Section 1: Overview
Introduction

Name +

What does "collaborative" Elk Management look like to you?
<table>
<thead>
<tr>
<th>Our Vision of Elk Management</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Common ground</strong> between landowners, public, FWP</td>
</tr>
<tr>
<td><strong>When come up with a solution we have to sell it to the public and move forward</strong> not everyone in the public will</td>
</tr>
<tr>
<td><strong>Group coming together</strong> backgrounds and interests that can help everyone and a common agreement</td>
</tr>
<tr>
<td><strong>Hope for more common ground than</strong></td>
</tr>
<tr>
<td>Elk management is land owners and outfits and sportsmen. In the past, political pressure lean towards one or the other. There are things we wont agree on, but there are things we can agree on</td>
</tr>
<tr>
<td><strong>Instead of complaining finding compromise we can live with</strong></td>
</tr>
<tr>
<td><strong>Hard to have a huge win</strong> - A solution needs to make sense for all stakeholders wont be positively looked at</td>
</tr>
<tr>
<td><strong>Past there was one group promotes over another</strong> - one wins and another doesn't We can balance the needs</td>
</tr>
<tr>
<td><strong>We need to build relationships, with us on zoom and the other agencies</strong></td>
</tr>
<tr>
<td><strong>Large group effort from all of us has a say in hunting a ranching This is going to be a mountain to climb from every aspect</strong></td>
</tr>
<tr>
<td><strong>Listen to everyone in the room and that we are not coming from the same space</strong></td>
</tr>
<tr>
<td><strong>Its this group, varied background, and maximize the interests of each stakeholder I wouldn't put the interests of stakeholders above the elk</strong></td>
</tr>
<tr>
<td><strong>Willingness to work together</strong></td>
</tr>
<tr>
<td><strong>Three prong stool</strong></td>
</tr>
<tr>
<td><strong>Like minded in one way, we will have different opinions</strong></td>
</tr>
<tr>
<td><strong>One size fits all approach might not work</strong></td>
</tr>
</tbody>
</table>
Section 2: Overview
The purpose of the Elk Management Citizen Advisory Group is to forge new relationships among stakeholders and collaboratively develop new and creative ideas and recommendations for issues surrounding elk management in Montana to balance hunter and landowner interests.
Recommendations

"...collaboratively develop new and creative ideas and recommendations for issues surrounding elk management in Montana to balance hunter and landowner interests."

Issues

- Chronically over objective elk populations (in some areas)
- New disease concerns
- Continual call from more access
- Increasing reports of crowded public lands
Recommendations

"...forge new relationships among stakeholders"

Maintain relationship with respect

Theme

... variety of stakeholders who are interested in moving past old debates that have not significantly improved elk circumstances for hunters or landowners and revisiting old issues with fresh eyes to identify new solutions.
The purpose of the Elk Management Citizen Advisory Group is to forge new relationships among stakeholders **while fostering existing relationships**. Also, to collaboratively develop new and creative ideas and recommendations for issues surrounding elk management in Montana to balance hunter, landowner interests, and other.
The Advisory Group will meet up to 10 times (virtually) between March and July 2022.

Let everyone know if you cannot make it

Use the arrows to move to the next week

Click the white check box to indicate a date that you are available

Submit your availability

Reminder: Please submit your availability by March 23, 2022 (tomorrow)
MEMBERS

The 12-member Advisory Group will represent a variety of stakeholders who are interested in moving past old debates that have not significantly improved elk circumstances for hunters or landowners and revisiting old issues with fresh eyes to identify new solutions. Members are asked to represent those most directly affected, while also being willing to hear other perspectives and be open to new ideas from landowners and hunters alike.

SOUNDING BOARD

Applicants who did not get selected to be a member of the advisory group will be invited to be a "sounding board" member. Advisory group members will periodically use this group as a larger set of directly interested people for vetting ideas and recommendations. Additionally, a certain amount of time at each meeting will be dedicated to hearing from the public on issues discussed.

RESOURCES

The facilitator and FWP employees will provide data and serve as an administrative resource for the group. While the advisory group is responsible for generating ideas and recommendations, authority to implement lies with FWP.
Members

- Members represent a variety of stakeholders who are interested in moving past old debates that have not significantly improved elk circumstances for hunters or landowners and revisiting old issues with fresh eyes to identify new solutions.

- Members are asked to represent those most directly affected, while also being willing to hear other perspectives and be open to new ideas from landowners and hunters alike.

- The Advisory Group is responsible for generating ideas and recommendations, authority to implement lies with FWP.

- Each member of the advisory group is expected to actively participate in meetings and assignments. Prior to finalizing recommendations, each member also is asked to give careful consideration to public input, and to feedback from a larger “sounding board” group associated with this effort.

- Every member is expected to help draft, propose, and champion the recommendations made to the Director.

- If a member no longer wishes to participate in the group, they will not be replaced by another. A member may be removed from the group if they become unmanageable, troublesome, or offensively off topic. The group must decide through consensus to remove another member.
The FWP Special Projects Unit (SPU) will serve as the primary interface between the advisory group, its facilitator, and FWP, which will assist the group in process and communication of the group’s progress with the public.

- Meeting agendas, notes and resources will be emailed to members
- Agendas and finalized products will be posted on the FWP website
- Meetings will be recorded and available to the public
Section 4: Facilitated Process
Facilitated Process

Analyze the Decision Context
- Clarify the Decision Context
- Articulate Values
  - Map the Process

Evaluate Potential Solutions
- Brainstorming Options
- Defining Performance Measures
- Assess Consequences

Develop a Final Recommendation
- Evaluate Options
  - Review Tradeoffs
  - Refine Recommendations
DRAFT DECISION CHARTER

CONFIRMING THE PURPOSE

The purpose of the Elk Management Citizen Advisory Group is to forge new relationships among stakeholders while fostering existing relationships. Also, to collaboratively develop new and creative ideas and recommendations for issues surrounding elk management in Montana to balance hunter, landowner, interests, and other.

MEETINGS

The Advisory Group will meet up to 10 times (estimated) between March and July 2022.

Think more

Think more about perceptions

Geographic location

Geographic location of high elk use areas

Public outreach

COMMUNICATION

The FWO and DFO will serve as the primary interface between the advisory group, the Fish and Wildlife, and FWO which will assist the group in progress and communication of the group’s progress with the public.

Next step is defining our decision making process.
Section 5: Decision Making
Operating Procedures

The advisory group will make decisions by consensus when possible (consensus will be defined by the group). Note: "...collaboratively develop..."

- What does agreement look like?
- How can we operationalize the process?
## Types of Agreement

All groups are different. What works for one, might not work for another.

<table>
<thead>
<tr>
<th>Whole-hearted endorsement</th>
<th>Agreement with a Minot Point of Contention</th>
<th>Support with Reservations</th>
<th>Abstain</th>
<th>More Discussion Needed</th>
<th>Don't Like But Will Support</th>
<th>Serious Disagreement</th>
<th>Veto</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;I really like it&quot;</td>
<td>&quot;Not perfect, but it's good enough&quot;</td>
<td>&quot;I can live with it&quot;</td>
<td>&quot;This issue does not affect me&quot;</td>
<td>&quot;I don't understand the issues well enough yet&quot;</td>
<td>&quot;It's not great, but I don't want to hold the group up&quot;</td>
<td>&quot;I am not on board with this - don't count on me&quot;</td>
<td>&quot;I block this proposal&quot;</td>
</tr>
</tbody>
</table>

---

Facilitator’s Request

- ![Support](#)
- ![Not perfect, but I won't stop the group](#)
- ![Do Not Support](#)

---

Adapted from Sam Kaner’s “Gradients of Agreement”
Our Vision of Elk Management

Common ground between landowners, public, FWP

Elk management is land owners and outfits and sportsmen. In the past, political pressure lean towards one or the other. There are things we won't agree on, but there are things we can agree on.

We need to build relationships, with us on zoom and the other agencies

Willingness to work together

When come up with a solution we have to sell it to the public and move forward - not everyone in the public will

Instead of complaining finding compromise we can live with

Large group effort from all of us has a say in hunting a ranching. This is going to be a mountain to climb from every aspect

Three prong stool

Group coming together backgrounds and interests that can help everyone and a common agreement

Listen to everyone in the room and that we are not coming from the same space

Like minded in one way, we will have different opinions

Hope for more common ground than

Past there was one group promotes over another - one wins and another doesn't. We can balance the needs

One size fits all approach might not work

It's this group, varied background, and maximize the interests of each stakeholder I wouldn't put the interests of stakeholders above the elk.
Purpose: The purpose of the Elk Management Citizen Advisory Group is to forge new relationships among stakeholders and collaboratively develop new and creative ideas and recommendations for issues surrounding elk management in Montana to balance hunter and landowner interests.

Trust
Be honest
Leaders have to make decisions

Strict guidelines
Respect
Now important words are

Identify the problems
Represent people that have a similar opinion

Enlist help
Small and intimate

Transparency is critical
Inclusive

Take responsibility for the past
Need to recognize that current projects still work

Understand that not everyone will be satisfied

Potential Practices

Trigger
What triggers a discussion

Discussion
Mention for a recommendation
2nd motion for a recommendation
Sounding board
Representative

Voting
Votes
Better than 50%
Goal should be 100%

You vote it, you own it
Clarification discussion

Inclusive
Someone in the group makes a motion
If there is an absolute vote, decision is made a way around

Decades won’t change things, decision is made a way around

This Venn Board is not for distribution or reproduction. © 2023 Community Consulting LLC - All rights reserved.