

Speakers

Donny Adair – President AAHA

Donny Adair, President of the African American Hunting Association (AAHA) and a native of Portland, Oregon, is an avid hunter and outdoorsman. Since 2008, he has been working to interest African Americans, other people of color and urban residents to get involved in hunting, shooting, fishing and other outdoor recreation and sports. His efforts to get people to “reclaim our hunting heritage” have resulted in a resurgence of interest nationwide, which was profiled in a 4-page article in Outside Magazine in December of 2010. His website africanamericanhuntingassociation.com (aahunt.com) includes 13 episodes of his outdoor television program the AAHA Outdoor Show. The show features his family including his two adult sons hunting a variety of big game, upland birds, waterfowl, and fishing for a variety of species. This full service website connects hunters with information on state hunter education programs, manufacturers and retailers of hunting products and a blog for those who would like to chat. Donny’s background in public speaking includes over 40 years in public agencies, private companies and as a consultant in equal opportunity, diversity, and human relations. He describes himself as a passionate hunting enthusiast.



This presentation will explore the need to reach out and broaden interest in hunting and associated outdoor recreation by people of color in general and African Americans specifically. Africans Americans are 13% of the population, but only 1% of those who hunt. Roughly, 40% of the population of the U.S. is people of color, yet only about 7% of those who hunt are in those groups. These statistics provide us with information that could help us to increase the number of hunters. Participants will explore and share their views on this topic.

Jenny Bezzant – Ms. American Spirit Utah 2012



Jenny Bezzant is the proud single mother of seven. She currently resides in Lindon Utah. Jenny held the title of Miss Teen of Utah 1996, Mrs. Utah 2010, and currently Ms. American Spirit Utah 2012. She is the Vice President and co-founder of Utah’s Lyme Disease Alliance. She enjoys speaking and has done so in many public capacities for the past 16 years. She owns her own business as a Bio Electric Sports Therapist for BYU Athletics. Her work extends to paralysis patients and disabled children as well. She was the first legal surrogate in Utah to carry twins for her sister-in-law in 2005. Jenny’s passion is to serve. After regaining her mobility and life, due to the efforts of educated doctors and arduous study, she embraces the theory that true gratitude gives back. Her work now is to bridge

the gaps between myth and facts about Lyme disease. “Ascend in HOPE” is the acronym describing her mission. As Follows:

H-el-p and healing to patients suffering from Lyme and their supporters.
O-pen new research and accurate testing for Lyme disease across the nation.
P-rotect patients and the Dr.s willing to treat them by passing laws in their behalf.
E-ducate.. Educate..Educate!

As an avid outdoorswoman, she enjoys camping, shooting, archery, dirt biking, running, and hiking. Many Lyme sufferers avoid the outdoors in Fear of future trauma, and debilitation. There is no need to fear if one is prepared. She hopes that the educators here will take the message to their own hometowns, friends, and family. Encourage others to keep up a great American tradition, enjoying the majestic beauty of our great outdoors.

Presentation will focus on educating and providing current, accurate information on the ways to recognize ticks, remove, and understand the risks and precautionary measures against Lyme disease for people in the outdoor community. She will be open to answering questions regarding the largely misunderstood diagnosis and the need for immediate attention after a tick bite. Present new methods and treatment options where time is available.

Mike Brooks – MDC OECS

Michael Brooks is the Outdoor Education Center Supervisor at the Andy Dalton Shooting Range and Outdoor Education Center. Married with one grown son, he and his wife Carolyn spend time enjoying nature in the Ozarks and he has a true passion for teaching others about shooting and hunting safely. He was mentored by Tom Roster, the Independent Consultant to CONSEP and is a graduate of the 2007 CONSEP Enablement Training program. A retired Deputy Sheriff in Greene County Missouri, Michael has been employed with MDC for 10 years and is a Missouri NWTF Wheelin' Sportsmen volunteer coordinator and teaches for the IHEA's Hunting Related Shooting Incident Investigator Academy.



MDC's Effective Wingshooting for the Hunter program is a statewide effort to educate wing-shooters on proper shooting fundamentals, range estimation, and proper shotgun patterning, with the underlying goal of reducing the wounding loss rates found in upland game bird and waterfowl hunting. Mike will also be demonstrating and discussing adaptations and efforts for recruiting and working with the disabled at the field day events.

Jeff Cockerham – MDC ROES



Regional Outreach and Education Supervisor for Central and Northeast MO, statewide Effective Wingshooting for the Hunter (EFWH) Program Coordinator. Employed with Missouri Department of Conservation for 15 years as nature center manager and Regional O & E Supervisor, his past experience includes Elementary and Middle School Teacher and Principal as well as employed by the Great Rivers Council, Boy Scouts of America Summer Camp Staff as Field Sports Director and High Adventure Crew Coordinator. Accomplished shotgun shooter in sporting clays, 5-stand, and skeet

disciplines. Sporting Clays Range Coordinator for the United Sportsman's Club in Jefferson City, Missouri.

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Zac Cooper – Browning Youth Pro Staff

One thing we all enjoy is a youngster who has an infectious enthusiasm for hunting. That describes Zac Cooper.

He may be small in stature, but he is huge in his love of the outdoors and hunting. He is a bit older than he looks; he is a full 15 years old. But when you speak with him, listen to one of his speeches or look at the hunts he has been on you would think he has been out in the field for decades. Currently Zac is working on his debut hunting DVD titled *Little Man, Big Dreams*. It is a two-year collection of hunting and fishing trips that put Zac's exceptional hunting skills on display. He grew up around hunting, for sure. His dad, Chad Cooper, runs Cooper's Taxidermy Inc., in Pace, Florida. Zac has been around wild game his entire life. This fact is apparent in an early photo showing Zac helping with the butchering at age two. There is nothing about hunting and the hunting lifestyle that Zac shies away from -- he loves preparing and practicing and planning, loves the hunt, and he loves to take care of the game from skinning to butchering. Plus, he has a special gift for talking about all this once the hunt has ended.



Zac's dream is to use his talents for hunting and public speaking to have a positive influence on today's youth. He wants to plant the seed that dreams can be reached. He may be young in years, but he is clear in his understanding of what makes him different and effective as a spokesman for young people. He believes in safety first when it comes to firearms and hunting. But even more than that he believes in traditional values like showing respect to all people, speaking to adults with respect, thanking people, loyalty, honesty and trying to be a good example to others at all times. He encourages young people to live with strong moral values and to dream big. In his life experiences, this attitude has opened many doors and opportunities. Moreover, it has made his dream possible of sharing his love of the outdoors and his formula for success with other kids his age. In the process, many adults are awed by his example as well as his keen knowledge of hunting and his proven successes.

Mark Damian Duda – Executive Director Responsive Management



Mark Damian Duda is Executive Director of Responsive Management, an organization developed to help fish and wildlife agencies and organizations better understand and work with their constituents and customers. He has managed more than 500 research projects on attitudes toward conservation issues and is the author of four books on wildlife and outdoor recreation, including the recently released, *The Sportsman's Voice: Hunting and Fishing in America*. He has published more than 100 technical and popular publications and his research has been featured in most of the

major media, including *CNN* and in the *New York Times*, the *Wall Street Journal* and on the front pages of the *Washington Post* and *USA Today*. Mark holds a master's degree from Yale University in Natural Resource Policy and Planning.

This presentation provides a general overview of hunting participation trends, motivations, satisfactions, and dissatisfactions. The presentation will also explore hunting recruitment and retention strategies, programs, and initiatives and how they are increasing interest and participation in hunting. The goal of this presentation is (1) to provide a better understanding of hunting participation trends, in general, and (2) to highlight key elements for implementing successful hunting recruitment and retention programs.

Roy Grimes – CEO NASP

Personal:

Roy Grimes
Married: Patricia
2 Children and 2 Grand children
Southern Baptist



Education:

H.S. Richmond Senior High (Indiana)
Purdue University 1977 -- Dual Degrees in Wildlife Science & Forest Production

Work History:

Indiana DNR -- 1977-1989 -- Forester, Private Lands Biologist, Manager Patoka Lake
Kansas Wildlife & Parks -- 1989-1992 -- Region Supervisor of Parks & Public Lands
Missouri Dept. of Conservation -- 1992-1995 -- District Wildlife Supervisor
Kentucky Dept. Fish & Wildlife Resources (retired) -- 1995-2007 -- Wildlife Director & Deputy Commissioner
Current: CEO, National Archery in the Schools Program®

Notables:

Wildlife Officer of the Year--Indiana
Wildlife Biologist of the Year -- Indiana
Employee of the Year -- Missouri
SE US Volunteer of the Year -- RMEF
Educator of the Year -- NBEF & IBO
Educator of the Year -- SCI Foundation

Hobbies:

Bowhunting
Frisbee Golf
Model Ship Building

During this presentation, I will provide a status report of the current and future for NASP®. I'll be sharing results from a recent nation-wide survey of NASP students by the University of Florida. The National Archery in the Schools Program® is 10 years old this year (2012). This extremely successful

shooter development program, born in Kentucky, has enrolled 10,000 schools in 47 states, Washington DC, and 5 countries since its inception. This year, NASP® participation level will exceed those of Little League Baseball (2.3 million students).

Allan Hoover – Executive Director MHHF



Allan Hoover is a co-founder and current Executive Director of the Missouri Hunting Heritage Federation (MHHF) — a non-profit organization dedicated to continuing the rich hunting tradition in Missouri. His experience as a fifteen-year veteran volunteer hunter education instructor, with a penchant for organizing community events, is beneficial to this private sector effort introducing youth and their families to an outdoor way of life featuring hunting and the shooting sports. He is currently engaged in recruiting and training new members for a statewide expansion

of the MHHF clinic program.

Presentation includes video illustrating the grassroots effort of volunteers motivated by the realization that the future of hunting is in jeopardy. Witness the success made possible by volunteers working together toward a common goal. Follow their early efforts in conducting youth hunts, forming a non-profit organization, evolution of the MHHF Clinic Model and a policy manual serving as the blueprint for all future MHHF Clinics. Learn what worked for them, what did not work and why.

Don Johnson – Chairman, Missouri Conservation Commission

Don Johnson has been a member of the Missouri Conservation Commission since 2007 and currently serves as chairman. Mr. Johnson was president of the Conservation Federation of Missouri from 2006 until his appointment to the Commission. A lifelong outdoorsman, he has invested his life in conservation projects from wild elk restoration to implementation of the National Archery in Schools Program. He works tirelessly as a proponent for Share the Harvest, a program of the Conservation Federation and Conservation Department that provides food for the hungry, helps manage the deer herd, and promotes greater awareness of the many contributions to society made by hunters. He is also active in the National Wildlife Federation, Rocky Mountain Elk Foundation, National Rifle Association, and Ducks Unlimited.



Mr. Johnson earned a Bachelor of Science Degree in zoology from Howard University in Washington, D.C. He served as a pilot in the United States Air Force, flying missions in Vietnam and earning four Air Medals and two Distinguished Flying Crosses. He was recently honored by Budweiser and the National Fish and Wildlife Foundation as one of four finalists for the 2012 Budweiser Conservationist of the Year Award.

Reneé B. Johnson – Consultant, Metropolitan Volunteer Management Association



Reneé Johnson is a non-profit generalist with particular expertise and professional experience in volunteer and arts management, grants management and training. She consults with non-profit organizations on a myriad of issues and teaches a course on basic volunteer management in the Nonprofit Management Program at Washington University.

Reneé served as the initial Executive Director of the Edwardsville Arts Center, helping the organization establish its first facility. Previously she co-managed the Minority Arts Program (MAP) of the Missouri Arts Council (MAC). With her counterpart in Kansas City, Reneé helped minority developed arts programs throughout the state access the financial and technical assistance resources of the

Council while providing guidance and coaching in the general growth and development of the nonprofit organizations. Prior to her work with MAC/MAP, Reneé redeveloped and managed the volunteer and intern programs of the Missouri Historical Society; and, served as the Director of External Communications for the Greater Minneapolis (MN) Girl Scout Council. Throughout her career, Reneé has fed her passion for exchanging ideas and sharing knowledge as a local, regional, and national trainer. While completing her graduate work in Arts Management at American University, Reneé worked with both local and national arts service organizations based in Washington, D.C. She also holds a BA in Russian and Chinese Comparative History from Oberlin College.

As a volunteer, Reneé serves the volunteer management field as a member of the Editorial Review Board of the International Journal of Volunteer Management (IJOVA) and as a member and past president of then CVD, now MVMA (Metropolitan Volunteer Management Association). Her current community involvements include Oberlin College Alumni Recruiter; and co-chair of the Child Welfare Allocations Panel of the Greater St. Louis United Way.

Volunteer Management: Answers Right Now! Volunteers are incredible resources, invaluable assets to any program. Are you getting the most from these resourceful assets? Does an area of your program need strengthening? Have you been flummoxed by a recent occurrence? From a brief overview of good volunteer management practices, this session will segue into a discussion of your current volunteer management issues. Please bring a concise, written description of your volunteer program and the problematic circumstances you are facing right now.

Glen Mayhew, D.H.Sc., N.R.E.M.T.-P.

Glen Mayhew is an associate professor and Associate Dean for Institutional Effectiveness and Academic Affairs at Jefferson College of Health Sciences. Glen has been involved in fire and EMS education for a quarter century and has held numerous teaching and administrative positions. Dr. Mayhew holds an undergraduate degree in Healthcare Administration, Masters in Education and a Doctorate in Health Sciences. Glen has been a nationally registered EMT-Paramedic since 1987. He continues to practice as



firefighter/paramedic and has been active on both the career and volunteer sides. In the past few years, he has become involved in hunter education as an instructor for the Commonwealth of Virginia and is a member of the State Treestand Safety Team. His research interests are in treestand safety and interprofessional education.

Impact of Hunter Education on Fall Arrest System Use, A Virginia Study Mayhew, G., Lash, J., Holdcraft, R. (2012)

A 2011 survey of Virginia self-reported treestand users (n=419) was conducted to assess hunters' use of treestand fall arrest systems (FAS) and barriers that may prevent use. Data will be presented on the relationship(s) found between participants' completion or non-completion of a hunter education course, time since their last reported hunter education course and use of a FAS device. Additional information will be provided on the reasons and/or barriers to use of a FAS reported by 44% of respondents that either never use a FAS or use a FAS occasionally.

Dave Murphy – Executive Director CFM



Dave Murphy is Executive Director of the Conservation Federation of Missouri (CFM). The CFM is Missouri's largest private citizen conservation organization, in operation since 1935. CFM's over 100,000 members and 80 affiliated organizations are active leaders in every major outdoor program in Missouri.

Educated as a Wildlife Biologist, Dave led the Missouri Department of Conservation's field activities on wild turkey research for 5 years. He has long been a very active volunteer for the National Wild Turkey Federation and served NWTF as Senior Regional Director and Regional Field Supervisor for Missouri, Iowa, Nebraska, and Kansas for 10 years. He is a Life Member of the Missouri Hunter Education Instructors Association.

In 2009 Dave was named to the OL 25 by Outdoor Life magazine, as one of the 25 most influential people in the future of hunting and fishing. In 2011, he was given the E. Sydney Stephens Award by the Missouri State Chapter of the Wildlife Society, their highest honor. Also in 2011, the Missouri Tree Farm Association recognized Dave as the Missouri Tree Farmer of the Year.

Dave will be presenting on the 75 years of history of the Conservation Federation of Missouri and the Missouri Department of Conservation. Where and how they came into being, their model, and their role today.

Tom Knapp – The Shooting Star

Tom Knapp is The Shooting Star, and one of today's Greatest Exhibition Shooters. A true living legend, Tom is the Original World Record Setter using his shooting prowess to achieve three world records for hand-thrown clay targets. In addition to thrilling crowds around the world with seemingly impossible feats with a shotgun, Tom has joined them in their homes as host of outdoor television shows. Both a "Legends of the Outdoors" and "Exhibition Shooters" Halls Of Fame Member, he is regarded as the finest ambassador that American shooting sports has ever known.



Exhibition Shooter Tom Knapp has teamed up with firearms company CZ-USA. Tom has selected the CZ 712 to use in his upcoming shooting demonstrations. The 712 as well as other CZ-USA models will be featured during his wing shooting clinics. New videos and TV appearances are in the works where Tom will bring new ideas along with his special brand of excitement to the line of CZ shotguns, rifles and pistols.

Tom and CZ-USA are excited about the potential presented by the combination of Tom's shooting skills and the quality firearms from CZ. <http://www.cz-usa.com/tomknapp/>

Dave Oakes – David Oakes Seminars



I have done over 1,700 seminars to businesses and organizations all over the world. That comes to 3-4,000 people per year.

These groups are made up of CEOs, CFOs, managers, supervisors, administrative assistants, line workers, mechanics, etc., etc.. Most of these individuals wanted to learn something new, many of them wanted to change in some way, some didn't want to attend the workshop but were forced to (captives) but all had one common element, they were normal people just like you and me.

The thing that amazed me most was the similarities of their concerns.

People felt they were overworked, underappreciated, frustrated, stressed out, confused, under paid or afraid of the future.

My objective as presenter is to teach people information that will help them improve but also give them the tools and motivation to make it happen. That is where my success or satisfaction comes from, actually effecting a change in someone.

I feel that most, if not all, people are naive about change. Our society in the 21st century is spoiled about how long things should take. Changing how you do things at work or in your personal life takes work and concentration. Changing a habit takes time. Much like the time it takes to stop smoking or to lose

weight. Most of the self-help "gurus" will say that it takes 21-28 days to change a habit. I believe that is a little optimistic. Tell that to somebody trying to stop smoking or even changing their eating habits.

I believe people can change aspects of their life if they are determined enough, but many people are too unfocused and lazy to inconvenience themselves for any lengthy period of time to make the change. The change has to be done long enough so that the action becomes "second nature".

People can do most anything they set their mind to do. SET their mind to do is the key. To take advantage of the self-help concept, individuals need to understand how to make it work and it all involves their thoughts. This applies to anything that you want to learn and implement into your life. I cannot emphasize enough that to change your nature or how you usually do things, it takes an incredible amount of concentration. This is the case even if it is something you are ready for and have wanted for a long while. For the change to occur the habit you want to change has to be something you think about the majority of everyday for at least several weeks until it starts to become more natural.

The steps to change a habit go like this; thoughts cause you to have different actions which after a period of time form new habits which helps to form your new lifestyle.

I have always believed that the human mind is like a guided missile to success. But like a guided missile, it needs to be programmed. I think that if you look back on your life, anything that you wanted so badly that you thought about it all the time, morning, noon and night, and it was a realistic goal, I bet you got it. We usually get what we think about all the time as long as it is realistic.

This presentation will cover six things that people need to do well to make it in the 21st century.

SOME THINGS NEVER CHANGE: Anchors In A Changing World

Keith Snyder – Hunter-Trapper Education Division Chief – PA Game Commission

A 1976 Penn State graduate, Keith began his career as a Wildlife Conservation Officer for the Pennsylvania Game Commission in 1988. He was promoted to the position of chief of the agency's Hunter-Trapper Education Division in 1998. He is responsible for the management of one of the nation's largest hunter training programs, certifying over 36,000 students in 2011. Keith was the recipient of the IHEA's EVP Award in 2004 and the NBEF's Hunter Education Administrator of the Year Award in 2001. He is a past IHEA board member. Keith lives in the Harrisburg area, enjoying a myriad of outdoor recreation activities.



Are you meeting customer demand for hunter education? Do you know where your potential customers live and more importantly, when they are looking for a class? If not, could your hunter education program be a barrier to hunting participation? Learn how to use web analytics and online survey systems to tailor your hunter training programs to be user friendly. Develop market savvy to strategically schedule hunter education classes for the greatest enrollment results!

Bob Ziehmer – Director, Missouri Department of Conservation



Robert L. Ziehmer assumed the duties of Director of the Missouri Department of Conservation in January 2010, serving as the Department's eighth Director since its formation in 1937. He holds bachelor and master's degrees in fish and wildlife management from the University of Missouri–Columbia and started his Conservation Department career in 1991 as an assistant natural history biologist.

Mr. Ziehmer serves on a variety of boards and committees on both state and national levels related

to conservation. In 2011, he was honored to be named as one of Bass Pro's Conservation Partners of the Year. Mr. Ziehmer is a native of California, Missouri, where he currently resides with his wife, Beth and their daughters, Emily and Lauren. He spends as much time as possible involved in hunting, fishing and outdoor activities with the hope that these experiences instill in his daughters the value and importance of Missouri's resources to this great state.

The Department is celebrating its 75th anniversary this year. Citizen confidence and support remains the cornerstone of Missouri's conservation system of governance and Mr. Ziehmer believes that citizen input and involvement remain critical to conservation. Working together, the Department and citizens have restored and conserved dozens of fish and wildlife species. These efforts have ensured that Missouri is a great place to hunt and fish, created a system devoted to serving both rural and urban private landowners, invested in the hearts of major urban areas to encourage participation in the outdoors, developed an accessible network of public lands and facilities, and partnered the entire way with citizens and communities throughout the state. Under his leadership, the Department's priorities for all operational areas are: increasing communication/education; boldly advancing research/management; increasing citizen input and partnerships; and growing quality staff.