Welcome!

We are thrilled you are able to join us for the first Women in Conservation Leadership Summit.

The Women in Conservation Leadership Summit is a place for women within the National Wildlife Federation family to create a stronger, more empowered community that is able to champion our shared passion of ensuring that wildlife thrive in a rapidly changing world. Our goal is to build leadership skills and engage in open and honest conversations about how we are different, and how we can work together.

THE WCL ATTENDEES REPRESENT a diverse set of women’s voices and viewpoints from across the National Wildlife Federation - including women of different races, ages, career stages, departments, sexualities, political persuasions, and geographic location. This weekend, we will be exploring what it means to be a woman leader, how our similarities and differences as women can make us stronger individuals and stronger collectively, and what we as a community of women need in order to continue growing as leaders within our Federation and the conservation community at large.

We encourage you to embrace honesty, respect, open-mindedness, and at times, to be okay with feeling a little uncomfortable. This weekend is an opportunity to put names we have only seen in emails to actual faces, build new relationships, enjoy the beautiful surroundings of the NCTC, spend time with friends, and enjoy the company of the talented and bright women in attendance.

The original meeting of the Women in Conservation Leadership group was at the National Wildlife Federation’s 2015 Annual Meeting. We thank those women for providing a solid stepping stone which has allowed us to garner the support and resources needed to bring us all here this weekend.

We thank YOU for taking the time out of your work, family, and life schedules to join us. It is our hope that you will come away from our time together feeling empowered, refreshed, and emboldened to build your leadership abilities.

Sincerely,

THE WCL PLANNING COMMITTEE

Elizabeth Lillard
Jennifer Hill
Claudia Malloy
Geralyn Hoey
Rebeca Villegas

Welcome!
Thank You

to the Nicole Wood Family Fund, whose generous support has made this event possible.

A life lived outdoors has shaped Nicole Wood into the woman she is today. As the daughter of a Missouri Conservation Commissioner and dedicated citizen volunteer, she was afforded unique life experiences at an early age.

SHE SAW FIRSTHAND what it meant to give selflessly of oneself for the benefit of others. She learned how to navigate obstacles and move plans forward for the greater good. Spending time at the State Capitol, she received an education in politics no university could provide. Through deep family involvement in the Conservation Federation of Missouri, she learned how a strong vision supported by collective efforts, compromise and partnerships could create a lasting impact on the conservation of forest, fish and wildlife.

Today, Nicole manages 20,000-acres of land in the beautiful Missouri Ozarks for her family business, Wood Land & Cattle. She oversees a 10,000-acre managed hunting operation with a dedicated conservation easement, a 4,000-acre select harvest timber operation and a 6,000-acre sustainable beef cattle operation with a 700-head herd. In all aspects of the company, consideration is given to natural resources.

A PRIMARY CONCERN of Wood Land & Cattle is the restoration and conservation of the Current River Watershed, which at one time had been logged bare.

Since becoming a National Wildlife Federation Board Member, Nicole has actively participated on all board committees and also serves on the National Wildlife Federation Endowment Board. In addition to supporting the Women in Conservation Leadership Summit, Nicole has been a generous donor to programs across the Federation and affiliate network. She has served as an officer and board member of the Conservation Federation of Missouri, chairwoman of the Missouri School Bus Safety Competition, board member of the Bonne Terre Hospital Foundation and board member of the Parkland Hospital Foundation.

As an avid sportswoman, Nicole recognizes conservation is the top priority for the continuation of the great American traditions of hunting and fishing. Ensuring these opportunities remain for future generations is of the utmost importance to her and her family. Nicole remains thankful that she and her fiancé, Scott, are able to raise their three beautiful girls in a part of the country where a connection to the outdoor world is still a normal aspect of life.
We are pleased to have Dianne Russell and Heather Berthoud of the Institute for Conservation Leadership providing their expertise in the design, facilitation and implementation of the Summit agenda.

Founded as an independent national nonprofit in 1990, the Institute for Conservation Leadership (ICL) began as a project within National Wildlife Federation in 1988. Over the years, ICL’s programs have evolved from a primary focus on training to a full range of programs and services. ICL serves a wide variety of local, state, regional, and national groups working on conservation and environmental issues across North America and beyond. ICL’s Mission: To support healthy communities and a healthy Earth, the Institute for Conservation Leadership strengthens leaders, organizations, coalitions, and networks.

President of the Institute for Conservation Leadership (ICL), Dianne Russell, leads the fundraising, financial management, and oversight of ICL’s program design and delivery. Dianne brings 30 years of experience with over 2,000 environmental and conservation groups across North America.

Dianne blends her knowledge of human systems with a deep understanding of the strategies needed to create healthy natural systems and communities. She specializes in leadership, organizational development, strategic planning, and meeting design and facilitation.

Previous staff positions included work with Americans for the Environment, Union of Concerned Scientists, and Committee for a Sane Nuclear Policy (SANE). A native of the Great Lakes region, Dianne earned a double degree in Religion and Sociology from Wittenberg University (Ohio). Dianne has received coaching and training from the Gestalt Institute of Cleveland (Becoming a Better Intervener) and from VISIONS (Multicultural Skills Development).

HEATHER BERTHOUD

With 25 years in organization effectiveness, Heather Berthoud with Berthoud Consulting is a thoughtful and trusted partner to organizational and community leaders. Whether working on individual coaching, team dynamics, leadership development, organizational change, or diversity and inclusion, she combines a passion for social justice with a practical results-driven orientation.

A few of her clients include Advocates for Youth, Center for Community Change, the National Employment Law Center, and the Sierra Club. In addition to her consulting practice, she is a faculty member for the American University Masters in Organization Development and a Professional Associate at the Gestalt International Study Center.

Heather has authored several publications on diversity, planning, training and consulting, including “The Paradox of Diversity in Social Change Organizations”. She recently completed global leadership and organizational studies through the Gestalt iGOLD certification program. She is a Fellow at the Cornell Worker Institute, and a member of NTL Institute, the Organization Development Network, and the Gestalt International Study Center.
Thank You

to all of the sponsors of the Women in Conservation Leadership Summit.

Presenting Sponsor - $50,000
NICOLE WOOD FAMILY FUND

Community Sponsor - $25,000-10,000
U.S. FISH & WILDLIFE SERVICE

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Chair, National Wildlife Federation
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Regional Representative, National Wildlife Federation

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M.D. FACS, Kellogg Eye Center

CLAUDIA MALLOY
Associate Vice President, Campaigns, National Wildlife Federation

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Social Media Guide

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@NWFCA\LIFORNIA • @NWF\GRE\ATLA\KES • @NWF\MID\ATLANTIC •
@NWF\RMRC • @NWP\ACIFIC • @NWF\SOUTH\CENTRAL

We encourage you to share your insights and experience on social media using the #ConservationWomen hashtag.

We want this to be a safe space for women to share their concerns, hopes, and aspirations. Please do not share others’ views or comments without first obtaining their permission.

Sponsor List

• Nicole Wood Family Fund
• Bruce Wallace / @bwallace45
• Mary Van Kerrebrook
• Kent Salazar
• Christine Nelson
• U. Mich. School of Natural Resources and Environment @SNRE / facebook.com/UMSNRE
• U.S. Fish and Wildlife Service @USFWS / facebook.com/usfws

THANKS @SNRE for supporting the #ConservationWomen Summit! Many alumnae are here and excited to collaborate.

THANKS @BWALLACE45 for sponsoring #ConservationWomen Summit! So much great work and brainstorming is happening here.

Presenters

• Institute for Conservation Leadership facebook.com/institute-for-conservation-leadership-38894967518
• Dianne Russell
• Heather Berthoud

GREAT PRESENTATION & discussion on #ConservationWomen's leadership & empowerment strategies. Thx Institute4Conservation Leadership! Know your strengths & use them! Great advice from #ConservationWomen's Summit filled with @NWF women.
Summit Agenda

Friday March 17, 2017

Registration and Check In / 3:00PM - 6:00PM
Entry Auditorium

Welcome Reception / 5:00 - 6:00 PM
Sponsored by Claudia Malloy, Geralyn Hoey, Andy Buchsbaum and Affiliate Partnerships
Please join us in the Commons Lounge when you arrive - the first opportunity of many during the weekend to meet new people and see old friends!
Two drink tickets will be provided for the weekend.

Dinner / 6:00PM - 7:00PM
Commons Building, Dining Hall located on the second floor
Meals will be served cafeteria style throughout the weekend.
Please note that meals are only served during the specified times.
Food and beverages brought by attendees are only allowed in the sleeping lodges and in the outdoor spaces of the NCTC.

Welcome Remarks & Framing the Work Ahead - The Summer’s Objectives / 7:00PM - 7:10PM
Dining Hall
• Claudia Malloy, Associate Vice President, Campaigns, National Wildlife Federation
• Amanda McKnight, Chief of Staff, National Wildlife Federation

Introduction to Women in Conservation Leadership / 7:10 - 7:20PM
Making the case for women’s leadership and how we will work together
• Dianne Russell, Institute for Conservation Leadership
• Heather Berthoud, Berthoud Consulting Facilitators

March is Women’s History Month!
I’m excited to be at the @NWF #ConservationWomen’s Summit during #WomensHistoryMonth! Great opportunity.
[Link]

Learning a lot about #leadership at #ConservationWomen’s Summit! How fortuitous that it’s also #WomensHistoryMonth!
[Link]

Links
• EPA Blog about women in science: www.bit.ly/2lN3mZr
• San Francisco Dept. of Env't. Black History Month Environmentalists: www.bit.ly/2mwy1py
• U.S. Government site on Women’s History Month: www.womenshistorymonth.gov

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[Link]

Learning a lot about #leadership at #ConservationWomen’s Summit! How fortuitous that it’s also #WomensHistoryMonth!
[Link]
Building Our Community / 7:20PM – 8:25PM
Small group conversation that builds listening skills and relationships

Opening Remarks / 8:25PM – 8:35PM
Collin O’Mara, CEO, National Wildlife Federation

What’s Next for the Weekend? / 8:35PM – 8:45PM
• Dianne and Heather, facilitators
• Elizabeth Lillard, Agriculture Program Specialist, National Wildlife Federation

Evening Free Time / 8:45PM
The Bar and Lounge in the Commons building is open until 11pm.
The common area of the Rachel Carson Lodge has been designated as the place to meet up for late night drinks, snacks, music, and conversation.
Reminder: Food and beverages brought by attendees are allowed in the sleeping lodges and in the outdoor spaces of the NCTC only, so please enjoy!

Saturday March 18, 2017

Morning Yoga Class - Optional / 6:15AM – 7:15AM
Join Liz Soper in the Gym as she leads an easy, gentle flow yoga class to start your day off right!

Breakfast / 7:00AM - 8:15 AM
Dining Hall

Anchoring Women’s Leadership - Barriers & Empowerment / 8:30AM – 10:00AM
Understanding our personal and organizational realities as women leaders
Auditorium

Framing Our Day Together
• Geralyn Hoey, Regional Representative, National Wildlife Federation
• Nicole Wood, National Wildlife Federation Board of Directors and Nicole Wood Family Fund

Break / 10:00AM – 10:15AM

Diversity Theory – Women in Intersectionality / 10:15AM – NOON
How our various identities influence our leadership as women
Auditorium

Lunch / NOON – 1:00PM
Dining Hall

Open Hour! / 1:00PM – 2:00PM
This time is reserved for connecting with fellow attendees to discuss issues of importance, getting outdoors to enjoy our beautiful surroundings, and/or taking a break before the afternoon sessions.
If you are interested in hosting an informal group discussion during this time, meeting space will be available. Please sign up at the registration desk no later than 10am Saturday to host a discussion.

Building Women’s Leadership / 2:00PM – 3:30PM
Fun & serious exercises to strengthen our leadership capacities
Dining Hall

Break / 3:30PM – 3:45PM

Women in Leadership at National Wildlife Federation / 3:45PM – 5:15PM
A creative large group dialogue on how to best support women leaders within the Federation and the work for conservation
Dining Hall

Dinner / 6:30PM – 7:30PM
Dining Hall

Bonfire & Evening Free Time / 8:00PM
The bonfire will be hosted on the lawn outside of the break station area of the Instructional West Building. S’mores will be provided!
Reminder: Food and beverages brought by attendees are allowed in the sleeping lodges and in the outdoor spaces of the NCTC, so feel free to BYOB to the bonfire.
• The Bar and Lounge in the Commons building is open until 11pm.
• The common area of the Rachel Carson Lodge has been designated as the place to meet up for late night drinks, snacks, music, and conversation.
Sunday March 19, 2017

Breakfast / 7:00AM - 8:15AM
Dining Hall

Synthesis and Application – Now What for Women in Conservation?
/ 8:30AM – 10:00AM
Develop actions and commitments for individuals, small groups and Federation
Auditorium

Break / 10:00 – 10:15AM

Synthesis and Application – Now What for Women in Conservation?
/ 10:15AM – NOON
Continued

Lunch / NOON – 1:00PM
Dining Hall

Break / 1:00PM – 1:15PM

Closing the Women’s Leadership Circle / 1:15PM - 2:00PM
Next steps and commitments for women’s leadership in conservation
Auditorium

Adjourn / 2:00PM

Thank You

The Women in Conservation Leadership Summit has highlighted a true strength of the National Wildlife Federation family – to go above and beyond in order to turn an idea into reality within a few short months. Without the help and support of many across the Federation, this event would not have been possible.

A special thank you to the following people for their time and effort:

• COLLIN O’MARA and the BOARD OF NATIONAL WILDLIFE FEDERATION for their enthusiasm and support for this effort;
• AMANDA MCKNIGHT, APRIL BOWEN, LES WELSH and ANDY BUCHSBAUM for their encouragement and guidance;
• KAILA DRAYTON and DEANA DUFFEK for volunteering their time as the Summit photographers;
• MAUREEN SMITH, LAURA POTTS, ANNA BRUNNER and LACEY MCCORMICK for their communications and social media expertise;
• AVIVA GLASER for her help in coordinating regional travel;
• MICHAEL COOPER and OPENBOX9 for materials development; and,
• THE REGIONAL EXECUTIVE DIRECTORS, VICE PRESIDENTS and PROGRAM LEADS for their willingness to provide sponsorships for women on their staff to attend the Summit.

PHOTO CREDIT
Malliards / Steve Hillebrank (cover)
Scenic View of Wetlands / Ryan Hagerty (pg 3)
Schoolkids / Beth Pratt (pg 9)