

Kirtland's Warbler Conservation Team (KWCT) Steering Committee (SC) Charter

Revised March 7, 2017

The KWCT is a collaborative network of public and private partners working to ensure the long-term sustainability of the Kirtland's Warbler by fostering strategic partnerships, facilitating coordination and information exchange, and helping to implement the Kirtland's Warbler Conservation Plan. The KWCT is made up of a steering committee, several sub-committees established to address specific issues, and others interested in conservation of Kirtland's Warbler.

KWCT Mission

Steward the communication and cooperation among federal, state, non-governmental organizations, universities, and other partners to ensure the long-term sustainability of the Kirtland's Warbler and its breeding, wintering, and migratory habitats (associated habitats).

Purpose of the KWCT Steering Committee

The primary purpose of the KWCT Steering Committee is to provide continuity for Kirtland's Warbler conservation programs by preserving institutional knowledge and serving as a resource collective for new and expanding members of the KWCT community. The Steering Committee will initially be charged with creating the necessary structure and framework for the KWCT to become fully functional by March 31, 2017; developing communications strategies to support program goals; determining initial priorities, membership, and governance/operational procedures; and obtaining feedback from the broader KWCT at key decision points.

The SC will ensure that the KWCT uses an Adaptive Management approach that encourages early collaboration between research, management, education and outreach. Interdisciplinary subcommittees will develop management goals, desired outcomes, indicators of success and management actions. Monitoring and research programs will be established, as funding allows, for the indicators, and management actions will be adjusted as needed based on the results of monitoring or research.

The SC is also charged with exploring opportunities to expand partnerships, collaborating to seek funding for priority conservation actions, supporting and integrating subcommittee activities, tracking accomplishments, and sustaining public support for the KWCT mission.

Philosophy of Steering Committee

The SC embraces and shares the following core values:

1. **Respect:** we value being good listeners and being open to new perspectives.
2. **Scientific integrity:** we value sound research practices and communication of information that maintains the integrity of the science.
3. **Collaboration:** we value and recognize that our strategic actions depend on participants sharing ideas and information in a positive, collaborative atmosphere to meet collective objectives.
4. **Stewardship:** we value our role as stewards for Kirtland's Warblers and their ecosystems.

Scope

The SC supports an international partnership that ensures the long-term sustainability of the Kirtland's Warbler and its breeding, wintering, and migratory habitats (associated habitats).

Composition and Roles

The SC serves as the primary decision making body for the KWCT while also fostering the collaboration of diverse institutions, agencies, states, and other stakeholders interested in long-term sustainability of the Kirtland's Warbler and its associated habitats.

The SC is comprised of 15-20 members who are representative of and active in the larger KWCT community. Membership will be periodically reviewed, and individuals will help to recruit new members when they need to vacate the SC. The intent is to include representation from, but not limited to, the following groups:

- State and Provincial Government Agencies;
- USDA Wildlife Services;
- US Forest Service;
- US Fish and Wildlife Service;
- Canadian Wildlife Service;
- Bahamas National Trust;
- The Nature Conservancy;
- Huron Pines;
- Kirtland's Warbler Alliance;
- Michigan Audubon;
- Forest Industry; and
- Universities.

The SC Chair is a volunteer position that rotates every two years and is recruited from and voted upon by the SC members.

Specific roles of steering committee members include, but are not limited to:

- Implementation of the KWCT mission.
- Regular meeting attendance.
- Establishment of by-laws and business rules, as appropriate.
- Establishment of, and serving on, subcommittees and teams.
- Serving as liaison to respective agency or institution in support of KWCT mission.
- Establishment of working relationships with other partners conducting Kirtland's Warbler conservation.
- Decision making regarding development of new subcommittees or ad-hoc committees, updating/revising conservation plan documents and strategies based on new information and feedback from monitoring programs, and overall maintenance and funding for the KWCT.

Decision Making

The Steering Committee will make decisions through a consensus model. Using this approach, a decision is discussed and negotiated until everyone understands and agrees with what will be proposed. Consensus in decision making means that all members genuinely agree that the decision is acceptable. After a group has identified a decision to be made, each member is asked how he/she feels about the proposed decision by selecting one of the following responses:

- I can say an unqualified "yes" to the decision.
- I find the decision acceptable.
- I'm not especially enthusiastic about it but I support it.
- I do not fully agree with the decision but I can live with it.

If all group members' response is one of the above, you have a consensus and are ready to move on. If not, then the Steering Committee recognizes that more discussion needs to take place and will develop identify the appropriate method to have that discussion (agenda adjustment, ad hoc committee or work group, etc.)

Communication

The SC agrees to do the following:

- Use web-based technology to archive team documents, serve as discussion platforms, and to conduct team business.
- Gather and incorporate input from the KWCT.
- Conduct the business of the KWCT through the use of subcommittees and ad-hoc committees.
- Disseminate information to their respective organizations to garner support and promote the KWCT.
- Represent the KWCT at various professional organizations, meetings, and workshops.

Date Adopted by the KWCT Steering Committee

October 17, 2016

Revised: March 7, 2017