

**INLAND NORTHWEST  
WILDLIFE COUNCIL**



# The Big Horn

December  
2023  
INWC

General Meeting  
Tuesday  
December 5, 2023



Fellow INWC Members. Can you believe that Christmas is right around the corner! The cold weather has arrived, and we've seen that white stuff going past our windows. However, the INWC and the council office are still in full swing. I'm excited to share that we have hired a new administrative secretary. She starts on Monday December 4<sup>th</sup>. She will have a couple of weeks to train with Liz before Liz retires. Liz's last day will be Friday December 22<sup>nd</sup>. Stop in the office, buy a bag of bird seed, and let Liz know how much she is appreciated and wish her better luck with retirement this time.

Many things are happening in and with the council right now. First and foremost, Our December General Meeting is also our annual elections for incoming board members. That is very important, but so is the food that will be part of our Potluck. Bring your favorite dish or dessert.

Program

**Annual Board  
Elections/**

**Pot Luck Dinner**

**A Surprise  
Presentation  
during Dinner**

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info@inwc.org

[www.INWC.org](http://www.INWC.org)

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We would love to see a full house on December 5<sup>th</sup>. We will have things set up for a fun evening and find out who will be our newest board members. I will be sending out bios from the candidates later today.

As I continue to learn how to tackle the tasks of the executive director's position, we are compiling a list of qualified candidates for the Executive Director position. We are going to send a list of qualified candidates to the hiring committee to narrow the list down and then bring people in for interviews. I'm including a job description/posting later in this Newsletter. If someone within our organization is interested in applying for the Executive Director position, please look over the posting and send your resume to the office before the end of business on Friday December 8<sup>th</sup>.

## 2023 COMMITTEE CHAIRS

**EXECUTIVE :**  
Ron "Z" Zubrick

**BIG HORN SHOW:**  
Z Zubrick

**BUDGET/APPROPRIATIONS:**  
John K. Smith

**BY-LAWS & RESOLUTIONS:**  
Craig Heupel

**MEMBERSHIP:**  
Chair - Kim Zubrick

**HUNTER EDUCATION:**  
Chair - Aaron Waseca  
Co-Chair - Richard Law

## 2023 SPECIAL COMMITTEE CHAIRS

**AWARDS :**  
Jason Neumiller

**DISABLED ACCESS:**  
Ken McNaughton

**BOONE & CROCKETT:**  
Larry Carey M.H.

**BIG GAME:**  
Jesse Ingels

**FISHING:**  
Ken McNaughton

**WATERFOWL:**  
Mike Curry M.H.

**PHEASANT CHICK/SMALL GAME:**  
Z Zubrick /Alexis Craig.

**OUTREACH:**  
Nick Sagendorf

**WILDFIRE RECOVERY:**  
Jason Neumiller

**MAINTENANCE:**  
Rich Furry

# Big Horn



## 2023 OFFICERS

President - Ron "Z" Zubrick

1st Vice - Nick Sagendorf

2nd Vice - Jesse Ingels

Treasurer - John K. Smith

Secretary - Joe Shelley

Sergeant at Arms - Kily Fleming

Exec. Director -

## BOARD OF TRUSTEES

Past President - Vacant

### Term Expires 2023

Phil George

Dave Colton

Craig Heupel

Joe Kimball

Jason Neumiller

Nick Sagendorf

### Term Expires 2024

Richard Furry

Kily Fleming

Jesse Ingels

Mitchell Kassa

Richard Law

Ron (Z) Zubrick

### Term Expires 2025

Alexis Creel

Paul Fuchs

Ken Hoff

Joe Shelley

John Smith

Dylan West

Over this past year, the council has seen a lot of change. We've lost members who have moved, moved on, and by the end of the year, 2 employees who have been a great asset to the INWC. As I've talked with different members that have years involved with the council, I see what our heritage is. I see teamwork, fellowship, a common commitment to protecting the freedoms we have, and a history of a lot of hard work and a lot of fun. My goal for the coming year is to reignite the energy and fire that our founders had. This organization was built by many people putting a lot of effort into working together. A big part of making things happen is the collaboration and efforts of our board. With that said, if you have someone you would like to nominate for a board position, please contact Joe Shelley at [secretary@inwc.org](mailto:secretary@inwc.org).

Kim and I have been honored to serve as the INWC President for 2023. We love this organization and the mission and values it represents. We wish each of you a safe and wonderful holiday season and that your hopes for 2024 are all realized.

Z Zubrick

INWC President 2023

# Big Horn

We are in search of an organized and motivated individual to become our Executive Director. The Executive Director of the INWC will oversee all operations, functions, and activities along with being the face and voice of the organization. The director will be responsible for providing strategies, direction, and implementation of the INWC's mission, vision, and goals as guided by the board of directors.

The Executive Director should show competency in managing, leading and motivating individuals and groups both in written and verbal communications. With these skills the Executive Director should lead the INWC towards its mission while taking action to expand its outreach and impact in the community.

## Responsibilities

Provide continuity of programs and goals for the Council. This will be done through the following avenues:

Be responsible for organizing, managing, or overseeing all fund raising and promotional programs. This may include utilizing a fundraising committee and collaborating with other committees.

Work with the INWC treasurer and accounting firm to acquire understanding of the organization's financial and non-financial position and ensure regularly scheduled reports are available to the treasurer and secretary.

Be authorized to sign checks for legitimate Council expenditures.

Forge and maintain relations of trust with shareholders, partners, and external authorities and agencies that have an impact on conservation, hunting, fishing, wildlife, and habitat.

This will include the WDFW, the WDFW Commission and legislative activities that may impact the mission of the INWC.

This may include other organizations the INWC already has interactions with and organizations the Executive Director feels will have an impact on INWC activities.

Manage the business plans for the attainment of goals and objectives set by the board of directors.

Report on activities at each Board meeting and General meeting.

These reports may be in person or sent to the INWC President through email or printed copy. Reports should include updates on the Big Horn Outdoor Adventure Show (BHS) and any items concerning current INWC business.

Act as the public speaker and public relations representative of the INWC in ways that strengthen its profile.

Continued:

Be Chair of the Big Horn Show Committee. This will include:

- \*Booth space marketing strategies
- \*Coordination with venue and access of facilities
- \*Collaborating with BHS committee chairs
- \*Seeking new and building on existing sponsorships and establishing business agreements with those sponsors
- \*Coordinate banking and financial processes for the BHS
- \*Work with the INWC President to resolve issues that arise prior, during, or after the BHS.

The Executive Director will serve as the immediate supervisor of the Executive Secretary, following guidance laid out in the INWC bylaws.

The Executive Director will provide an annual evaluation of the work of the Executive Secretary to the INWC President and INWC board.

Ensure adherence of the organization's daily activities and long-term plans to established policies and legal guidelines.

Manage remedial actions for any identified issues involving the daily activities of the INWC office when necessary.

The Executive Director will meet with the INWC President and Executive Committee annually for the Executive Director's annual evaluation.

## **Requirements and skills**

Experience with Microsoft programs, WordPress, and social media platforms.

Preferred experience managing/supervising along with developing strategies and plans to drive success.

Experience or the ability to fundraise and network, including but not limited to grant writing, banquets, raffles while ensuring compliance with all applicable governing bodies.

An understanding of hunting, fishing, wildlife management, and conservation. Using this knowledge and experience to communicate effectively during commission meetings or with other organizations.

## Renewed Members

Spencer & Madison Shanholtzer	Steve & Beth Melville	1Scott & Carol Michelson
Linda Keenan & Mike Wilkerson	Michael & Simone McKay	Daryl & Becky Bush
Kily & Michelle Fleming	Barry & Melody Miller	N. Neil Von Holt
Larry & Nancy Walker	Michael & Pamela Howard	

## Annual Giving Donors

### Patrons of Wildlife

Travis Parry	Rob & Hillary Holman
Sallye Prenger	Rich and Nikki Furry

### Big Horn Donor

#### Master Hunter

#### Master Fisherman

#### Master Conservationist

This is the most prestigious award presented by the Council to one of its members for consistent dedicated service towards the betterment of fish and wildlife. It is a once in a lifetime award.



Jim Arrasmith, M.H.*	Frank Potter, M.C.*	Ed Walters, M.H.*
Bob Cole, M.H.*	Bill Rollins, M.H.*	Peter Yarwood, M.H.*
Elaine Cole, M.H.	Vern Ziegler, M.H.*	Larry Carey, M.H.
Mel Gulidge, M.H.*	Bill Butler, M.H.*	Chuck Sauter M.C.*
John Kantjas, M.H.*	Jim Johnson, M.H.	Art Meikel M.H.
O.C. Knoles, M.H.*	John Williamson M.H.*	Ed Weiler M.C.*
Dick Lee, M.F.*	Len Keefer, M.H.*	Ken Hoff M.H.
Len Mabbott, M.H.*	Dean Lydig, M.C.*	Tim Clifford M.F.
Jim Kujala, M.H.	Len Otto, M.C.*	Leonard Wolf M.H.
Gale Palmer, M.H.*	Jerry Reiber, M.H.*	Mike Curry M.H.
June Potter, M.C.*		Ken McNaughton M.F.

(\*) indicates a member who has passed

INWC  
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SPOKANE, WA 99208

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## CALENDAR OF EVENTS December 2023

December 5th	Membership meeting 6:30pm
December 7th	BHS Committee Meeting 6:00pm
December 19th	INWC board meeting 6:30pm