



NEWS CASTS

Oct-Nov 2007

Our monthly meetings have a GREAT new Home!

3rd Meeting - October 23rd

LAKEVIEW LANES

W280N2159 Prospect Ave.

Pewaukee, WI 53072

North of I-94 at SS which is exit 290

(same place we used to hold the Pewaukee Classics)

Board meeting starts at 6:00—General meeting starts at 7:30

Chapter Election process begins this month

Per the rules and charter with Muskies Inc., this is the month when we start our election process for new officers. All positions are always open for nominations, and we do have at least one known vacancy for the secretary position as Tom Arvoy is planning on running for another position.

The officers of the Chapter are the people responsible for supporting the efforts of the Chapter and following the initiative which YOU the members direct. We have a fine 25 year tradition of commitment to the organization and what it stands for. As you know, the parent organization is going through a reorganization process and that too will be something for us to discuss and digest as it unfolds.

First thing is to get our house in order. We need nominations for:

President—manages the Board and General meetings, sets direction with the Board.

Vice President—substitutes for the President if he is not available, assist the Board as needed..

Treasurer—manages the finances of the Chapter and assists as the Banquet/Fund Raiser

Secretary—provides minutes and other services as directed by the Board

Regional Vice-President—represents the Chapter with liaison to the International organization

Member Only Fishing Contest—manages the contest and provides information for the membership and hosts the awards meeting in March.

Youth Director—co-ordinates efforts to support our involvement with youth, handicapped and other receptive organizations.

Membership Director—provides information on Chapter member status, co-ordinates our membership growth program, and welcomes new members to the Chapter.

Research Director—provides information to the Chapter on research in the area of Muskies, habitat programs, and other issues pertinent to the protection or improvement of the resource.

Merchandise Director—provides merchandise as needed for the Chapter and its events.

Lets talk about commitment.

What does it mean to be on the Chapter Board? We have tried to make it as easy as possible. There is the need for 12 meetings per year. We have scheduled them the same evening as the General Meetings. Since there are 9 General Meetings, that leaves June, July, and December for Board Meetings only. The past few years, we have had the summer meetings at Smokey's West and the December meeting is held earlier in December and is a celebration event which thanks those for a job well done and welcomes those who have supported us and joined for the new year.

Do you have to make ALL of the meetings? Yes you should, but if circumstances prevail, a call or email to the president and any report necessary sent to him will provide the information necessary for the meeting.

Come on, join us, bring a friend. We need you Ladies!

Even just get to the meeting early and join in at the Board Meeting.

THEN the November 27th meeting is the night to VOTE.

By Ron Groeschl



By the way!

Did you know? Or do you remember that at every General Meeting, we have a special member drawing? You have to be present. No charge. A gift from us to us!. The prize is a reel. We have had a pretty good record of selecting the members present, probably about 50% of the time. So now it is time to come to the meeting. By the way, you can win more then once as your name goes back into the drawing.

The last two months, the drawn names were not present. They are:

August —— Scott Kietzmann of Milwaukee

September — Mark Krmpotich of Waukesha



Winterize and Wrap for winter

Just a reminder that incase you need some winterize wrapping for the winter season, Smokey's Musky Shop does a great job. Fact is that my boat looked better wrapped then not. But then you know my boat! You can reach John Laimon or Gordy at 262-691-9659.



Commemorative Lure Update

As you probably noticed there is a new person running the commemorative lure program for 2007. Art Anderson has taken up that challenge. I will editorialize here by saying that he was dumped on by the former team which ran the program. They did not provide him the records of the prior year, nor did they tell him that we had sent out form letters to all former buyers asking them to order their own lure. Soooo

This year, No letters were or will be sent to former owners. If you want a lure, us must use the order form in the Muskies Magazine, or the one that I've provided here. There was a deadline

of October 15th for saving lures, so if you have not yet sent in the form, I'd suggest that you call Art Anderson and ask if yours is still available.

Also I have been told that this latest ad is in error as there are not any older lures available. So please confirm with Pete before you do any ordering. His phone number is 847-726-7267. or treasurer@muskiesinc.org

I have ordered a few of the 2007 lures for the Chapter merchandise area. We do have some of the older ones available for your collection.

As Secretary for International, you would not believe the number of calls I've had on this program.

Too many cooks in the kitchen. Not any doing their job!

Speaker at October Meeting is Chuck Smalley.

Chuck is a chapter member, known for his Skimmer Baits. You can learn more about him and his products at <http://www.skimmertackle.com> Chuck will talk about 'Adjusting your plan'.

- 2007 Phantom Lure – \$45.00 (includes Shipping)

2007 PHANTOM ONLY:

Send order to: Art Anderson
635 Bond Blvd.
Eagle River, WI 54521-8401

*Previous
numbers held
until Oct. 15th*

-
 2006 Suick Lure – \$39.95 + \$5.00 S&H
 2005 Grandma Lure – \$29.95 + \$5.00 S&H
 2004 Crane Lure – \$29.95 + \$5.00 S&H

*Limited
Quantities*

- Sets of Three (2004-5-6 with the same number – \$89.95 + \$9.95 S&H

Name: _____ Prev. Lure # _____

Address: _____

City: _____ State: ____ ZIP: _____

Phone # _____ Number of Lures _____

Check total (made out to Muskies, Inc.): _____

Or, if paying by credit card please include signature and phone along with your number.

Credit Card #: _____ Exp. date: ____ / ____

- VISA Master Card Discover AmEx

Signature: _____

Please allow 6 to 8 weeks for delivery.

For the 2004, 2005 & 2006 models, send your order and check made out to: Muskies, Inc., c/o Pete Barber, International Treasurer, 1150 Berkshire Lane, Barrington, IL 60010.

Musky Inc. Re-Organization Plan

Maybe you are aware that 'the International' is reviewing a plan for restructuring the organization of Muskies Inc.. The document is on the web but if you want a copy of the 11 page document give me a call at 262 789-1255. I will include it with the extended version or this Newscast which gets emailed to those members with email addresses on the MINC web site.

Ron Groeschl

Getting into Banquet Time

Tom Arvoy is looking for help, now during the procurement and planning process as well as the night of. You can reach Tom @ 262-542-9997 or taz63@wi.rr.com

Also—we are talking with the Milwaukee County Zoo about providing funds and materials to change two of their signs. One on Muskies, the other about Catch and Release. If you have any hires digitized pictures that may be of use (and make you famous) send to rgroeschl@wi.rr.com

Our friend Bernie Lemon needs could use some assistance.

This long time 'outdoorsman and friend of the Milwaukee Chapter' is one of the Budweiser 2008 Conservationist of the Year Finalists. The stakes are high; first place is \$50,000.

If he wins, Bernie will donate the funds to the Wisconsin elk management program. Voting is taking place thru Friday, Nov 30, nationwide.

Those of us who Bernie, are award the he spearheaded the reintroduction of elk in Wisconsin after joining the Rocky Mountain Elk Foundation and forming the first Wisconsin Chapter in Milwaukee in 1987. In 1995, 25 elk were brought in from Michigan and placed near Cable, Wis. That marked the first time in more than 100 years there were elk the wild in Wisconsin. His efforts have helped the Wisconsin Chapter raise over 1 million dollars to support this effort in Wisconsin.

Every person can get one vote in this award process. Please go to www.budweiser.com. Be patient when you get there as it is hard to find the vote page.

After entering your birthday, a page is displayed with a bund of 'cute info' BUT you have to scroll to the right to find the "Sports & Outdoors page" then select the 'Outdoors' icon on the top right of the page, then on the next page, there is a heading for 'Vote for Conservationist of the year' then select Bernie's image, the image on the lower right.

You will only get one vote per computer as they save your computer identification.

You could also send a 3 X 5 card with your name, address, age and Bernie Lemon's name to:

2008 Budweiser Conservationist of the Year
P.O. Box 750311
El Paso TX 88575-0311

Appreciate the help—Rong

Plan for Organizational Change for Muskies Inc.

This is the concept being considered for the change to the organization. Please read and if you care to comment, logon to the www.muskiesinc.org site, go to the 'Member Forum' are and then select the forum which is there for that purpose, comments are necessary as there are probably more questions then answers provided in the 'plan'.

MUSKIES, INC.

A Report to the Board of Directors September, 2007

Respectfully Submitted by the Strategic Planning Committee
Chairman, Steve Budnik
Fred Brogle
Dan Narsete
Lorin Nevling
Greg Wells

A Rationale and Plan for Organizational Change, Part II.

Introduction

The first Strategic Planning Committee (SPC) Report to the Board of Directors was submitted in October of 2006. The Report contained a number of substantive and far-reaching recommendations for change in the structure and administration of Muskies, Inc. It also included a number of recommendations for additions to the Bylaws and Policies of the corporation that came to be known as “housekeeping” recommendations. Most of these recommendations were translated into Motions that were considered at the Spring 2007 meeting of the Board. In summary, the “housekeeping” motions were accepted and the motions for organizational change were not. Although cost factors were significant in the defeat of the organizational motions, the overriding reasons were centered on a lack of specificity especially in regard to Regionalization and Chapter representation. This, the second Report, focuses on Chapter representation, a proposed scheme for regionalization together with structural and operational details, as well as redefining the Board of Directors and the Executive Committee. Other structural changes that the SPC deems critical, such as engaging an Executive Director, are not emphasized in this Report. The October 2006 Report remains the basis for the recommendations that are restated or reshaped here in response to numerous suggestions and are presented in an expanded form.

We propose that the SPC receive comments on the Draft Second Report following the Fall Board meeting. The Committee would consult with the Executive Committee and would make the final tweaks to the draft. The revised document would be considered the final Part II of the Report of the Committee and would be communicated to the leadership at all levels by the end of 2007, and be published on the MI web site at that time. Debate/discussion would then take place over the next three months leading up to and including the Spring 2008 Board meeting, where final debate and action would take place.

There should be no illusions that changing the organizational structure of MI will be an easy matter because quite the opposite is true. It will be difficult because individuals will need to learn new roles, effective participation by those individuals must increase, and committees will need to be re-energized and become fully functional. A high level of participation and activity will be required throughout the year, not just immediately prior to a Board meeting.

The changes necessary for implementation of a reorganization plan will be very far-reaching and it might be preferable to replace the Bylaws rather than attempt a lengthy and complex set of Bylaw changes. A vote to replace the Bylaws would be a single up or down vote. As in any Bylaw change, a two-thirds majority would be required for passage.

Chapter Representation

The First Report of the SPC recommended the elimination of the position of Regional Vice President (RVP) . This was soundly rejected on the basis that the Chapters would lose their direct voice in the affairs of MI. The current proposal is to retain the RVP position and change only the level of their participation in the corporation i.e., they will participate at a Regional level rather than at the Board level. RVP election procedures etc. would remain intact.

Chapters must elect RVPs that are responsible and thoughtful persons that can weigh the needs of their respective Chapters in the context of the needs of the larger organization. Some RVPs prefer that a Chapter develop a position on a particular motion and that they carry it forward without the benefit of new or revised information. This is comfortable for some because it absolves them of all accountability. Representation at all levels must be accountable.

Regions

Regional Definition.

The SPC's current recommendation is that MI be subdivided into four geographically based Regions.

Milwaukee Chapter Dates and Info

Sept 25 th	Meeting at the Lake View Lanes Warren Zaren will speak on "Reflectivity of Lures" Nice job Warren, wish that I would have had my digital recorder!
Oct 12, 13, 14	Best of the Best Musky Tournament - Green Bay WI \$250 per boat, \$5,000 first place contact Jay Zahn @ 920-866-9705
Oct 23 rd	Meeting at Lake View Lanes Chuck Smalley will speak
Nov 27 th	Meeting at Lake View Lanes Speaker to be announced

Milwaukee Chapter Of Muskies Inc.
14257 Waters Edge Trail
New Berlin, WI 53151

The Regions consist of aggregations of States including the assignment of states currently lacking Chapters. These are presented in map format in Appendix I.

The responsibility for fisheries management is vested in the state natural resource agencies, regardless of title. Therefore, states, regardless of the number of chapters in each, should remain in the same Region.

The SPC explored the question of naming the Regions, but ultimately decided the most direct method was to number them one through four.

Region 1 -- Chapters 4, 6, 8, 10, 12, 13, 20, 26, 29, 30, 35, 47, 55
Region 2 -- Chapters 3, 5, 7, 11, 14, 17, 27, 28, 32, 39, 42, 49
Region 3 -- Chapters 9, 16, 18, 19, 22, 23, 31, 41, 45, 50, 51, 52,
Region 4 -- Chapters 1, 2, 15, 21, 24, 33, 37, 38, 44, 46, 48, 53, 54

Following this logic of not dividing states, the balance of numbers of Chapters within Regions is quite remarkable:

Region 1 - 13 Chapters
Region 2 - 12 Chapters
Region 3 - 12 Chapters
Region 4 - 13 Chapters

Regional Representation.

Representation at Regional Meetings (see later) is as follows:

3 At Large Directors (to be renamed Regional Directors)

* RVPs (*variable number depending on number of Chapters in a Region and subject to expansion as new Chapters are added).

Regional Directors.

Regional Directors (RDs) are based on the existing At Large Directors structure i.e., elected three-year staggered terms. Implementation requires a change in voting procedures in that RDs would be elected by members within the Region, not by the membership at large. One RD would be elected each year for a three-year term from within each Region. This requires a revised voting procedure.

Initial implementation calls for the existing ALDs to be assigned to their appropriate Regions and the number reduced to three if more than three are in one Region. If a reduction is required, this would be done based on seniority. Their terms of office may also have to be changed to accommodate the staggered terms. Some Regions may not have any current ALDs and in this case they would elect three RDs during their first election cycle. It is acknowledged that this process may take several years to properly sort itself out.

The RD with the most experience i.e., with the shortest term of office remaining, will be designated Senior Regional Director (see below).

Regional Meeting Frequency.

A Regional Meeting will take place within the Region in the Fall of each year (replacing the Fall meeting of the Board). The Convener and Chairman of the meeting will be the Senior Regional Director. It is anticipated that one of the Regional Chapters will host the meeting and provide the necessary infrastructure support. It is also anticipated that the financial costs of staging this meeting will need to be borne by the Chapters whether in attendance or not. It is hoped that Chapter attendance at Regional Meetings will be greater than that experienced at the recent Board meetings.

Inasmuch as Regional meetings will be a new experience for all, it is recommended that a how-to handbook and checklist be developed for general use. It is further recommended that the President appoint a committee to develop the handbook from among those among the organization experienced in meeting planning.

The Regional meeting ideally should have a duration of one full day devoted to business matters and may or may not be followed by another activity. The focus should be on the business, not the other ac-

tivity.

The SPC has discussed whether it would be reasonable to designate a host site at which the meetings would be held each year rather than a moving site. Such a site would need to have convenient air and roadway access and have reasonable costs. The pluses of a non-rotating site are self-evident, but it might place an undue burden on the host Chapter. No conclusion on this subject was made by the SPC.

Regional Meeting Purpose.

The agenda for the Regional meetings would be developed jointly by the RDs in close consultation with the RVPs:

1. Discussion regarding local/common/regional issues and concerns.
2. To receive, debate, vote and refer motions requiring Bylaw or Policy changes to the Board of Directors (or the appropriate body).
3. To participate in the process of selecting a President-Elect. [New process required.]
4. An Annual Budget discussion would be ideal. However, the SPC does not believe that this is a realistic expectation as the Treasurer and Finance Committee would not be in a position to propose the next annual budget at the time of the Regional meeting. The approval of the Annual Budget must be executed at a Board Meeting for obvious reasons. A current budget status report might be possible at the Regional Meeting..
5. The election process to choose the President Elect must be revised with the formation of the Fall Regional meeting. This important matter has not been resolved at this time, but may require a mail rather than an in-person vote by the members of the Board.
6. Other.

Motion Process.

Those that have attempted to use the motion process, as found on the web site, have found it cumbersome. No doubt it was designed to help restrict motions to those that were of greater significance. The process needs to be streamlined, the format revised, and incorporated more clearly into the Bylaws. The process is inconsistent among the Bylaws, Policies, and web site. This inconsistency has led to a misunderstanding of the process. The process to change Bylaws in the period between Board meetings also needs to be re-examined as it could take entirely too long to complete i.e., up to 195 days.

Motions that entail changing Bylaws or Policy must be submitted in time to allow discussion at the Chapter level. There is some indication that the current submission time may be too brief. This needs to be addressed as the motion process is reconsidered..

The past few years there have been discussions, both on the web site and in-person debate concerning proxy voting. Efforts to permit proxy voting have failed. Amendments often occur at the meeting and Directors may be swayed by new information contained in the debate as it unfolds.

Board of Directors

Board Composition.

One of the goals of reorganization has been to reduce the size of the Board of Directors in order to make it more efficient and effective. The size reduction as originally proposed was found not acceptable by the Board because of a perceived "lack of voice" for the Chapters and incomplete information about how a Regional organization might function. Both of these concerns have been addressed by the SPC in this Report.

The composition of the Board is recommended as follows:
Officers:

President
Vice Presidents (5)
Secretary
Treasurer
Regional Directors (12)
Immediate Past President
Active Past Presidents (approx. 4)
Parliamentarian (non-voting)

This plan reduces the size of the Board by approximately 60%. As is currently the case, the size of the Board cannot be expressed in precise terms because some individuals may hold more than one office. Quorum requirements would remain unchanged. As Chapters are added it may prove to be advantageous to increase the number of RDs from each region in which case the size of the board would increase.

As always, the President has the option to invite others to join the meeting, particularly for purposes of providing counsel, information, or presenting reports. Invitees do not have a vote.

Meeting Frequency.

Concomitant with the implementation of Regional Meetings, it is recommended that the *required* number of Board meetings be reduced from two to one. That one to be held in the Spring of the year. This fulfills the requirement of Minnesota statute. At the same time this does not prevent the calling of a Special Meeting of the Board following current procedures for calling such meetings. Thus, if some unusual event should occur, the option of calling a Special Meeting to deal with the event is not precluded.

Board Meeting Structure.

The structure of the Board Meeting will require re-examination and, perhaps, reformatting. For example, with a Board reduced in size is there any point in planning a banquet/fundraiser? Is the banquet/fundraiser critical? How should contest winners be acknowledged and trophies be distributed? Or, should the annual meeting be comprised of several events appealing more broadly to MI membership with the Board Meeting only a part of a larger agenda? It is recommended that a committee be formed to address the format of the Board Meeting in light of reorganization. The SPC has been focused only on the issue of increasing Board effectiveness and not on other issues.

Executive Committee

Composition.

As at present: the elected officers and the Immediate Past President.

Meeting Frequency.

As needed. The current mechanism for calling a meeting of the Executive Committee would remain in place. The Executive Committee meets in person prior to Board Meetings and meets irregularly in the interim by telephone. The in-person meetings have been open to the membership as a matter of practice..

Reporting Requirements.

Current Bylaws require that minutes of the Executive Committee be distributed within 30 days. This requirement should be modified to require minute distribution to the Board of Directors within 30 days.

Measures of Success

Previous SPCs developed sets of goals and objectives that were, in essence, skeletal business plans. A review of these documents shows that not all objectives were realized, some being excessively optimistic in nature. However, these documents were useful in that they identified areas of concern that needed to be addressed. They did not attempt to measure progress towards the stated goals and objectives.

Muskies, Inc. has not had an organized plan to measure success relying instead on a subjective assessment based on complaints and expressed concerns. Membership problems could be identified, but there was no quantifiable way to identify successes. Not-for-profit organizations are notoriously slow to respond to a problem in a "reasonable" time. Any perceived lack of timely response usually translates into further discontent. In order to address this issue the SPC believes the corporation must have an objective way of measuring success as well as one that identifies developing problems. In this context, success is defined as meeting the expectations of the membership and the corporation.

The SPC proposes a simple form, based on objective and quantifiable data to identify areas of success and areas of concern. Each criterion would be judged and marked in one of three categories: Acceptable; Concern; or Failure. Placement into one of the three categories would be determined by the percentage of positive or negative change over some specified time frame. In each case, the lowest rung in the Acceptable category would be the status quo. The percentage change scale would need to be determined individually for each criterion.

The responsibility for developing and maintaining the measures program falls under the purview of the Internal Affairs Committee.

Draft Criteria

- W number of chapters
- W number of members
- W membership retention rates for the first and second years
- W number of web site users
- W magazine circulation
- W magazine ad revenue
- W revenue status (could be broken down into areas such as dollar amount of corporate support)
- W Percentage Chapter attendance at Board meetings
- W Number of voters in ALD [RD] elections

The SPC recognizes that obtaining the data will vary from easy to difficult for an individual criterion, but this is data that should be tracked under any circumstance.

Dissolution

The official papers of MI contain considerable direction concerning the dissolution of Chapters, but fail to have a Dissolution Article in the Bylaws for the dissolution of the corporation as a whole. Although it is fervently hoped that there will be no need for the dissolution of the corporation, it is best to prepare for that possibility. The following two paragraphs contain draft language for a new and final article of the Bylaws.

"Dissolution shall be in accordance with the statutory law of the State of Minnesota. For dissolution it shall be necessary that the Board of Directors vote for a resolution for dissolution. Notice of any meeting at which this dissolution will be voted upon by the voting membership shall be mailed to every member with voting privileges not less than 20 or more than 60 days before the date of the meeting.

All assets remaining after payment of all debts and obligations shall be distributed to: (one or more organizations in the United States that have purposes similar to those of Muskies, Inc. and are exempt under the provision of Section 501 (c) (3) of the Internal Revenue Code of 1954, as amended."

Privacy Policy

Pres. Cates asked the Strategic Planning Committee (SPC) to look into Privacy matters. There are three potential categories of shared data that are relevant to MI: 1. postal addresses; 2. e-mail addresses; 3. financial information. There appear to be three relevant MI policies regarding # 1: Policy,

page 5, 10-28-00

"To exchange our mailing list with Musky Hunter Magazine, with the understanding Muskies, Inc. will provide an equal number of names from Musky Hunters mailing list."

Policy, page 5, 10-25-03

"The Membership/Marketing Committee may exchange names for direct marketing purposes only with outside lists like...Rollies & Helen's, Pastikas, Reed's Esox Angler, etc....with the advance approval if [of] MI's Executive Committee."

Policy, page 18 10-10-98

"With approval at the Spring Board Meeting to sell our membership list, we move that chapters have access to the membership list of other chapters for the exclusive purpose of promoting official Muskies, Inc. business. With approval of this motion, it shall be improper to share this information our organization without the express approval of the International Board of Directors of Muskies, Inc."

[Note: allows sharing of membership list with Board approval.]

In addition, there may be some *quid pro quo* arrangement with sponsors that is not immediately apparent to the SPC.

We found nothing specifically regarding # 2 e-mail addresses or #3 financial information.

[Note: financial information is not shared.]

Recommendations/Suggestions:

1. postal addresses – may be shared under particular circumstances, but there should be a method for members to opt out of the sharing.
2. e-mail addresses – not to be shared.
3. financial information - absolutely no exchange permissible. This is current operational procedure even though we believe it is not specified.

In addition to the SPC, the Treasurer, Vice President for Fundraising, and the Vice President for Membership are key players that need to be fully engaged in addressing this matter.

Unresolved Issues

A number of key reorganization-related motions brought forward by the SPC at the last Board meeting were not approved. Lack of approval was denied for two basic reasons: insufficient budgetary support and lack of information, particularly on how a Regionalization plan might work. The SPC considers that these motions were not rejected on their merit. We view them as unresolved issues that must be revisited. While addressing the finances of the corporation are beyond our competencies, we believe this Report addresses the other issues. Therefore, the SPC believes that these issues should be re-examined, most especially if the Bylaws are to be rewritten.

Executive Director.

The SPC stands by its previous recommendation concerning the hiring of an Executive Director. Much of the relevant information on our position is included in the motion explanation contained in Spring 2007 Board Meeting documentation. The details are not repeated here. The discussion centering on our motion has led us to conclude that the position of Executive Director is even more critical than we originally thought. In our opinion, this corporation is not going to make substantive advancement until we have full-time organizational leadership.

Term Limits.

The SPC proposed limiting Board service to six consecutive years. If the proposed Regional Plan is placed in motion, all of MI's leadership qualified persons will be needed for the foreseeable future. Therefore, the SPC will not pursue term limitations in the near term.

"International"

The proposal to remove the word International from MI official documents was defeated because of the amount of work required and the related financial cost. If the Bylaws were to be rewritten, the arguments previously used against the change are rendered moot.

Parliamentary Authority.

We believe the authority should be changed from Demeter's Manual of Parliamentary Law and Procedure [Blue Book Edition] 1968 to Robert's Rules of Order [Newly Revised]. 2000. The reasons are simple: Demeter has not been revised since 1968 and Robert's is revised each decade; Robert's is the generally accepted set of Parliamentary authority in use today; Robert's is widely available and accessible in local public libraries.

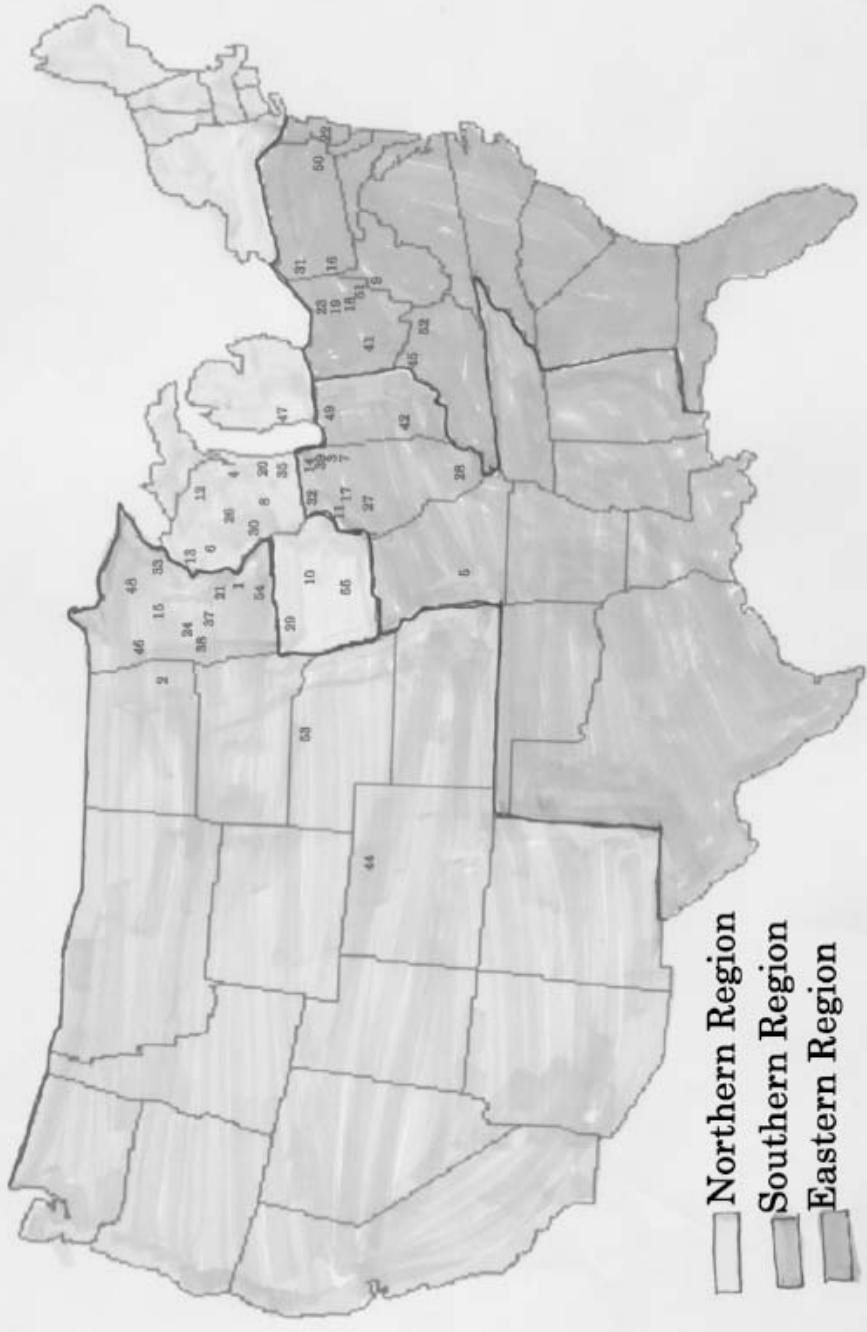
Impact of Implementation on Chapters

- should expect increased oversight of, and accountability for, all activities.
- should expect the elimination of conflict of interest and the perception of conflict of interest at the Board level.
- should expect full-time day-to-day direction and management of MI with clear lines of responsibility.
- should expect a Board more responsive to the needs of members and chapters.
- should expect greater accountability.
- should expect increased efficiency and effectiveness at the Board level.
- should expect the Board meetings to become even more business-like.
- should expect a substantial decrease in the cost of Board meetings.
- should expect better geographic distribution of Board members.
- should expect more consistent attendance at Board meetings.
- should expect eventual membership growth.
- should expect the organization to be prepared to meet the challenges of the future in a timely fashion.
- should expect a better Muskies, Inc.

MI Report 2.doc
8/21/07

APPENDIX I

Proposed Regions



- Northern Region
- Southern Region
- Eastern Region
- Western Region