Utilizing Volunteer Scorers for the Florida Buck Registry – An Evaluation of Need



Scott Johns

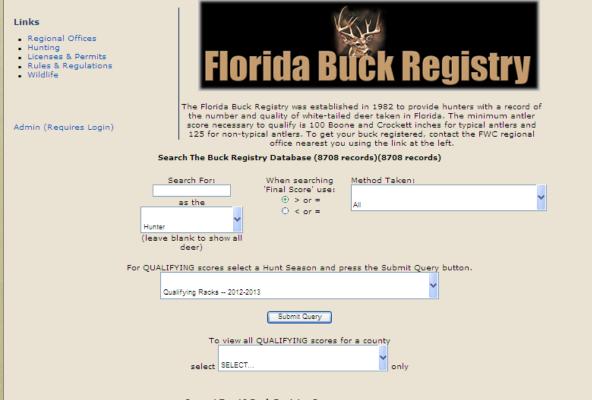
April 12, 2013

What is it?

- Recognizes trophy deer harvested by fair chase in Florida.
- Uses Boone and Crockett scoring methodology.
- Antlers are measured in inches to achieve a score.
- Minimum entry score is 100.
- 8,600+ scores and counting.
- Voluntary.
- No second chance.







Current Top 10 Buck Registry Scores

Non-Typical Deer

Typical Deer

Typical Deer					Non-Typical Deer				
Hunter	Kill Date	County	Net Score	Method	Hunter	Kill Date	County	Net Score	Method
Larry Furr	1/1/1977	Gadsden	168 1/8		James Stovall	9/25/1999	Pasco	206	compound bow
Roy Ems	11/30/1983	Leon	165 2/8	Shotgun	Clark	1/1/1940	Wakulla	201 3/8	
William Scharber	1/1/1990	Pasco	162 4/8	Rifle	Durrance Henry	1/1/1959		186	
Bobby Davis	1/14/1994	Dixie	159 4/8	223 Ruger	Brinson				(Find -
Felton Sheffield	11/12/2003	Alachua	159	3006	Ross	1/1/1951	Taylor	185 3/8	Pick-up) None
	10/12/2008		157	ARCHERY	W.L. Hurst	12/1/1970	Calhoun	181 2/8	
Chris Harrell	11/19/1987		156 7/8	Modern Weapon	Lee Crews	11/11/2000	Alachua	179	Rifle
Gary Leis	12/30/1987	Taylor	156 5/8	Rifle	Tommy Sims	1/22/1994	Jackson	172	
Ricky Richarte	11/15/1996	Madison	155 4/8	Rifle .367 lever inner arm	Robert Partin	11/25/2010	ALACHUA	170 6/8	RIFLE
Gary Borland	11/25/2001	Martin	155 2/8	30-06 Remington	Clay Mickler	1/5/1985	Pasco	170 4/8	



What's the problem?

- FWC has many programs open to volunteers.
- Volunteers not accepted as scorers in FBR.
- Issues:
 - \rightarrow Integrity
 - \rightarrow Accountability





Objectives:

• Evaluate how important scoring accuracy and integrity are to the FBR program.

• Evaluate perceptions that volunteer scorers are less accurate and less reliable.

• Cultivate conditional acceptance for volunteer participation in FBR.





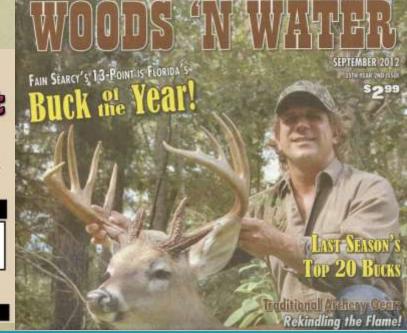
Stakeholders:

- Internal FWC Scientific, Public Relations Law Enforcement
 Public
- Potential Volunteers, Hunters
 Hunting Industry Publishers, Contest Holders



- Contest Rules
 Day must be a Divide Working Day,
 The whate day speed be frequent to McCorr's to qualify for the constant
 The highest passed scened days will determine the winner.
 Such areas in required to spread an official suggest Hill associated:
 - Deadline for metrics is Polynogry 20, 2012.
 All FBR score closes must be solve third to McCoy's by March 11, 2012.
 No entry for represel.
 - Winners will be announced on March 18, 2012 and be published in the Jackson County Floridan on March 25, 2012.
 - Weekly entries will run in the Jackson County Floridan or go to www.jcfloridan.com to see all entries Each photo will be placed on our braggin' board located at McCoy's. Enter at McCoy's • 2823 Jefferson St. Hours 5:00am - 7:30pm





SITUATION ANALYSIS/ASSESSMENT MATRIX

STAKEHOLDERS	POSITIONS	INTERESTS	POWER	"Likelihood of Engagement"	HISTORY/OTHER?
Cory Morea	Anti-volunteer	Accountability Integrity Professionalism	High	High	Responsible for FBR training and recordskeeping, and certification.
Diane Eggeman	Unknown	Integrity Functionality Popularity	High	High	Division Director, HGM
Aaron Portwood	Anti-volunteer	Popularity Accuracy Integrity	Medium	Medium	Runs Big Buck Contest through magazine; managing editor
Bill Sargent	Pro-volunteer	Public contact Scoring	Low	High	Currently an FBR scorer
Jim Ellis	Pro-volunteer	Public contact Scoring	Low	High	Desires to be an FBR scorer
Lee Crews	Pro-volunteer	Public contact Scoring	Low	Medium	Only volunteer scorer in FBR; former FWC LE officer
Prize Providers	Unknown	Product Sales	Low	Low	Need to gauge interest
Mark Asleson	Anti-volunteer	Integrity Quality Control	Medium	High	FBR trainer and scorer



Methods

- Personal Interviews
 - 3 in person 2 by phone



Timeline

September 2012 – Evaluation and discussion of basic project idea; obtain supervisory approval.

October 2012 – Incorporating others input into project design; basic idea write-up.

November 2012 – Project development and elaboration; planning.

December 2012 – Set up and hold first interviews; further narrowing of pertinent issues.

January 2013 – Continue interviews and data collection.

February 2013 – Collection and evaluation of information.

March 2013 – Report preparation.

April 2013 – Report presentation.





What was learned:

Common Ground

- Integrity very important
- Accountability very important
- Accuracy of score very important

DifferencesNo scoring backlog, why make changes?

Side Issues

- Affidavit not rigorous enough
- Some fraud may be occurring





Were the objectives achieved?

- Confirmation of accuracy and integrity importance.
- Volunteer contributions evaluated with perceptions and assumptions.
 - Select volunteers could be accepted as scorers.





Next Steps:

- Show these findings to FWC internal stakeholders.
- Develop criteria for volunteer scorers. Use PN.
- Evaluate contributions of volunteer scorers.





NRLI Concepts and Skills Used:

Conflict Identification and Resolution:

 → Circle of Conflict Diagram
 Two groups with different solutions.
 Use a data driven conflict solution
 strategy to manage this issue.

- Empathic and Effective Listening Both sides had significant input
- Issue Framing Advocating for the "other" side
- Negotiation Not all volunteers acceptable; develop criteria.



Peoples State Bank is looking for the best local hunter!



October 20, 2012 – January 20, 2013 If your deer racks up the highest score, you will receive:

*First Place: A free shoulder mounting from Peoples State Bank through McCauley taxidermy and free Deer processing by Scott's Gunsmithing.

Second Place: \$100 Gift Card to Scott's Gunsmithing

*Third Place: \$50 Gift Card to Scott's Gunsmithing

Bring in a picture of your biggest deer and we will post it on our picture board. Our weekly winner will receive a Peoples camouflage shirt!

> All applicants must complete an entry form prior to hunting dear. *Official rules on revenue side.

MEMBER FOIC



NRLI Concepts and Skills Used:

- Situation Assessment
- Planning Timeline
- Triangle of Interests/Satisfaction: Volunteer advocates feel their interests were minimized.
- Consensus Building

 Both groups agree on:
 The importance of integrity and accountability.
 Some use of volunteers.







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