

CTU CHAPTER PHONE SURVEY

Conducted by Chapter Relations & Development Committee: September 2009 - April 2010

QUESTION	RESPONSE
1. MONTHLY PROGRAMS & MEETINGS	<p>1 Four to five Monthly meetings except November & December. Programs mixed: conservation (primary focus), water issues, fishing & CDOW presentations. Approximately 80/85 attendance in Jan-Apr and 20/25 May-Sep from 829 membership. Have email addresses for about 200 members.</p> <p>2 Monthly meetings preceded by a ½-hour social. 39 average at monthly meetings from among their 288 total membership. Large geographic area and alternate meetings monthly between two principle towns. Most of the active members are retirees.</p> <p>3 Monthly meetings March through October, and have a secure meeting location. Programs include fly tying & casting clinics and destination programs. Have the same attendance struggle as all chapters, complicated further by being a destination area with many non-Colorado members and many gone during the winter. Our chapter almost fell apart last year. March 2009 annual meeting & banquet drew between 15 – 20 of our total 143 members. Have begun assigning a “mentor” to each new member and also providing carpooling support.</p> <p>4 Monthly meetings: Includes special meetings February fly tying clinic, July annual picnic & November John Fielder buffet dinner & auction fundraiser. 15 years at same a meeting place. 50-60 typical attendance at regular meetings from 889 membership.</p> <p>5 Good job of relating. The forgotten level, members just want to pay dues and not get involved.</p> <p>6 Low membership involvement and turnout for chapter activities. They have not done a good job with monthly meetings. The membership does not want them. They voted, via survey, for quarterly meetings. Members want political meetings regarding the state of the rivers, especially the local river issues. These meetings are open to the public since they are very political. For political meetings, they get 20 members (out of 100) to turn out. For “fishing” meetings they may get 8 -10.</p> <p>7 Each chapter should give CTU feedback on its monthly speakers. Chapters could have a “welcome week” meeting where information could be handed out to interested attendees.</p> <p>8 Have about seven meetings per year, at our usual facility. Attendance seems to be geared towards how good the program is and is mostly for its entertainment value. Getting 60 to attend is a good turnout. Conservation programs see a noticeable fall off in attendance. Meeting attendance is an on-going topic for discussion. If he had to rate the priorities of the level of interest for meetings it would be 1) for new members and a social event, 2) learn to fish, 3) conservation, and 4) TU mission.</p> <p>9 Someone coming through with a program is great but advance notice is needed. Last minute things are frustrating. We have people who want to do the fly of the month so they are lining up on those nights. We had our members vote on what 12 flies must be in your fly box, and then had members tie and photograph them to include in the newsletter.</p> <p>10 Our chapter is based on Zip Codes across a very large area with natural travel distances and impediments and a relatively low population. Because of the various regions’ local river interest priorities we decided it would be best to strategically organize around these local interests. Meetings: 35-40 attend, pretty steady attendance. Good attendance, but we feel the membership is low. Advertise ourselves as a conservation organization and not a fishing club - not as social as some chapters. Have a new sub-chapter that has started up and has created some excitement...and that area has always been a bit removed from the rest of our area. We have helped them get started with 30-40 members. We also want to do the same kind of thing in another region of our chapter area. Interests are localized based on their regional rivers, so it is useful to encourage them.</p> <p>11 No meeting in Summer. When they have other months meetings attendance is sometimes very good, ~40. Chapter has 180 members, but they have to work hard to get meetings organized. Meetings are usually a combo, conservation and fun fishing. Their demographic is a young crowd, but lately has been hit hard by the economic turndown.</p> <p>12 Monthly meetings are running very smoothly, the best part of the chapter operations. No meetings held in the summer. Meetings are at a Senior Center which saves them quite a bit of money. They can get up to 50-60 attendees if they have a good program. Meetings are usually 15-20 minutes of local issues/conservation and then one hour of “fishing” talk, usually local topics.</p> <p>13 Our chapter does not have regular meetings, and has not for over a year. The reason they were discontinued on a regular basis was a declining and very poor turnout by the membership. In their place, we have a monthly happy hour, “Liar’s Club,” at a local bar/restaurant; regularly scheduled fishing clinics, special dinners which include the spouses and the like. This has resulted in increasing the membership turnout (50-60) because some members will come to one type of activity, but not to others. Seems to be really successful, but may not be a model for other chapters like on the Western slope where regular meetings might be better because of the geographic distribution of members.</p>

	<p>14 They have monthly meetings, September to May, with May being the annual fund raising auction. The December meeting is a supper, but mostly attended by members, not spouses. Attendance varies 25-60 (60 at the dinner); average 35. Winter attendance is better than Fall or Spring. Meetings are split with one meeting conservation and the next fun fishing topics. Same folks attend both. Have a core membership of about 20 (including the BOD). Total membership is ~ 330.</p> <p>15 Getting a slow start this year, probably caused by split off of a new chapter and recycling president. Board meeting 2nd Wednesdays but monthly chapter meeting not consistently set. New website. Average 30 at meetings. Enthusiastic & positive outlook.</p> <p>16 Sept thru May on 3rd Thursday at Electric Assn Meeting Room in Town #1. Average 30 + attendance. Two other meetings are in Town #2.</p> <p>17 Consistent and stable. Huge attendance – 91/84/80 last 3 meetings.</p> <p>18 Meetings are held June through October. This schedule has been in place for several years to account for summer residents. Attendance is generally about 10-12 – highs at 50 and lows at 6. One main summer meeting at a local lodge and the rest at city library. Program brain storming before season starts.</p> <p>19 Meetings 4th Tuesday at Inn of Rio Grande in Alamosa – location consistent for several years. Normal attendance 15 up to 30 or so.</p>
<p>2. OTHER CHAPTER MEMBERS' ACTIVITIES</p>	<p>1 August meeting is a regional fishing day trip. Volunteers: River Watch, River Cleanup, CTU's Buffalo Peaks Ranch project. Volunteers & Donations: Healing Waters and Casting For Recovery. \$100,000 in-river habitat reconstruction project over three years, partnered with BSA and CUSP on three river segments. \$400,000 Fountain Creek project.</p> <p>2 May (annual fundraising festival/banquet), September (chapter picnic) & October (pot luck dinner) instead of meetings. Overnight or weekend camping/fishing trip, high lake fishing day trip and several river fishing day trips – each typically with 4 to 6 participants. "Fly Girls" group of mostly beginner fly fishers take five, skill development day trips and one overnight trip, often led by a "notable" female instructor, typically with between 8 to 12 participants.</p> <p>3 One weekend-long fundraiser event with 10 – 15 competitive angler teams with reception, festivities and a banquet on the weekend after Labor Day.</p> <p>4 3-4 fishing day trips with 6-8 typical participants. Fishing Buddies program. River Watch. River cleanup. Trout conservation half day module for sixth graders at area outdoor lab. Youth fishing day partnered with Pheasants Forever. Half day adult fly fishing class at nature center.</p> <p>5 Not successful in getting others interested in attending.</p> <p>6 River clean-ups get 12 or so members. Attendance is generally down for a lot of reasons. Weather, road conditions and making a living takes A toll on activity and meeting attendance. The economic turndown has hurt. Tried to get a youth program going, not very successful. Not a lot of interest among members to volunteer for this.</p> <p>7 We have multiple projects, including numerous that are ongoing.</p> <p>8 Most recently we had a very successful Carp Slam event, but is a lot of work for a few. They try to have one other event each year.</p> <p>9 Fishing opportunities must be included in with the technical and policy stuff; otherwise members do not show up. Bristol Bay or access in Montana would be good because some of our members want to go fishing there. Tie in what the streams are like.</p> <p>10 Fund raising banquet – most people who attend are fishers and membership. River Cleanup.</p> <p>11 Have tried to organize some special activities. One was water sampling – one person showed up; they had an "outing" on the Blue River but only 3 people showed up. They had a fund raiser with music which raised \$3,000, and well attended by the community but not by members. Members seem to want a more "social" chapter.</p> <p>12 Just had their annual Fly Tying Expo which had 130 paying attendees and 30 kids - quite successful. Two river clean-ups scheduled with the CTU clean-ups. Getting a youth program started.</p> <p>13 We have other activities such as the aforementioned dinners, and chapter trips and special activities. Recently we were given a really good tour of the Umpqua Feather Merchant's main facility in Louisville. We're always looking for good ideas for special activities.</p>

	<p>14 The annual Dinner and an annual auction are held every year. They try to have one fishing trip each year and are shooting for two this year. They also have a new members trip.</p> <p>15 Lower Colorado and Gunnison tamarisk removal ongoing project. Ice-Out spring fundraiser. Scheduled 5/22/2010 major chapter event (FF Fair ?) using local middle school facilities; a 5 hour planned community-invited event.</p> <p>16 Annual summer picnic. Stream cleanup. An interface with Telluride TU'ers ?</p> <p>17 Fly Fishing Expo (Apr 9-10). Local Creek annual cleanup.</p> <p>18 August membership picnic. River cleanup day. Local Lake Derby</p> <p>19 New initiative this year; Flyfishing class in coop with City Recreation. May 7 Chapter Band and Fundraiser. Highway and adjacent river frontage cleanups.</p>
<p>3. PROJECTS & VOLUNTEERS (Conservation & Fundraising)</p>	<p>1 Recruiting volunteers is a tough time and depends on each individual project – typically the 13-member board plus 4-5 members are reliable for all projects. At the October meeting we always recognize a chapter “volunteer of the year” who receives a plaque and free two-day float trip. Annual large items raffle with raffle drawings Jan-May to help fund conservation projects also sells tickets at four fly fishing shops and both national fly fishing shows and typically raises about \$4,000. Annual silent & live conservation-specific auction raises about \$6,000. Long standing \$100,000 chapter endowment restricted for general operations is managed by a financial committee. Three board members hold state raffle certifications. Major project: Local creek urban fishery \$100,000 restoration/four phases. Joint projects: river Walk in-stream & habitat restoration below a large hydro project. In 2009-2010 we are starting a sustaining member chapter program primarily to raise conservation funds; Cutthroat \$250.00 plus, Rainbow \$100.00-\$249.00, and Brown \$50.00-\$99.00 categories.</p> <p>2 Half-mile local creek restoration which after three years yielded triple vegetation and fish shocking count. Currently engaged with partners in a mine tailings remediation project on two-miles of a mountain stream. Joint river restoration project with two other chapter partners. Silver mine leaching remediation project. CTU Buffalo Peaks Ranch project volunteers. Netted \$4,000 over four years selling 4000 regional river/highway maps.</p> <p>3 Have only a handful of reliable volunteers. Planning a youth conservation two nights weekend this spring; haven't had 14 quite a while and need a good chapter project.</p> <p>4 \$1.5 million, 3-year, 1-mile Home Rivers structures and habitat restoration project in a superfund river section. USFS cutthroat habitat restoration. Not overly difficult to recruit volunteers for one day events.</p> <p>5 We should have more conservation projects and activities, we do not have any home water so participating by members is a bit difficult. More projects and ideas for the chapter would be good.</p> <p>6 A local river campaign event got 70 attendees.</p> <p>7 Tough to get people motivated! Had about 20 for Carp Slam. If we get 10, that's a good number for us. Getting/motivating volunteers is a possible topic for further discussion.</p> <p>8 Currently working on a major, proposed South Platte project. Have participated in developing the Master Plan for two South Platte segments, which involved working with NGOs and State and local governments. Not much done with youth programs as they are difficult to get members motivated to participate.</p> <p>9 Have about 80 volunteers a year on projects but I would like more. We have about 500 members. We do clean up and monitoring on our local creek, River Watch and electroshocking locally. We want to put in some silt traps in a tributary creek that dumps into our main local creek. Fund raising this year with a goal of \$15,000.00.</p> <p>10 Produced a DVD on projects. Have received great cooperation from CTU. Two substantial projects going on. Community discussions with watershed stakeholder groups, agencies, water districts, local environmental organizations all participating as equals. TU provided some technical support in this effort and sent a joint letter to Salazar on behalf of group. Decided to begin to have serious conversations about our area rivers and are looking at which one should be protected from development, possibly getting a wild and scenic designation. Agreed to focus on one due to lack of politics around that steam, and now we are also talking about the another river...and will be starting to talk about a third soon. Made a proposal to Colorado Water Board for some money to begin, and the Board gave \$80,000.00. We participate in the local water group alliance and focus on water quality rather than quantity. We don't have any issues about water quantity; we've lots of water in our chapter area. A local creek dumps a lot of sediment into one of our rivers, and we did a project attempting to identify the sediment sources. We have cooperated with CDOW to isolate</p>

	<p>part of one local creek for native trout only. We did have a project in town removing concrete and steel from the river, and worked with CDOW's Fishing is Fun and a local organization on design of the project.</p> <p>11 Have been thinking about projects, but nothing yet. Maybe a "big" project, but need ideas. They have a nearby National TU project which they try to support. One project being considered is better "signage" for the local waters. Are attempting to arrange to have Trout in the Classroom at a local school.</p> <p>12 Several good ones completed or on-going: Planted 20,000 seedlings for stream bank restoration in a county natural wildlife riparian area. Also, working with the Nature Conservancy in an area canyon preserve. Can usually get 15-25 volunteers, most are members, to come out for volunteer projects, of their about 800 members.</p> <p>13 We have lots going on with projects. Our \$250K project to restore a half-mile Creek segment at a city park was highly successful, drew in many members and the community in general, and won a number of awards. Just finished was the compilation of an area Watershed and Angling Map; this excellent project not only taps 100's of years of fishing, history and mapping expertise from chapter members, it may become a major money maker for the chapter. It will be also a great public PR tool for our chapter. We are just starting on a project to restore another segment of our local Creek, and are already getting some funding grants in for this. Significant thing about these projects is that they involve different people for each project and involve more than just our chapter Board members.</p> <p>14 She says that the chapter is slow in getting projects going, especially compared to other chapters. Their big project is the local river corridor (Greenway?) project. They have a committee for this that involves interactions with state and local governments and many conservation organizations. This is a major thing for them. That said, their involvement took a hit as members of their committee left and their involvement waned. But they are getting it back up again. They also participated in a Sierra Club stream sampling effort that was very successful and involved many members. They are looking for new projects. They also do the annual stream clean-up.</p> <p>15 Trying to expand Board numbers. Tamarisk.</p> <p>16 Yes – a reliable base. Largest and most popular is assisting CDOW in stocking Hofers and CRRs in the rivers main section.</p> <p>17 Three major areas of Colo River Cutthroat Trout Recovery projects on-going over many years. Wine bottle ads co-op with CTU a good fundraiser and project. Co-op fin clipping with CDOW and local high school.</p> <p>18 Projects are focused on native trout in nearby park – Greenback and Colorado River Cutt's; 4-5 volunteers per weekly project. Recruiting and coordinating activities by committees during week. Have a reliable based of volunteers depending on the type of project (like hike-in work details, etc.) Other nearby chapters participate as well.</p> <p>19 This year placed in-stream habitat structures on two public access sections of local River. Assisted CDOW in major, season-long creel census on Rio Grande River. Fishing is Fun Grant in 2006 for stream work on 2½ miles of Rio Grande River.</p>
<p>4. SPECIAL EVENTS (Community)</p>	<p>1 Recommended & collaborated in design & placement of a greenback cutthroat trout exhibit at a local zoo (our cost \$10,000.) Annual parent/youth (about 60) fishing education day at a local Institute, presenting conservation, fly tying and fly fishing exhibits.</p> <p>2 Four spring and summer/fall highway cleanups that included a potluck picnic. Annual May state park green-up & river clean-up including a barbecue, and have also done this on several area ponds and lakes. July 4 holiday Optimists Club picnics, at both of our chapter towns, selling hot dogs/chips and assisting with the children's fishing derby - with about 30 volunteers in one town and 13 in the other. In 2008-2009 organized 14 days of grade-middle-and alternative schools youth conservation days for 300 youths – including water quality, beaver ponds entomology, Span & fly fishing, fly tying, etc. Sponsor to youngsters to the CTU Youth Camp. Awarded three \$2,000 college scholarships.</p> <p>3 Held a kokanee cleanup in past years, but not recently. Present skill activities and assist with pond fishing at the June annual community Kids Fishing Day for about 100 kids.</p> <p>4 Bass Pro hot dog fundraisers. Watershed foundation festival emphasizing quality and youth focus. Member of Chamber of Commerce. Staff casting and fly fishing skills area at local summer festival.</p> <p>5 -- xxx</p>

	<p>6 Rock and roll concert to benefit our local river went over well, but not a lot of members attended. Funds raised as a result of this event went to CTU. Fundraising banquet was successful even though they raised only \$6K as opposed to the \$8-9K in past years. But with the economic realities these days, was a good showing. Bad news is that the Board of Directors is really getting burned out doing this. And they are debating if they will keep doing this event.</p> <p>7 -- xxx</p> <p>8 -- xxx</p> <p>9 We do lots of youth education events, 10 kids in a fishing class, some days 2 per day. We might have 2-3 days/month in the spring. It is a very popular activity with the kids. For many it is the first time they have had an opportunity to fish. In June we do a day long program for kids with Park and Rec. -- knots, flies, casting, fishing, 1:1 instruction, so volunteers are about 40. July 4th DOW stocks a creek, 9AM-2PM with about 300 kids, 40 Volunteers. Kids who have lost a family member, we also teach the kids to fish. Two, two day weekends with Mt Evans Hospice. We will do introduction to fly tying in March, 1:1 instruction and gear swap that same day. We also support the County on its annual event where we teach flyfishing with CDOW.</p> <p>10 Community River Festival.</p> <p>11 Held a successful fly trying symposium that had some well known tiers on the program and was attended by 40 people.</p> <p>12 Getting a Youth Program started. Are sponsoring a 6-day youth day camp patterned on the CTU Youth Camp, and are sponsoring Trout in the classroom at a local high school. Are also starting up a BSA Fly Fishing Merit Badge counselor program. They have for four years sponsored a \$2000 biology graduate student scholarship, but it is always a struggle to get the funds each year.</p> <p>13 Our chapter has an extensive Youth program this year. It includes offering a Special Award at the State Science Fair, fishing clinics in three neighbor cities; a City Children's Water Festival; and also participating in the Sierra Club's Water Sentinel program. We sponsor a youth (and send volunteers to) the CTU Youth Camp, and in the past have put on a day-long fishing clinic at the YMCA. We have also participated in Reel Recovery and are trying to get an alumnae program going with Casting for Recovery.</p> <p>14 The annual kids fishing day is very successful and they partner with WalMart to put it on. It is coming up in June. They have an exhibit at the Annual City River Festival in an effort to get the word out about TU and their local chapter, and they have some kids' activities at the exhibit. They also have a junior high school youth program that lasts 12 weeks and covers all aspects of fly fishing from ecosystems, to bugs to fly trying to casting for trout. A lot is conducted on stream. They usually have 12 students.</p> <p>15 Planning on bringing in Dave Whitlock for fundraising event this fall.</p> <p>16 Early March Expo – a major area event by chapter. Participate In Parks Appreciation Day. Participate in local River Fest</p> <p>17 Covered in previous category.</p> <p>18 Board tries to 'focus' event; see # 2 above.</p> <p>19 -- xxx</p>
<p>5. COMMUNICATIONS (Members, Public, CTU)</p>	<p>1 Mail and an annual postcard informing members of meeting programs for the upcoming year. Quarterly electronic newsletter of twelve to fourteen pages, posted on website and also hard copies at meetings. Have a publicity vice president and in 2009 published fifteen press releases, including six major ones with several on the front page. Publish monthly meeting programs in the local newspaper. High quality, professionally designed and maintained website.</p> <p>2 Hardcopy newsletter is mailed at bulk rates and also posted on the web site; considering changing to electronic. Membership e-mail announcing meeting programs and events notices. Monthly meetings promoted with paid newspaper notices. PSA radio announcements and newspaper advertisements to promote banquet fundraiser. Wide use of public posters for events. Chamber of Commerce paid membership. Occasional newspaper feature articles/photographs about various major events.</p> <p>3 Focused heavily on chapter promotion and public relations this past year, using our web site. Ran a contest for a free float trip, that got us about 25 members' e-mail addresses to send monthly meeting notices which has improved attendance. Publish four or five newsletters annually. Utilize newspaper and radio spot announcements in our two local towns about</p>

meeting programs, our major fundraiser weekend, and also to advertise for new members and community involvement with our chapter. This promotional emphasis gained about 18 new members last year.

4 Website, newsletter, chapter brochure & hand out sheets, Terry Wickstrom radio show interviews. Newspaper conservation projects feature articles.

5 CTU news is provided in every meeting but not been able to generate wider interest.

High Country Angler, web site, e-mails are good for the chapters. The CTU e-mail alerts are sent out. A weekly or monthly e-mail from David as to what is on the CTU agenda this week would be good. What is the conversation that is taking place? E-mail is better than web site. The 40 year HCA article was excellent. We might want to distribute to our members. (He wondered if our John Q Members could name five things CTU has done.)

6 No website; our website presence is project-related and appears as part of the CTU website. Good communications with CTU. Chapter communications done by email only. Have a communications chairman who handles the email. Local press is very supportive and publishes chapter info routinely. General public (and the newspaper) knows that the chapter is fighting for the local river and is very supportive.

7 Chapter Presidents must be on the monthly CTU conference call; it should be mandatory for a chapter to attend, and a report should be created for the rest of the chapter board. CTU has a media package, help the chapter with contacts, questions, assistance.

8 We have a good web site which is well maintained. Also have a quarterly e-newsletter which is very good and is sent by email blasts out about twice a month.

9 We have several people who have the responsibility for the newsletter—a really good one. Are good about getting mail addresses, electronic, calling to get e-mail addresses, sending frequent e-mails and also we have a fly of the month in it. We get hits and calls about our newsletter and fly of the month, lots of color, photos, etc., plus articles about all the work we are doing. Keep things clean, specific, easy, not too many e-mails. Two e-mails from CTU a week is O.K. but two a day is too many. Do not want too many people sending out stuff. Important stuff gets lost.

10 Has a newsletter.

11 No website; use the CTU website. No newsletter. Communications are by email. Communications with CTU have been O.K.

12 Have a well updated website that is valuable providing information about what's going on with the chapter. Not so successful is the members' Forum feature of the website. New this year is an electronic newsletter that is being emailed to members. Has been difficult getting the newspaper to put in information about the chapter, including putting in the activities calendar, but this has been improving the past several months. Notes that the TU/CTU communications are the weakest link, and that there needs to be a way to get the TU/CTU info out to the members as it would be useful and interesting.

13 Our chapter has an excellent web site, blog, and e-newsletter. We have a maintained email list of 600-650 good email addresses for the chapter (out of about 750 members) and we send out email blasts routinely. All that is good but we need a Communications person badly to coordinate all these successful activities. We had one person on the Board for this, but he quit after several months (see below). Relations with the local newspaper have waxed and waned and we are on the down side now. They are not really interested in fly fishing anymore, but we note that the paper is tanking in general and is only a shadow of its former self anymore.

14 They have a web site and a monthly e-newsletter. They dropped the printed one as it was too expensive. They do email blasts for special announcements. They also send postcards out by mail to remind members of the monthly meetings (because not all members have email). Newsletter tries to include CTU state-wide issues in addition to the local chapter news. They use the newspaper "free" services to announce meetings, and have had some success getting them to cover "news" about their chapter. Paid advertising is expensive and ineffective for them.

15 All done (or planned to be done) through website. Feel they use local media PSA's effectively.

16 Website – current and frequently updated. Regular print newsletter E-mail notification list

17 Use e-mail list and website. Good cooperation with local media, in particular with daily newspaper.

	<p>18 After an initial snail mail newsletter of the season – then electronic to 40 member list. Good interface with local newspaper.</p> <p>19 Recognized need to be increasingly proactive with website and e-mails. Now have a website presense. 50 % of newsletters to members go electronically. Good relations with local media–PSA’ s used effectively.</p>
<p>6. SUSTAINABLE LEADERSHIP (Recruiting Officers & Chairs, etc.)</p>	<p>1 Make it a continuing effort to groom and a mentor a successor for chapter presidency. In 2009 we had three new board members, which is better success than previous recent years. We attempt to select people to best utilize their life experiences.</p> <p>2 Basically have the same, reliable 25-65 member volunteers. Some officers repeat or recycle into other positions, and someone who leave continue coming to board meetings anyhow. This year we have one brand new member who has joined the board and is involved with high school youth education.</p> <p>3 Getting members to accept leadership roles is our biggest challenge; many are afraid of holding titles responsibilities. Most are only willing to serve one year, but have had the same treasurer for many years. Are currently attempting to mentor both an incoming president and vice president.</p> <p>4 Continuing challenge to recruit volunteers, and not getting any easier. Fifteen-twenty core group that can be counted on. Constant solicitation, but no structured recruiting methods. Announce needs at all meetings and in all publications. Long-term commitments always a struggle to sell, and succession always a concern. Ideally should match personalities with the tasks at hand, and must empower those who accept roles.</p> <p>5 Spring Rendezvous is good but address the issue of the few involvement and how to address.</p> <p>6 Best part of the chapter. Very lucky to have the Board members we have. Many corporate types retire to our area, so we went out and recruited these folks to serve on the Board. They come with much corporate and board of directors’ experience. They are also fly fishers so they are usually spun up on fishing issues. Very talented people. Bad news is that they are usually too busy to get to the Rendezvous, so not much involvement there. We are making an effort to get the Communications Director to the Rendezvous this year.</p> <p>7 -- xxx</p> <p>8 Tenure for our BOD is about five or six years. New members to the chapter need to be empowered to participate in the activities and generate interest in the goals of the chapter which might lead them to sit on the Board. This is the ideal situation but our chapter needs to improve this, as it is difficult to get interest to serve on the Board. One thing we have tried is to call new members and welcome them into the chapter.</p> <p>9 If we have someone to go to Rendezvous we will pay but we have not had anyone go for a few years. Our problems now seem to be internal lack of leadership in the chapter. I’m filling in right now but am too busy with other things to keep doing this. Need more people to take over. Leadership development is a big one for us. I would like to bring in younger people. Most of our leaders are mature. Top people have not changed much; most have been involved for 15 years. We try to make sure that we go outside of our board to run our projects so they will get involved. I have called up new people to get them to get involved. We try to keep things simple and easy for them to get involved. I am not sure why we have difficulty getting more people involved. A new leader has a steep learning curve and then to get all the stuff, it gets to be over the top. It can be too much very quickly. We did have one leader who opposed what we were doing because it was challenging EPA and the Bush Admin, so he finally resigned. We lost a couple of other leaders at the same time.</p> <p>10 We now have 12 members on the board, three brand new. We have pretty qualified people willing to step up to the board and bring lots of experience.</p> <p>11 Leadership is a “one man show.” Board members are not very active and the Board is not working well. Am looking for the next group of Board members, but it is a challenge.</p> <p>12 Biggest problem that the chapter has is getting folks to serve and actually participate on the Board of Directors. The Board needs to get some young folks who are committed. Four of the past presidents are currently on the Board and they have no vice president. They currently have two younger folks who appear could become good board members.</p> <p>13 We have a dire need for Board members. We have had three resign recently (they were only on the Board for a short time) and the separation was not pleasant. Most current Board members are long-term serving members. We note that chapter involvement and energy overall seems to be turning the corner, but no one seems to want to serve on the Board. Those on the Board are well trained and very energetic.</p>

	<p>14 The Board of Directors is their biggest concern. Getting folks to join and stay on the BOD is challenging at best. They have now a mix of 50/50 long-term members and newbies. Keeping all on the BOD engaged (sustainability and motivation) are priorities.</p> <p>15 Expanded Board. Working on good and effective committee organization.</p> <p>16 Always a scramble to cobble together a Board and engage new leaders.</p> <p>17 Same issues as most every chapter.</p> <p>18 Six member Board. Core leadership cadre is there. Functioning committees formed.</p> <p>19 Always a scramble to cobble together a Board and engage new leaders. Have a VP this year, which is a major change from not having a VP at all in recent years. Expanded the Board from 6 to 9 members which will spread the workload.</p>
<p>7. TRAINING (ExComm Calls, Redstone & Other Rendezvous, Training needed, Leadership Manual, Role “How To” Manuals)</p>	<p>1 Always participate in the CTU ExComm teleconferences, quarterly meetings and Rendezvous. Our annual planning retreat is our only “training” session, and we invite all old and new board members and (often mostly the same people) together to aid transition and carryover of tribal knowledge. We also encourage participating in TU webinars and using the website Tackle Box. Our leaders typically don’t much use the TU Leadership manual.</p> <p>2 Always well represented on monthly ExComm teleconferences and at Rendezvous. New leaders attended Rendezvous to gain more state council awareness. Our annual retreat also provides transition education for those in new capacities because we have prepared “what to do” booklets for each of our offices and events.</p> <p>3 Downloaded and used the TU Leadership Manual and it was helpful rebuilding the chapter last year. Have no in-taped are training programs; could use some officer/committee job descriptions, functional leadership structure charts, etc. One key member reliably attends Rendezvous and some quarterly meetings each year.</p> <p>4 Regularly participate in CTU monthly teleconferences and quarterly meetings, especially the Spring Rendezvous training. Encourage participation in the NTU online training sessions. Most have read the NTU leadership manual but find they don’t need to use it very much.</p> <p>5 Difficult getting myself and/or others involved in the four annual meetings. Problem with having only four is if you miss one, you miss a lot. What happens to fly fishers gear when they pass? Is it given to good will rather than go to the chapter, how can we spread the word. Planned giving option for leaving money to the chapter, help with this would be appreciated. Fundraising would be good to help from CTU. Sharing of ideas on how to raise funds.</p> <p>6 Given our strong leadership situation, there does not seem to be a critical need for general training.</p> <p>7 Leadership is most important</p> <p>8 We participate in ExComm, Rendezvous’, what training needed, etc., regardless if the chapter leadership (or at least the CP) has been to the Redstone training and whether they have received and read the leadership manual. Most of the skills Board members have are from their day jobs in corporate America, past and present. Board members sometimes go to the Rendezvous. Seems like not much TU training has been done formally.</p> <p>9 -- xxx</p> <p>10 Will attend the spring Rendezvous training.</p> <p>11 President has never been to the Rendezvous but has vowed to try to get there this year.</p> <p>12 Not a lot of training gets done. They do attend the leadership sessions at the Rendezvous and they are very good. They hope to get the two new folks to Rendezvous and into some training sessions.</p> <p>13 All BOD members are encouraged to attend the Rendezvous and most have. We sponsor two chapter members each year, and they don’t need to be BOD members. We had Sharon Lance attend one of our Board meetings to talk about Sustainable Leadership. We will be trying to get other folks to come in to give us some training.</p>

	<p>14 Nothing specific planned. New Leaders training at Rendezvous is good if they can get people to it (current president attended two years ago). No one going to the Rendezvous this year as there is a conflict with a city event that weekend. Said, "keep up this type of thing at the Rendezvous as it is good and needed". It would be good if they could get folks to come to their Board meetings or other meeting opportunities to train them.</p> <p>15 -- xxx</p> <p>16 Try to, but.....</p> <p>17 Attend Rendezvous.</p> <p>18 Do use the TU Leadership Manual and also attend Redstone training.</p> <p>19 -- xxx</p>
<p>8. BUSINESS PRACTICES (BOD Meetings, Minutes, Treasurer Reports, etc.)</p>	<p>1 Hold the elections in September and take office in October. We operate our board like a business. We send out an agenda and reports in advance and observe Roberts Rules. Religiously hold two-hour duration monthly board meetings, with an agenda, and the January board meeting is traditionally a fishing outing. Board has thirteen members and all also hold functional responsibilities, including four at large members who each head an area of their own passion.</p> <p>2 In 2010 changing Board elections to either September or October (historically held in November) and take office in December. Board meetings every month using Roberts Rule generally, and always with a planned agenda and financial report; Secretary typically records on a laptop during the meeting so minutes are available more rapidly.</p> <p>3 Board meets monthly before chapter meetings. More structured now than In past years, with minutes and eight treasurers report and e-mail them to members.</p> <p>4 Annual meeting is in September, and new officers effective October 1st. Have Board meetings every month of the year. Always have a published agenda, formal Treasurers report, use chapter bylaws and Robert's Rules, and try to run meeting efficiently within two hours.</p> <p>5 Treasurer got confused by the IRA form 990, and our guy is a CPA and former IRS agent. Raffle training rules became confusing. Help on the raffle rules would be good.</p> <p>6 With the talented Board, all board activity is running smoothly. Finances are in good shape and good planning for the future.</p> <p>7 Business practices should begin with leadership manual; NTU conducts training teleconferences, including on financial guidance. Fundraising activities are pretty much the local chapter, though CTU could have a presence.</p> <p>8 Standard stuff: one BOD meeting per month at which we have treasurer reports and other officer's reports; minutes are also recorded.</p> <p>9 We get a business report at every meeting. Fortunately our business person has been in that position forever. We have had some turnover in Secretary but have not had any problem. Our records are not that great; over the years of moving much has been lost.</p> <p>10 -- xxx</p> <p>11 Finances have done quite well this year from donations, but are still a challenge. Have a CPA as Treasurer. Said they need to have Board meetings.</p> <p>12 Have monthly Board meetings year-round and minutes are posted on the website. One meeting per year is a fish and Board meeting. The mechanics of the business end of things seem to run smoothly.</p> <p>13 Good business practices are followed. All meetings have minutes, all officers make reports. BOD meetings are scheduled on the last Wednesday of the month and are seldom canceled. With elimination of our major fundraising activity (auction) and moving into a Supporting Member program, we have adjusted our operating budget to match our reduced income for operations. Seems to be working.</p> <p>14 Not good for them; business practices are weak. Wants to develop a strategic plan. They have regular BOD meetings. Only recently have they done an annual budget. Admittedly bad record keeping. They also need to update the Bylaws.</p>

	<p>15 Good supporter funding and money in the bank.</p> <p>16 Feel we are OK here.</p> <p>17 --xxx</p> <p>18 Pretty confident here – following best practices given are a small chapter.</p> <p>19 Financial management , reports and reporting good. Have recognized a need for better recording of Board minutes and actions.</p>
<p>9. ANNUAL PLANNING (CEI, Retreat, Formal Process, NTU Protect, Reconnect, Restore, Sustain Strategy, etc.)</p>	<p>1 We hold an annual planning retreat, but have not yet begun to use the new TU, four-level watershed model and project strategies.</p> <p>2 Annual 9:00AM-4:00PM Retreat with an agenda - to review, look ahead and transition new officers and board. Our “what to do” booklets are prepared and a shared in advance. Have used TU’s Chapter Effectiveness Index (CEI) the past several years, and in 2008-2009 used TU’s new watersheds PRRS strategy to plan our mission criteria and determine priorities.</p> <p>3 March is a multi-purpose meeting, including looking forward (planning) with the entire attending membership participating. We do not use the TU CEI because it has been viewed negatively by members.</p> <p>4 September all day Saturday Board Planning Retreat, covering membership, conservation and business matters also is a learning/training experience. Hold occasional, informal gatherings of board members and others for planning various activities.</p> <p>5 We do chapter planning and CTU could help. Having someone like David who has the knowledge of what works and what does not; resource on execution of activities of what works.</p> <p>6 Yes, we do annual planning.</p> <p>7 CTU might be able to help if it only had the staff. Every local should have a 12 month action plan, and evaluate it once per quarter using the CEI.</p> <p>8 We do an annual plan every year in November where we lay out the next year’s activities.</p> <p>9 We have not done any evaluation of the past; we have spent some time planning the coming year, but not a true strategic plan.</p> <p>10 -- xxx</p> <p>11 -- xxx</p> <p>12 Annual planning previously has been touched upon at the summer Board meeting, which has not been a session specifically for that purpose. However, this spring the Board and leadership group will hold a specific planning retreat, and a fundraising committee has already been formed and meeting in preparation for the retreat.</p> <p>13 Yes; it’s done once a year in August or September, usually for a full day in a retreat style environment. Successfully passed the CEI.</p> <p>14 This year they did it for the first time. It showed that they were weak on business practices. They need to do an annual budget. In 2008, they did a retreat and will do it again for the next two years. It will be for annual planning. One of the topics will be fund raising (they are burning out doing the auction).</p> <p>15 In progress.</p> <p>16 Not really utilized.</p> <p>17 --xxx</p> <p>18 Feel the CEI measurement categories are somewhat arbitrary but recognize the CEI is not necessarily geared toward small, rural chapters and can be modified accordingly. Board feels it uses the CEI effectively as a self-evaluation tool.</p>

	<p>19 CEI used as rough self-measurement guideline. The only really active members are the Board members. Can't gain membership; 20 % are absentees only present during summer.</p>
<p>10. LOCAL WATERS and POLITICAL ISSUES (Water Law, Regulations, Flows, Access, Development, Gov. Agencies & Relationships)</p>	<p>1 Currently collaborating with CDOT to counteract faulty design plans and hurtful practices by the city's Storm Water Enterprise Department. SB-40 Rules to enhance habitat. SB-141 local watershed district formation: we saw multiple problems and got virtually all of them resolved before passage... by orchestrating a successful large "write-in campaign" and relying upon Jan Boulton's extensive lobbying support. Have strong partnership with all departments within CDOW; reasonable rapport with the Forest Service; neutral with the Army Corp Of Engineers; not much BLM land in our chapter in area.</p> <p>2 Have an active chapter advocacy chair who surfaces issues, educates and encourages members to speak up by calling or writing letters to legislators. Have good rapport with each of the major wildlife/outdoors government agencies. Recently have had a settlement issue that was mitigated by digging a ditch across private property. Also a streaming crossing issue was resolved by property owner conference to ensure that fish passage was not blocked. Concern about a recent water bottling company use of river water was resolved with no apparent fishery impairment. Involved recently also With trail construction across a conservation easement.</p> <p>3 The CDOW is a good partner.</p> <p>4 Frequent interaction with the city and county officials, and strong relationships with USFS, CDOW, EPA, Reclamation agencies – all very necessary to fulfill our Home Rivers commitments.</p> <p>5 Political activities by CTU are satisfactory. Would like to see Jen at the chapter meeting; really do not know what she does at the legislature. Glad we do that though and agree with the CTU positions, but do not have a good feel for how things occur. Question the aggressiveness of the lobbyist. Our chapter does not do much with local politics, we would like to know how to advocate with the local water board etc. We have a limited relationship with CDOW and Denver Water Company due to an in-process project, and yes CTU would be helpful in creating these relationships. Our chapter has some state pride but do not see that in CTU; members do not know CTU. Our board has an identification with the state but not the majority of the members.</p> <p>6 Our local river is the biggie, and could be a critical issue for all of Colorado's water as it affects coldwater fisheries. CTU has been a great partner in this.</p> <p>7 We get agencies to present to chapter at meetings. It is important to have a good relationship with these agencies. Political issues should be handled at the CTU level and call on chapters for assistance.</p> <p>8 -- xxx</p> <p>9 Maintaining the temperature amount of water in our local creek. No access issues, though we have talked about doing some exchanges with a property owner to do some work on that section of stream. We had great support on our local creek issues with the water board and EPA. Western Water Project is pulling the good lawyers away from us and I hate to see that happen. CTU does not have access to the good lawyers and biologist due to WWP pulling the good ones away. We keep the channels open with agencies and try to also be available to them for their needs. We work at maintaining good relationships. The only problems we have had is with an organization made up of the dumpers into the stream, that has a consultant who is off the wall. We have been able to discredit him but just have to keep a constant eye on him.</p> <p>10 We get a great deal of cooperation with other agencies and organizations on the quality issues. Most agencies do not have an interest in rock rolling projects.</p> <p>11 Moffat Diversion and the Blue River Pump back proposal are local water issues, and they are supportive of CTU's position.</p> <p>12 Long Draw Greenback Restoration Project – CTU is coordinating development of this multi-year inter-agency MOU that appears to be approaching finality. This will be one of the key grassroots chapters involved with volunteer participation.</p> <p>13 The Colorado River water diversion issue affects us as it is will mean that our local reservoir will expand, and this will impact our local Creek. Along with the city and county, we have been involved with this issue. Of course, it is on-going. Catch and Release – our chapter wants to make two segments of our local Creek catch and release, and we will be beginning the process....</p> <p>14 -- xxx</p>

	<p>15 Water law, regulations, stream flow issues - Castle Creek hydro !! Development issues - Kettle Creek Development – busted effort ? Access issues - Yes – Having to do with Roaring Fork(?) traditional public access on or over private land but now new owner ? Agency relationships – Good - Tree Farm ? - Rock Bottom Ranch – with CDOW (south side)</p> <p>16 Water law, regulations, stream flow issues: Major issue on diversions in the valley and local area. Area Dam operations Agencies Relationships: Good, especially with CDOW biologist Dan Kowalski and also with Tri-County Water.</p> <p>17 Access issues – HB-1188 “Rafter’s Right to Float” is a hot button with chapter.</p> <p>18 Development issues: Are on automatic list for notification by local planning commission. Access issues: Lower stretch of local river somewhat of an issue in past, but appears to be resolved now. Past president’s involvement recognized, but not a serious issue for the chapter which stayed out of the fray. Governmental agencies issues: City and agencies call TU for assistance or other involvement. Agency relationships: Good. Helped CDOW with signage project.</p> <p>19 Low winter releases from area dam create long-standing negative impacts on local river. Experiencing power line issues with new alternative energy development, and have NTU/Chris Hunt involved. Some expressed desire for private property habitat work. Good relationships with CDOW and USFS.</p>
<p>11. WHAT DO YOU THINK CAN BE DONE TO IMPROVE & STRENGTHEN CTU OVERALL?</p>	<p>1 CTU needs to improve its own financial strength and then also help chapters to do the same. CTU needs to do more to make the chapters it’s working arm so they will become stronger and more effective, because that’s where the projects happen.</p> <p>2 Improved fundraising effectiveness. Improved website designed and use (though it has improved recently). Improved advocacy education about legislative issues and conservation projects, possibly by watershed. Promote eligibility of volunteer mileage for Federal tax deductions. More education regarding water leasing, instream flows, etc. Better training at Rendezvous: New Leaders Workshop including basic education, TU/CTU overview and leadership nuts ‘n bolts... Experienced leaders training including best practices and technical/legal issues.</p> <p>3 Rendezvous New Leaders Workshop should review highlights of the TU Leadership Manual key sections, and also train on how to get people to attend meetings/ activities, how to get members involved as project volunteers and in leadership positions, and how to get chapters more involved with CTU conservation issues, projects and donations. CTU needs to push chapter expectations more. Also need information and support about fund raising, general chapter operations and youth camps, etc..</p> <p>4 Would like to see Elizabeth Russell conduct a training module on how chapters can get engaged in my mind cleanups. Am clinical of both NTU’s and CTU’s absolutely zero financial support to the chapters that are the bread and butter for TU to function effectively as an organization. Have a gripe that we never hear back from CTU to our e-mail soar phone calls. Should hold the CTU spurring rendezvous at the location other than Redstone, one that is less weather-sensitive. Fewer members and NTU staff we’ll miss due to snow, and also more Colorado members will attend because it is more convenient and affordable.</p> <p>5 People are not affiliating - how to address this issue; how to develop leaders, participation, volunteers? Biggest thing - create an identity. Most people have an identify with the local chapter - not with the state or national. CTU seems to be the forgotten level; an identity that the local chapters could identify with. Foster State Pride. CTU might help with chapter boundary lines to create some chapters for a territory and growth plan to address driving distances, etc. Demographic plan and us in the chapter development plan.</p> <p>6 CTU and has done so much in addressing water diversions. “CTU is doing great things in helping us out.”</p>

	<p>7 Learn how to recruit more leaders, grow leaders. How to fund, etc. Leadership most important. Business practices should begin with leadership manual. It is important that someone from CTU attend the large functions that local chapters have.</p> <p>8 Develop a strategy to inform and get new members interested and active. Getting/motivating volunteers is a possible topic; it is difficult to get members interest to serve on the Board</p> <p>9 Leadership development is a big one for us. I would like to have the Rendezvous training provided closer, maybe at the winter meeting. It is expensive to go to Redstone. The distance requires an extra day so it also is not done casually. CTU could put together trips to places inexpensively for members to tap into, where we could meet other CTU members in CTU. The only issue we seem to have is with a neighboring chapter and placement of members by zip code; they want some of our area and in one proposal would take over half of our members.</p> <p>10 --- xxx</p> <p>11 --- xxx</p> <p>12 --- xxx</p> <p>13 One good thing CTU has done is hiring Erica Stock. We hope she does good things in this area and it seems that she has already started! This activity needed enhancement and Erica seems to fit the bill.</p> <p>14 -- xxx</p> <p>15 -- xxx</p> <p>16 More focus and involvement with West Slope concerns and issues.</p> <p>17 No specific recommendations or issues. CTU is doing its job.</p> <p>18 CTU is doing the right kind of things as a state-level organization.</p> <p>19 CTU does a good job at communicating, has a good website, and affects legislation which is what the council is expected to do. If chapters cannot or do not use CTU's 'products' then it's the chapter's own problem to solve.</p>
<p>12. HOW WOULD YOU DESCRIBE APPROACHES AND SOME WAYS CTU AND THE CR&D CMTE CAN WORK TO BE THE MOST EFFECTIVE WITH YOU AND YOUR LEADERSHIP TEAM?</p>	<p>1 Provide training in following topics: Grant Writing, Philanthropic Donations Methods, Partnerships with Restoration Type Organizations And Companies, How To Become More Financially Strong and Self Sufficient, How To Make Good Conservation Investments, and How To Manage Projects Effectively. CTU keeps all of the membership rebate revenues, and members mistakenly think there are \$35.00 all goes to support the chapter, which negatively affects chapters ability to operate. CTU could provide more usable training about where and how to raise money to become financially viable so chapters can carry out conservation mission, and also teach chapters how to carry out projects more effectively. There are not many conservation projects happening in most Colorado chapters. CTU needs to teach chapters how to identify and execute projects, smaller ones first and then grow into larger projects after having some successes. TU's new watershed strategy is good but how do TU and CTU Span of the chasm of getting it implemented-transfer the science into identifiable projects? CTU needs to become the broker/facilitator identifying and bringing projects to chapters' attention to be implemented.</p> <p>2 Discover some "miracle way" to get members to accept leadership positions. Need to develop a statewide resource describing best practices for youth programs, membership, etc. Explore possibilities with the Colorado Mountain Colleges to possibly leverage their online video training for chapter training purposes. Create a book explaining "how to do" a youth camp and other major events/activities.</p> <p>3 It would be good if a CTU official would visit every chapter and make a brief presentation at least once a yearly, including Q.&A, etc. Chapters need more ongoing CTU two-way interaction, similar to what the state NLC Rep does with NTU. CTU could help chapters become more successful, and also more useful as a conservation organization instead of just a fly fishing fun group.</p>

4 Need to understanding better what CTU's niche is in the NTU-CTU-Chapter structure; how all these pieces fit together into the puzzle. CTU needs to communicate better to the chapters, including explaining how we use the \$2.50 annual rebate. CTU Should explain its initial, seeming indifference about our chapter launching its Home Rivers initiative.

5 Hard for people to get involved at the state level.

6 CTU (but really maybe National TU) could really help us out by having a "how to do" or a "Lessons Learned" handbook. Duck's Unlimited has a packet which they send to their chapters with step by step instructions on how to run a successful fundraising banquet. DU (national) sent out post cards to promote the local DU banquet. The TU manual or handbook could cover a wide range of successful fundraising and other activities which would serve as a resource for other chapters.

Low membership involvement and turnout for chapter activities; always a need for help for this topic, but no easy solution.

7 CTU could maybe provide training about the various agencies, perhaps covering it in written form as part of new leaders workshop training. Project development training could be offered by CTU, covering how to evaluate ideas, how to fund, etc. as a separate addendum to a new leaders workshop covering both membership involvement and conservation. Look at the National TU resources before we reinvent the wheel. CTU website should include a speakers bureau with information to help a new incoming program chair. Take the new leadership workshop to the chapters and help them learn how to recruit and grow more & better leaders.

8 Help needed area is "participation" - both chapter members and the BOD are biggest challenges. Develop a strategy to inform and get new members interested and active. Priority to the new members as the "old" ones are either interested or not, difficult to change their mode of operation with TU & CTU. Flip side is that what is NOT working is TU giving free memberships to everyone who buys a pair of waders or a fishing rod. Many of these new members are not really interested in TU, and it floods the new membership list and dilutes the welcoming effort from those who are new members and are REALLY interested in TU and the local chapter activities. Would like better communications with CTU regarding RINO/RISO; could use a more candid discussion as it seems that CTU is cool to the plan. CTU's contacts with high powered people (e.g. lawyers, politicians, etc.) could help our project and future chapter projects.

9 Would like to have a business practices format on how to do things would be good so we could follow it.

10 Feel everything is good and receive help from CTU when it is needed. Cannot think of anything that we need for the chapter that we have not already received.

11 1) Help is needed with Board Members and governance. 2) A clean, good, email list for the local chapter is critical and would be very much used. 3) A "lessons learned" or handbook incorporating case studies and items from other chapters would be a great addition.

12 Fundraising is #1 priority! Chapter needs help with this, e.g., ideas, what works in other chapters, etc. 2) A CTU compiled speaker book, which includes conservation-political-administrative speakers and speakers for fishing talks is really needed. Include names, address, emails, availability and costs if any. 3) A complete list of valid emails for all TU chapter members.

13 1) Funding strategies. It seems out of whack that National TU, CTU and our chapter seem to compete for funding from the same donors. NTU seems to nothing for the chapters to help with fund raising. For example, a "how to" manual for banquets like Duck Unlimited gives to their chapters would be great. In desperation, we have this year gone to the Supporting Member route, and it may or may not prove successful. TU is a good branding, and it needs to be utilized. 2) Outreach – Erica will help this. 3) Getting and retaining BOD members.

14 1) Fund raising, including finding new leadership to address this issue. We need new ideas! 2) Improving business practices. 3) Membership – they are doing a "10 for 10" this year; each member will recruit 10 new members in 2010. 4) BOD sustainability.

15 Better coordination on CTU Camp with local chapter

16 – xxx

17 The leverage between CTU and the chapter was most valuable using their water bottle/wine bottle project as an example whereby seed money from CTU provided chapter with upfront funding to get a local fundraiser off the ground. CTU's ability to affect and move legislation critical to water and habitat issues is very effective and important to West Slope chapters' interests.

18 Could CTU establish, monitor and maintain a forum for 'best practices' ?

What about an on-line forum?

Could CTU develop standardized and formatted newsletter and website templates for optional use by chapters, *i.e.* chapter could insert their local calendars and activity information ? In other words, something a small chapter could use effectively.

19 – xxx