



National Leadership Council

New Initiatives Workgroup

May 18, 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:

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:

1. Grassroots trustee and EAS nominations
- 2.
- 3.

Workgroup Obstacles and Challenges: None at this time.

Workgroup Next Steps: We plan to review the National Conservation Agenda and Critical Focus Areas in the July time frame in light of expected guidance from the new strategic plan.



National Leadership Council

NLC Youth Education Workgroup

May 23, 2021

Workgroup Chair: Linn Beck 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 worked on 2 Youth education Workgroup Zoom webinars.
- The group has also started working on setting up our meeting schedule for the rest of 2021 and going forward in 2022.
- Presented the following Zoom Seminars February 3rd "Stream Girls 101" and then April 13th "How to Plan Amazing Youth Events".

Workgroup Accomplishments:

- We had a well-attended and highly successful Zoom Webinar on "Stream Girls 101" on February 3rd, where we laid out the plans on setting up a Stream Girls event along with the materials and costs that are involved with the event. We had 64 participants and the Headwaters Programs set up several new Stream Girl events.
- The workgroup was able to follow up the Stream Girls webinar on April 13th with a second webinar "How to Plan Amazing Youth Events". This webinar was on the planning of events and included a section on Covid 19 protocols to keep their events safe. This was attended by 40 participants that came away with a good feeling for their upcoming events.

Workgroup Obstacles and Challenges: We need to grow our participants for the workgroup.

Workgroup Next Steps: The workgroup will be going forward with the planning of our 2021 schedule and working with the group on coming up with ideas for future webinars. Along with planning on ways to grow our workgroup participation.



National Leadership Council

Diversity & Inclusion Workgroup

May 24, 2021

Workgroup Chair: Kelly E. Buchta, buchtake@gmail.com, Co-Chair Jackie Kutzer 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
- Completed presentation on DI purpose/goals for DI leaders

Workgroup Accomplishments:

- New leadership: Co-Chair Jackie Kutzer, Vice-Chair Ginger Kozitek/MO, Secretary Beth Peterson/CT
- 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:

- Communication via Community forum- it is not working!
- 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:

- Finalize DI presentation for Summer/Fall 2021 rollout
- Work and support DEI Practices alongside National
- Training and workshops for DI coordinators and councils



National Leadership Council

Communications Workgroup

May 24, 2021

Workgroup Chair: Kelly E. Buchta buchtake@gmail.com **Workgroup Secretary:** Mary Tealdi 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:

- Hosted Communications workshop for all NLC/Council chairs and chapter leaders
- Working on “hotsheet” document of important TU links/resources for volunteer leaders
- Discussion on methods of communication and usage/function within councils/chapters
- Completed Message maps for each NLC workgroup

Workgroup Accomplishments:

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

Workgroup Obstacles and Challenges:

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

Workgroup Next Steps:

- Find new chair for 2022
- Complete “hotsheet”



National Leadership Council

Grassroots Workgroup

May 25, 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.

1. Make current leadership training/tools more accessible
2. Identify and remove barriers to leadership access
3. 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 Riffie.

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: Members of the Workgroup are working on the TU revision of engagement database. Meetings to revise how data is collected and accessed to support member engagement is underway.