WYOMING WILD SHEEP FOUNDATION

Call to Order and Approval of Minutes- Board of Director's Meeting – Sept 9, 2026

- The meeting was called to order by President Clifford at 6:59 p.m. with Katie absent.
- The Chair requested approval of the prior meeting minutes previously distributed.
- Motion by Jimmy Owens to approve the prior minutes; second by John Harris.
- Kurt Eisenach asked about a noted increase in website hosting costs between fiscal years 2025 and 2026.
- The Chair and Treasurer Dean explained that the increase reflected higher fees from the WordPress host (Brandy), unrelated to the Lammers Media marketing contract; Brandy provides hosting at approximately $500 per year with additional charges as needed.
- Hearing no further discussion, the vote was called: motion carried unanimously and the minutes were approved.

Treasurer's Report

- The Chair requested a motion to approve checks, credit card statements, and the past month's income and expenses as distributed.
- Dean noted that the August credit card statement had not been included in the packet but provided an oral summary:
  - Total August charges: $1,099.
  - UPS Store: $75.
  - Post Office: $69 (postage due on returned magazines).
  - Intuit/QuickBooks: $14.
  - Katie's upcoming trip: $940, which will be reimbursed by the Wild Sheep Foundation; net non-reimbursed charges were $159.
- Kurt asked about an "El Cazador Marketing" check; Dean clarified it was for Expo social media work and separate from Lammers Media.
- Motion by John Harris to accept the treasurer's report as presented and discussed; second by an unnamed board member.
- Motion passed unanimously.

Staff Reports

- **Dean**
  - August was a relatively quiet month post-banquet; regular bookkeeping and board packet preparation completed.
  - Continued coordination with Lammers Media. He emphasized that campaign effectiveness depends on board members providing photos, text, and story content.
  - Reported recent raffle income had dropped to approximately $1,400 for the prior week, the lowest in months, and he will continue adjusting campaigns with Lammers.
  - Reported difficulty obtaining copy for the fall Rampage and requested stories, photos, and other content from board members, noting a hard deadline of October 1.
  - Described behind-the-scenes administrative work, including resolving a domain/email spam issue by updating settings with the host (Name Silo) to ensure board emails were delivered.

- Working with Matt on winter meeting logistics, Give Smart setup, silent auction support, and event activities.

- **Katie's Work (reported by the Chair)**
  - Continuing work on the Steve Kilpatrick allotment buyout, including extensive discussions with family and partners.
  - Active on the Pedro and Ferris–Seminoe sheep issues; attending public landowner meetings and helping organize landowner participation.
  - Drafted an updated strategic plan from board notes and distributed it; board members were asked to review.
  - Working on federal policy issues, including the USDA roadless rule, and circulated a draft comment letter for board edits.
  - Coordinating Seminole Pump Storage opposition efforts with partners and tracking NEPA and comment timelines.
  - Monitoring legislative and regulatory issues and preparing for meetings with the Wyoming federal delegation in Washington, D.C. Travel costs for that trip will be largely reimbursed by the Wild Sheep Foundation; the chapter may cover some meals.
  - Soliciting Rampage content, drafting articles, and coordinating with contributors.
  - Meeting with Hunting With Heroes (Bill Brinegar) regarding potential partnership and funding conditions.

Winter Meeting Planning

- Matt Keating reported:
  - Venue is under contract; meals and pricing are set.
  - A block of 35 rooms has been reserved; additional local lodging exists.
  - Confirmed speaker: BLM historian Lucas Keeler on Whoop-Up Canyon. A field tour to the site is being explored but may be constrained by access fees (True family charging about $500/vehicle) and winter road conditions. A school bus is not feasible due to road limitations.
  - Additional potential tour options on Elk Mountain are being explored with local contacts.
  - Breakfast on Saturday will be on participants' own; some lodging provides continental breakfasts.
  - Planned activities include a small silent auction, three raffles, and two to three games.
  - Firearm prize logistics remain complicated due to FFL requirements. The board agreed it would be acceptable to substitute a non-firearm prize in the $500 range for a key raffle to avoid FFL costs and shipping.
  - Maven binoculars and other items (OnX membership, local gift cards) are available as potential prizes.

Seminole Pump Storage Project

- The board discussed public outreach and mitigation planning for the proposed Seminole Pump Storage Project.
- Greg Pope summarized:
  - A small coalition (Friends of the North Platte, Trout Unlimited, TRCP, other local groups and businesses) is planning public outreach with yard signs (with QR codes), larger signs, and social media content.

- Coalition members are seeking $1,000 contributions from each participating organization; Ugly Bug's Blake Jackson has committed $1,000. Greg and Katie agreed to seek board authorization for the chapter to contribute $1,000 when a final sign design and media plan are available.
- Board discussion:
  - Bruce Allen questioned how yard signs and awareness would effectively influence project approval and emphasized the need to drive letters and comments to decision-makers and FERC/NEPA processes.
  - Kurt supported contributing funds but stressed that outreach must be strategic and modern, particularly through targeted social media and coordination with coalition partners and successful local campaigns (e.g., Casper gravel pit opposition).
  - Matt asked whether Lammers Media could run a targeted Seminole campaign like their raffle work, with custom audiences beyond existing membership.
  - Jaden supported using Lammers for a dedicated Seminole campaign if a clear budget and scope could be established.
  - The Chair agreed to:
    - Request Lammers Media to propose a specific Seminole Pump Storage digital campaign (budget, targeting, deliverables) for subsequent board approval.
    - Ask Greg to circulate final sign designs, a list of coalition participants, and additional campaign details to the board by email for a funding decision.
  - Cathy raised the need for early and adequate tribal consultation under federal mandates and historic treaties, and suggested coordinating with Katie to encourage tribal engagement.
  - Jimmy Owens described tribal consultation practices on recent industrial projects and noted that public pressure networks used in the Casper gravel pit campaign might be effective models.
  - Several members emphasized the need to reach audiences beyond the current member list and ensure messaging prompts specific comments to agencies and elected officials.
- No formal motion was made on coalition funding or a Lammers campaign; those will return for decision after cost proposals and draft materials are circulated.

Steve Kilpatrick Allotment Buyout

- The Chair reported that Steve Kilpatrick's family and close associates strongly support using funds raised in his name for a domestic sheep allotment buyout that benefits bighorn sheep.
- The proposed use is approximately $72,000 already raised for this project, contingent on final written agreement language permanently prohibiting restocking with domestic sheep.
- Motion by Zach to allocate the approximately $72,000 raised for the Steve Kilpatrick project toward the identified allotment buyout, contingent on final family confirmation and restrictive language ensuring no future domestic sheep restocking; second by John Harris.
- Motion passed unanimously.
- Katie will:
  - Confirm final approval with the family on the specific verbiage.
  - Work with the Noblock Family Foundation, National Wildlife Federation, and other partners to finalize documents and implementation details.

Hunting With Heroes

- The Chair summarized Katie's discussion with Hunting With Heroes representative Bill Brinegar:

- Board concerns include alignment with the chapter mission (sheep conservation), fairness in recipient selection, challenges in vetting veteran hunters, prior experiences with repeatedly guided participants, and guides not receiving tips on donated hunts.
- Hunting With Heroes is moving toward a raffle system for top tags (sheep, moose, goat) instead of discretionary selection.

- Board discussion:
  - Bruce recommended that any support be governed by a written agreement specifying:
    - Funding purpose (for example, guide gratuities only).
    - Recipient criteria (e.g., no prior Wyoming bighorn harvest; physical ability to hunt effectively).
    - Reporting and a guaranteed Rampage story documenting the hunt.
  - Kurt proposed forming a committee to develop formal criteria, conditions, and an MOU template, and to report back at the winter meeting. He volunteered to serve and recommended including an outfitter perspective.
  - Jimmy Owens described the practical difficulty of vetting “100% disabled” veterans given confidentiality restrictions and the fact that disability may be physical or psychological. Many hunts are arranged on short notice after cancellations, which complicates screening.
  - Cathy proposed integrating this work with a broader sponsorship development framework to clarify mutual benefits and expectations across all sponsorships and special projects.
- Consensus:
  - No funding will be committed to Hunting With Heroes this year.
  - A committee will be formed (including at minimum Jimmy and Kurt) to develop written vetting criteria, conditions for any future support, and a recommended process, and to report back before any new commitments are made.

Raffles and Legislative Risk

- Bruce, reporting for the raffle committee:
  - Three raffles are ongoing: Stone sheep, Kodiak brown bear, and Canadian black bear.
  - Planned future raffles include a red stag hunt for two, a fully customizable in-rut rifle (to be drawn at the summer banquet), a potential caribou hunt, and several donated cold-water fishing and waterfowl trips, some to be drawn at the winter meeting and some as a “choice” raffle.
- The board briefly discussed pending Wyoming legislation that may affect raffles and charitable gaming:
  - Members were encouraged to contact legislators and the Wyoming Game and Fish Department to highlight the importance of raffle income for conservation and to advocate for nonprofit exemptions or clarifying language.

Marketing and Lammers Media

- The Chair reviewed recent metrics from Lammers Media:
  - Approximately 121,000 views, nearly 60,000 viewers, a 46% increase in content interactions, about 1,600 link clicks, and approximately 296 new followers in the most recent reporting period.
  - Lammers invested roughly $467 in paid promotion across post-engagement, website visitor, and page growth campaigns.
- Board comments:
  - Bruce requested context for the metrics; Jaden, who works in digital marketing, stated the results are very strong for the spend level.

- Multiple members noted that raffle revenue has been at or near record levels on several recent weeks, indicating effective campaign performance.
  - Several directors (including Jaden, Kurt, Zach Key, Scott Butler, and Cathy) argued for continued and longer-term engagement with Lammers, especially as Dean transitions out of his current role, to maintain marketing capacity and explore new revenue via social media.
- Consensus:
  - The board will continue with Lammers Media on a month-to-month basis without a formal long-term contract.
  - The Chair will:
    - Direct Lammers to propose a targeted Seminole Pump Storage awareness campaign.
    - Circulate Lammers contact information to all board members so they can submit content directly.
  - Dean and the Chair will encourage board members and outfitters (e.g., via GoPro use) to provide additional photo and video content to strengthen campaigns.
  - The board will periodically reassess the relationship and ROI but expressed strong support for continuation at this time.

Seminole Mitigation Subcommittee

- The Chair raised the question of forming a subcommittee to begin discussing avoidance, minimization, and mitigation concepts for the Seminole Pump Storage Project in anticipation of future NEPA stages.
- Bruce questioned whether it was premature to commit significant time before it is clear mitigation will be required and asked how much time would be available once formal documents are issued.
- John and Matt explained:
  - Federal "mitigation sequencing" (avoid, minimize, mitigate) occurs early in the NEPA process; planning must precede public comment periods.
  - Effective influence often comes through local entities and partners who have seats at planning tables, which requires early internal planning rather than waiting for short formal comment windows.
- A mitigation subcommittee was formed:
  - Chair: Zach.
  - Members: the Chair, John Harris, Matt, and Cathy.
- All board members were encouraged to familiarize themselves with "federal land mitigation sequencing" and to participate in calls as schedules permit.

Reno Sheep Show and Booth Logistics

- The Chair reported:
  - Three tables are reserved for Reno; most seats are already claimed. Remaining seats will be coordinated with Game and Fish partners once they confirm attendance.
  - The chapter booth is currently stored in the trailer in Cheyenne.
  - Jimmy Owens confirmed he will be driving to Reno with a trailer and agreed to haul the booth if it can be delivered to Casper or to the winter meeting. Dean and Scott will arrange transport of the trailer or booth to Casper or to Jimmy at the winter meeting.
- A Reno booth/logistics chair is still needed:
  - The role will include coordinating staffing schedules, oversee booth setup and teardown, and working with the Chair and Dean on any pre-event requirements.

- Greg Pope agreed to serve as on-site committee lead for setup and teardown, with Dean and the Chair handling advance coordination and paperwork.

Governance Documents

- Five governance documents, based on Wild Sheep Foundation templates, had been circulated:
  - Public Comments Policy.
  - Director Confidentiality and Non-Compete Agreement.
  - Conflict-of-Interest Policy.
  - Director Acknowledgement.
  - Whistleblower Policy.
- The Chair summarized her review of the interaction with existing bylaws and ethics policy:
  - Public Comments Policy is supported by board authority under Article III, Section 1; no member vote required.
  - Director Confidentiality and Non-Compete Agreement is an implementation tool under existing board authority and does not require membership approval.
  - Conflict-of-Interest Policy is consistent with Article IV, Section 8 and standard IRS guidance, and may be adopted by the board.
  - Director Acknowledgement is an administrative cover sheet confirming receipt and understanding of key governance documents.
  - The Whistleblower Policy functions as a specialized extension of the ethics policy and, due to its overlap with Article IV, Section 9, should be approved by membership prior to full implementation.
- Motion by Cathy to:
  - Adopt and implement immediately the four documents (Public Comments Policy; Director Confidentiality and Non-Compete; Conflict-of-Interest; Director Acknowledgement) as board-approved governance policies.
  - Approve the Whistleblower Policy at the board level but delay its implementation until it is presented to and approved by the membership at the December meeting.
  - Obtain board signatures on the four immediately adopted documents, with timing adjusted so legal review can occur before final signatures.
  - Second by Kurt.
- Motion passed unanimously.
- Process and timing:
  - Attorney Aaron Vincent of Riverton will conduct a pro bono legal review of:
    - Existing bylaws.
    - Ethics policy.
    - The five new governance documents.
  - Motion by Zach to grant Aaron Vincent a life membership in the Wyoming Wild Sheep Foundation in recognition of his pro bono legal services; second by John Harris; motion passed unanimously.
  - The Chair will transmit documents to Mr. Vincent and request recommendations by late September.
  - After legal review, directors will provide written consent (including, if needed, authorization for application of electronic signatures) on the four immediate policies by the October board meeting.
  - All governance documents, including the proposed Whistleblower Policy, will be made available to membership before the December meeting, when the Whistleblower Policy will be presented for member approval.

Pedro Mountains Landowner Meeting

- The Chair reported on the upcoming Game and Fish landowner meeting concerning the Ferris–Seminoe bighorn sheep herd and movements into the Pedro Mountains.
- Objectives:
  - Present GPS collar data.
  - Address disease concerns.
  - Discuss lethal removal practices and explore alternatives.
  - Seek landowner input and support for non-lethal management where feasible.
- Board input:
  - Greg Pope and the Chair had conducted advance outreach to Pedro landowners, including both large and small parcels, to encourage attendance and to emphasize that the goal is not to overwhelm operations with sheep but to reduce lethal removals while monitoring risk of contact with domestic flocks.
  - Initial landowner feedback, including from key landowner Chad Harkins, was generally supportive of allowing some bighorn presence if agricultural impacts are managed.
  - Bruce requested that the Chair ask Game and Fish biologists:
    - What the next steps will be after the meeting.
    - The approximate timeframe for any policy changes or management adjustments.
    - How long collared sheep will be allowed to remain before lethal action is taken in various scenarios.
  - Zach asked whether the meeting was strictly for landowners; the Chair confirmed invitations were sent only to landowners based on county records, though Game and Fish may consult other parties later.
  - The Chair agreed to:
    - Represent the chapter at the meeting and reiterate support for reducing unnecessary lethal removals.
    - Report back to the board by email with a summary of proceedings, landowner feedback, and any stated agency timelines.

National Bighorn Sheep Interpretive Center – Bash Sponsorship

- The board discussed sponsorship of the National Bighorn Sheep Center's Bighorn Bash in Dubois on November 7.
- Sponsorship options:
  - Half Curl: $750, includes four dinner tickets and limited recognition.
  - Full Curl: $2,000, includes eight dinner tickets, business membership, raffle tickets, wine, and full recognition.
- The Chair noted that last year the chapter contributed $2,500 total ($2,000 sponsorship plus a $500 additional donation).
- Attendance:
  - John and Mary Harris, Cathy and Gary, and Dean and Diane expressed strong interest in attending if schedules allow.
- Discussion:
  - Bruce reminded the board of the existing MOU committing $15,000 annually to the Center's educational partnership (payable as two $7,500 installments) and questioned whether an additional $500 donation above the full sponsorship was necessary.

  - Other members noted that prior annual totals to the Center (via grant-in-aid plus this event) have exceeded the combined new MOU plus sponsorship amount, and emphasized the importance of continued visible support for a key partner.
- Motion by Greg Pope to contribute a total of $2,500 to the Bighorn Bash, consisting of:
  - One Full Curl sponsorship at $2,000, and
  - An additional $500 unrestricted donation.
  - Second by Cathy.
- After discussion, the motion was put to a vote:
  - Motion passed with one “no” vote (Bruce) and all others in favor.
- Note: Any unused dinner seats may be converted to additional raffle tickets as permitted by the event.

LCCC Service Project
- Tera Butler reported that Laramie County Community College student Kenzie Palmer, a business management major, is required to complete a group service project for a Principles of Management course and wishes to partner with the chapter.
- Initial ideas included:
  - Organizing a hands-on volunteer conservation day or member work project.
  - Assisting with marketing, digital outreach, or logistical coordination.
  - Organizing and promoting a youth-focused fundraiser, possibly to support additional youth life memberships or youth conservation stamps at the May banquet.
- Board discussion:
  - The Chair suggested:
    - A structured youth-oriented fundraiser linked to the summer banquet.
    - Assistance with a website refresh or WordPress support, contingent on student skills.
    - Planning for improved youth engagement at the banquet, including research on how to increase attendance at the youth event.
  - Jaden and Cathy supported web and marketing assistance and youth engagement planning.
  - Kurt recommended that the group consider developing a plan specifically to increase youth participation and activities at the summer banquet.
- Consensus:
  - Tera will:
    - Confirm the project timeline with Kenzie (single semester versus academic year).
    - Present the board’s preferred option set:
      - Youth-focused fundraiser and/or banquet youth-engagement plan.
      - Support for a volunteer conservation event.
      - Potential website/WordPress support if their expertise allows.
    - Oversee the project on behalf of the board, in coordination with Jaden and others as appropriate.
  - Tara will update the board by email once the student group selects a project focus.

Additional Reports and Actions

- **Commissioner License**
  - Kurt met with Wyoming Game and Fish Commissioner Rusty Bell. Commissioner Bell committed to granting the chapter a Commissioner’s license when new licenses are issued, contingent on 75% of the proceeds supporting a wildlife crossing project in his county; the chapter may retain 25%.
  - Kurt will coordinate timing and conditions once the license is available.

- **Seminole Partner Letter**
  - Kurt asked about the status of a previously drafted support letter for Katie to use with Seminole coalition partners.
  - The Chair acknowledged the letter had not yet been sent and committed to:
    - Confirming the status with Katie.
    - Ensuring the letter is finalized and transmitted promptly.
    - Reporting back to the board.

- **Martin's Cove Land Exchange Letter**
  - The Chair referenced a drafted support letter requested by Senator Hageman's office to document that affected organizations support the Martin's Cove land exchange.
  - Motion by Kurt (per earlier executive discussion) to transmit the chapter's support letter; second by John Harris; motion carried.
  - Matt requested that, following submission, the Chair also seek a reciprocal letter of support from LDS/Handcart Ranch and Martin's Cove interests regarding Sweetwater Rocks and bighorn sheep, and consider engaging partners listed on the Martin's Cove website for similar letters; the Chair agreed.

- **Tribal Partnerships**
  - In a broader governance and conservation context, Cathy reiterated the importance of building constructive relationships with the Eastern Shoshone, Northern Arapaho, and other tribes, emphasizing shared landscapes, cross-boundary movements of sheep, and the tribes' legal and moral roles in federal land conservation decisions.
  - The board acknowledged both historic mistrust and the potential long-term benefits of strong tribal partnerships for projects like Sweetwater Rocks, Split Rock, and Devils Canyon.

Executive Session

- Bruce Allen moved to adjourn to executive session to discuss the deputy director position and staffing transition; second by Matt Keating.
- Motion passed unanimously.
- Staff members Dean and Tera were excused from the executive session.
- Recording was stopped; the Chair agreed to maintain separate executive-session notes.
- The board left executive and adjourned the meeting at 9:59 PM.

Respectfully submitted by

Bruce Perryman, Secretary