 9,950.00 (42 registered: 29 non-commuters, 13 commuters)
---------------	---

*Expenses:*

Manual, student materials, misc.	\$ 2,300.00
Party Caterers	\$ 3,500.00
Stipends for non-agency instructors	\$ 1,100.00
Lodging	\$ 1,300.00
<b>Total</b>	<b>\$ 8,200.00</b>

<b>NET GAIN</b>	<b>\$ 1,750.00</b>
-----------------	--------------------

**SECTION VI. OTHER GENERAL BANKING SUMMARY – INCOME & EXPENSES (10/21/12 – 10/21/13)**

**Income:**

Membership Dues	\$ 2,474.00	@\$310 fm national; \$80 online
Merchandise Sales	\$ 1,659.50	@\$12 online; Erin\$68
Scholarship Sponsorship	\$ 250.00	
Gift Received	\$ 200.00	

**Expenses:**

Awards Given	\$ 109.90
Charity	\$ 1,246.00

*(Travel grant, student memberships, TWS conference sponsorship)*

Bank Charge	\$ 94.60
Corporate Status	\$ 70.00
Merchandise Purchased	\$ 2,013.43
Shipping/Postage	\$ 55.10
Outreach	\$ 160.00
Merchant Services Fees	\$ 1,737.27
Web Services	\$ 439.00
Student Presenter Award	\$ 200.00
Student Scholarship	\$ 2,000.00

---

**EVENT MERCHANDISE SALES:**

Bear Festival (10/13, Erin Myers, Kristee Booth) =	\$412.00
Panther Festival (11/12, Erin Myers) =	\$220.00
Pelican Island Wildlife Festival (3/13, Steve Rockwood) =	\$730.00

---

<b>WILDLAND FIREFIGHTERS FOUNDATION FUNDRAISER</b>	\$4,920.20 donated
USPS	\$6.85 (to mail mug)
Printing handouts and kid's activity books	\$311.64
Gas Reimbursement to Erin	\$30
Other reimbursement to Erin	\$30
Fl Water& land legacy donation	\$100
Logo table covers	\$382
Bear fest table fee	\$25
Florida Wildlife Federation Membership renewal	\$100
Florida Panther Festival Booth Fee (2013)	\$75



## Addendum 2 – Mentoring Discussion Summary

### FLTWS 2013 Fall Business Meeting

#### Mentoring Discussion

Groups of 5: Three Student Questions (2 groups); Three Professional Questions (2 groups)

30 Minute Discussion

#### Student Questions:

1. What do students/new professionals need from FLTWS?
2. Is there a certain time during career development or area where they need assistance? (i.e. field work, job shadowing, lacking what during school that we can expand upon?)
3. What fields or topics are mentees most interested in? (i.e. species, habitat, research, land management, park services, etc)

#### Student Group Responses:

1. Students/new professionals would like to have one contact person at FLTWS to coordinate with the university contacts so the university coordinator can get the information back to the students. They need more than just a one-time email or contact effort and they don't always read the emails and notices, there needs to be continual contact/information flow in electronic, hard copy and in-person forms. They would like a mentor to come to campus to recruit/speak to students to illustrate how new professionals will need to work their way up from an entry level position and the realities of working in the conservation field. They want to use the FLTWS mentoring list in the internship class to force students to do an internship since the class requires students serve somewhere during the semester. The mentor list and guidelines needs to be updated and put on the FLTWS website in order for university professors and students to have access to it to be able to make a student-professional connection. There is also a new class at UF that Bill Giuliano teaches where FLTWS could discuss with him if a volunteering requirement could be incorporated into his curriculum. Another idea was to get extra credit for the Techniques class if a student volunteers somewhere.
2. The students recommended to start with job shadowing and to have actual field tasks mixed with office tasks to demonstrate a more realistic work scenario.
3. They need help with interviewing skills and professional behavior.

#### Professional Questions:

1. How do we engage professionals/ what's in it for them?
2. What are the limitations to being a mentor? (i.e. time, character (patience, personality differences, confidence), location)
3. How would a mentor handle the logistics of an "out of town" mentee?

#### Professional Group Responses:

1. FLTWS needs to determine what the objective of the mentoring program is and develop a good mentor list, guidelines and standard mentor form. These documents should clearly state how to be a mentor, mentor contact information, internship job descriptions, mentor expectations of the mentee, an expected timeline/schedule for the internship and what the mentor can provide (i.e. stipend, housing, per diem,

mileage, etc.). There should be one person within FLTWS that is the central go-to person to coordinate the mentor program, make the contacts/connections and keep the information updated.

2. Limitations for someone to be a mentor include liability issues (i.e. insurance), legal issues (i.e. background checks), lack of knowledge about what a mentor's agency/organization already has in place for a volunteer program, not enough time for a mentor to find out the information and make the connections, the need for interns to have some basic applied knowledge and skills and that it takes a lot of time to train an intern. Things FLTWS could do to assist with these limitations include having a mentor program coordinator to talk to the agencies/organizations to find out what is already in place and what any liability/legal issues or limitations are, prepare a guidelines document, determine what KSAs and trainings are needed by the mentors and provide appropriate student trainings at Fall and Spring meetings.
3. If a mentor had some guidelines to follow and knew what their agency/organization could provide, then they could work out the logistics better on a case-by-case basis. Professionals would like an internship evaluation that would be filled out by both the mentor and mentee at the end of the internship, which would then be provided back to the FLTWS mentor program coordinator to fine tune the program. Nametags at all meetings would be good to create familiarity between professionals and students. Technology and social media could be used to overcome many distance issues. The professional would have to write an internship description of what they expect and what they could provide in order to obtain the best possible candidate. A committee should be created to be in charge of designing the program and developing a product that is well designed and implemented to inspire both sides to want to use it.

#### Other Comments:

We may be talking about two different programs, 1) how do we mentor students and 2) how do we engage the members. The mentor program could be a full time job with trying to coordinate with all the agencies and setup the program. The mentor guidelines should state that said mentor will go to the local university at least once a year and speak to multiple student groups at one time so the mentor can visit once and not have to visit each group separately.