



# National Leadership Council

## NLC Youth Education Work Group Report

### January 9, 2021

**Workgroup Chair:** Linn Beck [chlbeck@att.net](mailto:chlbeck@att.net)

**Workgroup Meeting Dates:** The Youth Education Workgroup meets the first Wednesday of every month via Zoom. Please contact me to get onto our email list.

#### **Workgroup Goals:**

- Better communicate the Stream of Engagement to our Chapter and Councils.
- Increase the numbers of YEC's (youth education coordinators) with-in Trout Unlimited.
- Enhance the Stream of Engagement programs for youth who desire more engagement with-in Trout Unlimited.

#### **Workgroup Activity:**

- The workgroup along with Andrew Loffredo, Costa 5 Rivers coordinator, presented our Costa 5 Rivers Q & A program to chapter presidents and youth education coordinators on October 7<sup>th</sup>.
- The group then worked on and developed a presentation on the introduction to the Stream Girls program.
- Presented this Stream Girls program on December 3<sup>rd</sup>.

#### **Workgroup Accomplishments:**

- We had a well-attended Costa 5 Rivers presentation on October 7<sup>th</sup>. We were able to present the definition and a 5 Rivers club, along with the 1,2,3 on developing a Costa 5 Rivers club at a university near their chapter. The final portion of the program was the benefits of having a 5 Rivers club and the benefit the 5 Rivers club receives from the chapter.
- The workgroup presented our Stream Girls program on December 3<sup>rd</sup>. We had invited Chapter Presidents and YEC's, along with Chapter Diversity chairs. The workgroup also invited various Women's Fly-Fishing Groups. The presentation had 56 participants and was very engaging.

**Workgroup Obstacles and Challenges:** None

**Workgroup Next Steps:** We will be continuing working on presentations for the Stream of Engagement programs starting with a follow up Stream Girls presentation in February.



# National Leadership Council

## New Initiatives Work Group Report

### January 12, 2021

**Workgroup Chair:** Mark Dillow – mdillow61@gmail.com

**Workgroup Meeting Dates:** The NI WG meets on an as needed basis. At present no meetings are scheduled. I expect to call meetings as topics emerge from the strategic planning process.

**Workgroup Goals:** Please include here the 3-5 high level goals your workgroup has set for the year, or longer. Please be brief.

1. Manage NLC Officer nominations
2. Manage Grassroots Trustee Nominations
3. Assist with Embrace-A-Stream Committee Nominations
4. National Conservation Agenda Review
5. Critical Focus Areas Review

**Workgroup Activity:** No activity since my last report, other than participating in the review of the strategic plan.

**Workgroup Accomplishments:** Please provide here a brief statement on the recent accomplishments of your workgroup, focused most heavily on the accomplishments since the last quarterly report.

1. Grassroots trustee and EAS nominations

**Workgroup Obstacles and Challenges:** None at this time.

**Workgroup Next Steps:** As topics emerge from the strategic plan, especially related to the Critical Focus Areas and National Conservation Agenda, I expect the NIWG to reconvene to review and provide recommendations in keeping with the spirit of the plan.



# National Leadership Council

## Communications Work Group Report

### January 12, 2021

**Workgroup Chair:** Kelly E. Buchta [buchtake@gmail.com](mailto:buchtake@gmail.com)

**Workgroup Secretary:** Mary Tealdi [marytealdi@comcast.net](mailto:marytealdi@comcast.net)

**Workgroup Meeting Dates:** Meets monthly, second Monday, 8 p.m. est.

**Workgroup Description:** The functions of the Communications Workgroup are to: (1) Clarify and communicate the role and function of the National Leadership Council to all parts of TU; (2) Facilitate communications within the NLC and its workgroups; and (3) Encourage and foster communications to and from the NLC to chapters, councils, members, trustees and staff.

**Workgroup Goals:**

1. Work with NLC leadership to increase relevancy of NLC as a whole
2. Expand workgroup mission with fresh ideas/views on communication with TU National
3. Streamline communication efforts to minimize bulk and maximize information from all levels of membership: chapter->council->NLC->National staff-> Board of Directors

**Workgroup Activity:**

- Finalizing Message maps for each NLC workgroup
- Working up goals/tasks for 2021
- Discussion on methods of communication and usage/function within councils/chapters
- Provide input on informational/inspirational articles for TROUT magazine and TROUT digital media

**Workgroup Accomplishments:**

- All workgroups have submitted message maps- finalizing them for web publishing
- Monthly conference calls help move items along

**Workgroup Obstacles and Challenges:**

- All NLC members not receiving information
- Work with TU National new NLC community forum

**Workgroup Next Steps:**

- Work up goals/tasks for 2021
- Refine content from TROUT media
- Find new chair for 2022



# National Leadership Council

## Diversity & Inclusion Work Group Report

### January 12, 2021

**Workgroup Chair:** Kelly E. Buchta, [buchtake@gmail.com](mailto:buchtake@gmail.com), Co-Chair Jackie Kutzer [kutzerj@orvis.com](mailto:kutzerj@orvis.com)

**Workgroup Meeting Dates:** Meets third Thursday of the month, 8pm est

**Workgroup Description:** To create effective strategies and programs to recruit a more diverse membership profile in TU; encourage diversity within leadership at the chapter, state and national levels; and to ensure every chapter creates a welcoming environment for TU members of different genders, ethnicities, ages, and cultures to achieve the TU conservation mission.

#### **Workgroup Goals:**

1. Understand the process and planning into the reason why diversity and inclusion are relevant and necessary for the organization across the board
2. Increase number of diversity/inclusion coordinators on state and chapter levels
3. Create working programs with a variety of partners to promote diversity
4. Provide resources for all volunteer leaders that pertains to workgroup mission and support activities

#### **Workgroup Activity:**

- Workgroup members are working with National staff on the National TU DEI (Diversity/Equity/Inclusion) Practice and aligning workgroup goals to match National
- Continue to increase DI awareness within the organization on chapter/local/national level and provide resources to support the DI
- Working on DI content for *TROUT* magazine
- Revamping our workgroup newsletter *On The Rise*
- Gratitude video for co-chair Bill Thorne, who termed off NLC

#### **Workgroup Accomplishments:**

- New leadership: Co-Chair Jackie Kutzer, Vice-Chair Ginger Kozitek, Secretary vacant
- Partnering with other organizations that foster inclusion and intersectional opportunities
- Strength is communicating issues/concerns/achievements and working together to brainstorm and share out ideas

**Workgroup Obstacles and Challenges:**

- Chapters/council leaders still hesitant to try new ideas and promote inclusivity- same old TU mentality
- Finding leaders of diverse backgrounds
- Gaining and losing members/DI leaders based on involvement with TU

**Workgroup Next Steps:**

- Work and support DEI Practices alongside National
- Training and workshops for DI coordinators and councils
- Revamping our workgroup newsletter *On The Rise*
- Working with the new TU Community Forum



# National Leadership Council

## Grassroots Work Group Report

### January 15, 2021

**Workgroup Chair:** Don Haynes: dhaynes8320@gmail.com

**Workgroup Meeting Dates:** As needed.

**Workgroup Description:** The mission of the Grassroots workgroup is to continuously assess and assist effectiveness of our chapters and councils and to develop tools and resources for improvement. The workgroup helps develop new chapter models to meet TU needs.

**Workgroup Goals:** Please include here the 3-5 high level goals your workgroup has set for the year, or longer. Please be brief.

5. Make current leadership training/tools more accessible
6. Identify and remove barriers to leadership access
7. Identify gaps in leadership training and tools and work to fill the gaps

**Workgroup Activity:** The group currently has 4 members: Don Haynes, Scott Seidman, Scott Hood, and Brad Riffée.

Phone interviews were conducted with members in November and December. Additional interviews are planned for the near future.

**Workgroup Accomplishments:** Several short-term objectives such as adding links to TU tacklebox to make leader materials more accessible have been completed. An introduction to leadership roles and responsibilities and to leadership material on the web is underway possibly as an abbreviated and more accessible version of the Leadership manual. Discussions with Jeff Yates about adding a “Leadership Development Section” to “Lines to Leaders” are in progress.

**Workgroup Obstacles and Challenges:** Biggest obstacle is finding NLC members willing to serve and to be active participants. Another big challenge is finding a way to motivate chapter and council leaders to actually use existing resources.

There is a consensus view among members that the biggest obstacle TU faces in developing leaders is individual motivation to access current material and learn from it. The view is that there exists copious leadership development materials on the Tacklebox and elsewhere. Use of that material is very low.

Another obstacle has been TU’s slow roll-out of the new Leaders Only Tools section. Requests from the group to make some changes to make it easier to find resources have been shuttled aside until work is completed.

Last, some of the planned material was to be implemented at regional rendezvous. Most of these have been cancelled due to COVID.

**Workgroup Next Steps:** Next phone meetings will discuss ways to motivate TU leaders to access materials. Working with the Communications committee is one attractive option. Work group plans to open discussion on the Leaders Forum on motivation.