

Happy Fall to you! I am grateful for the change in seasons and the opportunities that it brings. I wish you all luck in the field and I cannot wait to hear about your adventures. I would also like to offer a very humble thank you for the support of membership and the Board of Directors for their faith in my abilities to step into the President's role with some historically large shoes to fill. Please welcome our newest board members; Cathy Keene and Jaden Bales, they are already proving to be a tremendous asset to our board with huge fundraising and marketing efforts and a strong passion for big horn sheep.

Since 1983, this Chapter has had, fulfilled, and continued to focus on the mission of conserving and enhancing the populations of bighorn sheep throughout Wyoming and to fund programs for professional management of these populations. As with any shift in leadership, new ideas are considered while former ideas continue to be implemented. The following are some areas that I hope to focus on as we continue to move forward.

Strategic Planning: By utilizing our Conservation Vision as a guide, we have formed a new Strategic Planning committee. This committee includes Scott Smith, Zach McDermott, Cathy Keene, John Harris and myself. The intent is to create some short and long term goals for the Chapter to ensure that we continue to grow and improve.

NGO Training and New Board Member Onboarding: The old adage that you can't teach an old dog new tricks does not apply to our Board of Directors. And as such, we have begun the process of offering both our current, as well as our new, board members opportunities for education and training through the Wyoming NonProfit Network. This network will give us all an opportunity to strengthen our knowledge and add new tools to our toolbox when working on fundraising, leadership, and outreach goals. Additionally, we have initiated work on a formal new board member binder that will include key information ensuring a smooth transition for our newly elected leaders.

Annual Calendar: Our former President, Zach McDermott, initiated the term and commitment to board succession planning. This includes direct and continued support and guidance from past presidents to new presidents, as well as recognizing executive positions that our current board members would be best implemented in and offering them real time training and knowledge prior to any formal changes in title. We have also created an Annual Calendar to ensure that successive boards have a monthly and yearly list of tasks, to prevent overlooking any key needs of the Chapter. This calendar is a living document that can be accessed and adapted by every board member and has both due dates and the responsible person listed. We review the prior and current month's tasks at each board meeting to ensure timely completion of all items.

Membership Involvement: We recognize that this Chapter is stronger because of the tremendous membership we have. We also know that our members have significant talent and a passion for bighorn sheep conservation. We would like to invite each of you to review our current list of

committees and consider which interest you. Your time and talent would prove a true asset to our organization as committee members and we encourage you to reach out with your preferences so we can add you to the email and meeting list. This is also a great way to test the waters for your potential interest as future board members.

Marketing and Communications: We are ramping up our current marketing and communications strategies. We plan to freshen up our website and utilize one of our newest board members, Jaden Bales, to infuse some young and fresh perspectives and insight into our flyers, advertisements and raffles. He started off with a bang and hosted a podcast at our June Convention, available at the link below.

<https://podcasts.apple.com/us/podcast/sheep-stories-how-wyoming-is-putting-and-keeping/id1776477283?i=1000712961707>

In order to offer more communication with our valued members, we plan to start a monthly “snapshot” to share the prior month’s work, any up and coming events, relevant news, etcetera. Watch for the start of this email in October.

Access and Accountability: An addition to our monthly meetings has been the implementation of a review of action items. This gives us all a task oriented list of “to-do’s” each month and then offers accountability to the board as a whole at the next month’s meeting, ensuring completion of all assigned tasks. I would like to take that a step further and ask that you as members begin to utilize both my email and my phone to offer your ideas, accolades (I love hearing good things!), but most importantly constructive criticism on my performance and ways I can improve the work I am doing. This organization, its board, and its membership deserve the ability to directly offer me input and guidance and I look forward to becoming better with your thoughts and offerings.

Committees:

- Endowment Fund - Oversee the endowment fund
- Rampage - Oversee the content and editorial direction of the RamPage
- Habitat Projects - Solicit and coordinate field projects with our partners
- Winter Meeting - Plan and execute the Winter Meeting
- Membership/Raffle - Ensure year round raffles and membership drives with new ideas
- GIA - Solicit and review grant applications
- WSF Sheep Week - Oversee planning and staffing for the booth and silent auction
- Legislative - Participate and advocate for the Chapter at events and during the Legislative Session
- Auction Solicitation - Solicit auction items for our biannual events and raffles
- Bylaws - Review and update bylaws
- Strategic Planning - Utilize the conservation vision to set short and long term Chapter goals
- Director Solicitation - Solicit new and qualified board members
- Marketing and Communications - Oversee the marketing and communications of the Chapter

- Youth Programs - Oversee and plan youth experiences at our biannual events and beyond
- Expo - Oversee and plan our annual expo

Upcoming Events:

- New Membership Incentive Contest
- National Bighorn Sheep Center Bighorn Bash November 1, 2025 Dubois Wyoming
- Winter Meeting December 5-6, 2025 Saratoga, Wyoming
- WSF Sheep Week January 22-24 2026 Reno Nevada WY-WSF Booth 145 (Gold Sponsors for the Silent Auction and <1 Club)