

# WOLF MANAGEMENT PLAN COMMITTEE REPORT

January 2022

A summary of the work of the Wolf Management Plan Committee (WMPC) convened by the Wisconsin Department of Natural Resources between July and October 2021

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Wisconsin Department of Natural Resources

**Wolf Management Plan Committee (WMPC) Report**

(January 2022)

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## A. Executive Summary

### Purpose

This report summarizes the work of the Wolf Management Plan Committee (WMPC), convened by the Wisconsin Department of Natural Resources (DNR) between July and October 2021. The WMPC was formed to provide diverse and inclusive input to the DNR for consideration during the development of the updated plan. Importantly, the WMPC was not expected to come to consensus on discussion items, nor make specific recommendations. This report describes the process used to collect input from the WMPC, contains all of the input and discussion provided by the WMPC on a variety of topics relevant to wolf management in Wisconsin, and provides copies of all documents in the spirit of transparency. This report, along with other public input, wildlife science, social science, and state law will be used by DNR to guide and develop an updated Wolf Management Plan for the state of Wisconsin.

### Background

The current Wisconsin Wolf Management Plan was originally approved in 1999 and reaffirmed with little change in 2007. Subsequent efforts to update the state’s wolf management plan occurred in the years that followed, but none of these resulted in a new plan. Most notable among these efforts was a draft management plan resulting from significant work completed between 2013-2015, which ultimately remained unfinished due to a change in federal wolf listing in late 2014. However, recognizing the value of the work completed during this time, the DNR utilized the 2015 draft plan as a non-binding reference point to help guide WMPC discussions and appropriately incorporate the work completed during that time into the updated plan.

On January 4, 2021, wolves were federally delisted and the DNR began efforts to update the state’s wolf management plan. In March 2021, the Wisconsin DNR created the WMPC using a two-step invitation and application process, discussed in *Section B* of this report. WMPC membership was intentionally diverse, representing a very broad spectrum of organizations and perspectives on wolf management. WMPC’s charter and a list of all applicants is provided in *Appendix 1*.

In March 2021, the DNR’s Wolf Management Program engaged a Wisconsin-based consulting firm, Credens LLC ([www.credensLLC.com](http://www.credensLLC.com)), through a Request for Bid process to design an approach to effectively engage the WMPC, to facilitate a series of WMPC meetings, and to summarize the work performed. Credens designed a process for collecting, discussing, synthesizing and prioritizing WMPC’s collective input on wolf management topics determined by the WMPC. This report, prepared by Credens, reflects the collaborative effort between WMPC organizations and the DNR.

In accordance with the structure defined in the WMPC charter, the WMPC met 4 times – July 21, August 19, September 23 and October 21, 2021. Before each meeting, the facilitator asked each WMPC member organization to complete specific pre-work assignments to make the process more efficient and effective. *Section B* of this report provides further details on the steps and timing.

### Key Inputs from WMPC

WMPC created the following key documents and deliverables through its collective and individual meeting discussions, pre-work assignments and supplemental input:

- A list of 138 items representing the top 5 issues/concerns related to wolf management provided by each WMPC organization and therefore deemed important enough for discussion by the WMPC, organized into 26 groupings called “nutshells” (19 original, plus 7 new ones added later by the

WMPC) – *Section C-1* of this report.

Nutshells are sorted by relative priority based on survey results – *Section C-8*.

- Draft 2015 wolf management plan mission statement – *Section C-2*.
- Definitions of co-existence and conflict management – *Section C-3*.
- Wolf management research needs – *Section C-4*.
- Management zones – *Section C-5*.
- Population management frameworks – *Section C-6*.
- DNR wolf advisory committee – *Section C-7*.

Please also see the full list of Appendices for the WMPC charter, all meeting notes and other supporting documents.

### **Summary of WMPC’s work**

Due to the diversity of the WMPC, the discussions and inputs for many topics were very diverse and no clear consensus was reached, nor expected, on many topics. There were varying degrees of support and lack of support for most items and nutshells, though the discourse was civil and informative. This report presents and organizes the raw inputs but does not interpret them. DNR will consider and interpret the results as part of updating the wolf management plan.

The WMPC identified 138 items through its work, which were then organized into 19 nutshells (*Section C-1*), each consisting of related, yet sometimes opposing, items. In subsequent discussions, the WMPC identified 7 additional new nutshells which were not related to the 138 items.

#### **Survey:**

Across the WMPC, many organizations hold fundamentally opposing views and value systems on topics such as whether to hunt or not to hunt wolves, wolf population goals, etc. It was not feasible to continue debate on such topics particularly given the WMPC charter, a limited number of meetings and project schedule.

In order to efficiently and effectively represent, synthesize and prioritize an extensive amount of collective input from a group as large and diverse as the WMPC, the facilitators and DNR employed a structured survey. Each WMPC member organization was asked to participate in a survey (*Appendix 12*) to identify high priority nutshells and the degree of support for each of the 138 items comprising the nutshells. Importantly, this was not intended to be a voting exercise, and the results have not gone through a statistically rigorous analysis. Instead, the survey results provide a broad view of alignment (or lack thereof) on topics across the WMPC organizations.

#### **Top 5 nutshells:**

In the survey, each WMPC organization was asked to choose its top 5 nutshells from the list of 26 nutshells. These top 5 nutshells were intended to be those which best reflected the priority items that each WMPC organization would like to see addressed in the updated wolf management plan. These nutshells serve to group together input with similar objectives; however, within nutshells various and sometimes opposing alternatives were suggested as ways to achieve objectives. More details on the inputs and associated support within each nutshell are provided in this document (*Section C-1*).

The right column in the table below shows the **relative priority** assigned to each nutshell by the collective survey responses. Relative priority is reflected by how many WMPC organizations included a nutshell in

their top 5. This table is sorted by number of times each nutshell appears in the top 5.

Nutshell	Times in “top 5”
Pursue options to minimize human/wolf conflicts	16
Include the overall ecosystem health and sustainability of the wolf population as a stated goal of the Wolf Management Plan	11
Allow wolf populations to fluctuate naturally	10
Support state-based management of wolves including regulated hunting/trapping	10
(New nutshell from meeting #2): Set a numerical population goal	8
Consider the disproportionate impact wolves may have on people living in wolf range	7
Collaborate with other government agencies and Tribes in monitoring wolf population and developing Wolf Management Plan	6
Create a DNR Wolf Advisory Committee that reflects views of all stakeholders to assist DNR in implementing Wolf Management Plan	6
Update wolf depredation compensation program	6
Use science-based input and methodology to monitor/estimate wolf population	6
(New nutshell from meeting #2): Increase attention to ethical considerations and to public attitudes and values concerning wolf management, co-existence and hunting norms	6
Collect timely harvest data to manage season closure	4
Create zones of low/no wolf harvest based upon factors such as Tribal boundaries, conflict levels, and research	4
Evaluate season structure to improve season implementation/regulation	4
Set zone-specific population objectives based on scientific data and criteria	4
(New nutshell from meeting #2): Also use non-numerical criteria (e.g., value-based) and goals for wolf population management	4
Use science-based input to set clear population goals that may vary over time based on latest data	3
Use scientific research to improve our understanding of the wolf population	3
Consider impact of wolf management on recreation and tourism	2
Increase regulations on use of hounds to hunt/train on wolves	2
(New nutshell from meeting #2): Manage population using publicly acceptable ways that reduces the likelihood of litigation	2
Promote volunteer efforts in monitoring wolf population	1
Provide science-based educational material on wolves	1
(New nutshell from meeting #2): Include a “basement” for population goals that are aligned with Federal standards	1
(New nutshell from meeting #2): Recognize and honor treaty-reserved rights	0
(New nutshell from meeting #2): Conduct a social science-based survey	0

**Degree of support for the 138 items:**

The survey also asked each WMPC organization to specify its degree of support for the central intent of each of the 138 items contained within the nutshells. Options for responding to each item were:

- We support this item.

- We are indifferent.
- We do NOT support this item.
- Intent/objective unclear.

The summary table below shows selected areas where the WMPC tended to “support” or “NOT support” specific items, based on survey response data. If at least half the WMPC organizations chose to “support” or “NOT support” an item, the item was deemed to have at least a **simple majority opinion** and was included in the table; 91 (66%) of the 138 items demonstrated at least a simple majority opinion.

- The table is **sorted** by nutshells in the order of relative priority shown in the table above. Note that only the original 19 nutshells are shown below since the 7 new nutshells did not have any items associated with them.
- Col. 2 refers to specific item numbers; see *Section C-1* for item details.
- Columns 3 and 4 show the degree of **support** or **not support** for specific items:
  - Col. 3 contains an “X” if half or more of organizations chose to “**support**” the item; this denotes a simple majority
  - Col. 4 contains an “X” if half or more of organizations chose to “**NOT support**” the item; this denotes a simple majority

*Note: The facilitator chose the subjective half cut-off point to enable a quick and broad interpretation of the results for this executive summary; this does not imply any formal statistical conclusion. For some items, “Support” and “Do NOT support” choices were very close. Please see Sections C-1 and C-8 for full results.*

***Only** items with at least a simple majority opinion were included in the table below; for example, no items within the nutshell “Support state-based management of wolves including regulated hunting/trapping” had a simple majority and was not included in the table below.*

Col. 1 Nutshell	Col. 2 Item #	Col. 3 “Support” - simple majority	Col. 4 “NOT support” - simple majority
Pursue options to minimize human/wolf conflicts	2	X	
	3	X	
	5	X	
	6	X	
	28		X
	90	X	
Include the overall ecosystem health and sustainability of the wolf population as a stated goal of the Wolf Management Plan	60	X	
	112	X	
Allow wolf populations to fluctuate naturally	57		X
	59	X	
Consider the disproportionate impact wolves may have on people living in wolf range	67		X
	68		X
	81	X	
Collaborate with other government agencies and Tribes in monitoring wolf population and developing Wolf Management Plan	35	X	
	37	X	
	38	X	
	39	X	
	40	X	
	61	X	

Col. 1	Col. 2	Col. 3	Col. 4
Nutshell	Item #	“Support” - simple majority	“NOT support” - simple majority
	109	X	
	117	X	
	118	X	
	120	X	
	121	X	
	124	X	
	134	X	
Create a DNR Wolf Advisory Committee that reflects views of all stakeholders to assist DNR in implementing Wolf Management Plan	41	X	
	103	X	
	115	X	
	125	X	
Update wolf depredation compensation program	9	X	
	14	X	
	15	X	
	16	X	
	33	X	
Use science-based input and methodology to monitor/estimate wolf population	88	X	
	89	X	
	91	X	
	93	X	
	94	X	
	98	X	
	129	X	
	131	X	
Collect timely harvest data to manage season closure	21	X	
	29	X	
	137	X	
Create zones of low/no wolf harvest based upon factors such as Tribal boundaries, conflict levels, and research	36	X	
	116	X	
	119	X	
	126	X	
Evaluate season structure to improve season implementation/regulation	18	X	
	20	X	
	27	X	
Set zone-specific population objectives based on scientific data and criteria	19	X	
	30	X	
	53	X	
	69	X	
	74		X
	78		X
	80		X
	82	X	
Use science-based input to set clear population goals that may vary over time based on latest data	54	X	
	58	X	

Col. 1	Col. 2	Col. 3	Col. 4
Nutshell	Item #	“Support” - simple majority	“NOT support” - simple majority
	71		X
	75	X	
	76		X
	111	X	
	136	X	
Use scientific research to improve our understanding of the wolf population	92	X	
	95	X	
	97		X
	99	X	
	100	X	
	101	X	
	102	X	
	104	X	
	106	X	
	107	X	
	108	X	
	130	X	
	135	X	
Consider impact of wolf management on recreation and tourism	105	X	
	138	X	
Promote volunteer efforts in monitoring wolf population	44	X	
Provide science-based educational material on wolves	4	X	
	13	X	
	83	X	
	84	X	
	85	X	
	86	X	
	132	X	

**Additional input:**

In addition, the WMPC was asked to provide input on several specific topics relevant to wolf management:

- The **mission** statement of the 2015 draft wolf management plan (*Section C-2*)
- The definition and concepts of **co-existence and conflict management** (*Section C-3*)
- **Research** needs related to wolf management (*Section C-4*)
- Management **zones** (*Section C-5*)
- Population management **frameworks** (*Section C-6*)
- DNR **wolf advisory committee** (*Section C-7*)



## B. Steps and Timing

In March 2021, the Wisconsin Department of Natural Resources (DNR) created the Wolf Management Plan Committee (WMPC) using a two-step invitation and application process. Invitations were sent to government and Tribal partners, while a specific number of stakeholder seats were available through a competitive application process. Organizations interested in participating submitted an application. The department selected stakeholder groups based on a series of criteria including the membership size of the organization, their geographic representation, the means of communication with their membership and an overall application evaluation.

*Appendix 1* provides more details on the formation process, WMPC’s charter and a list of all applicants.

In March 2021, the DNR’s Wolf Management Program engaged Credens LLC through a Request for Bid process to design an approach to effectively engage a diverse committee (WMPC), to facilitate a series of meetings with this committee, and to summarize the work performed.

### Steps and timeline of WMPC ‘s work

	Focus	Output
<b>Pre-work #1 (due 7/9/21)</b>	<i>(Appendix 2)</i> <ul style="list-style-type: none"> <li>Participant introductions</li> <li>Provide detailed overview of wolf program, including history and law, through an intro packet</li> <li>Solicit top 5 issues and concerns</li> <li>Input on draft mission statement</li> </ul>	<ul style="list-style-type: none"> <li>10 pages of verbatim input on issues and concerns (<i>Appendix 3</i>), leading to creation of 130+ items in Excel table (<i>Section C-1</i>)</li> <li>4 pages of mission statement input (<i>Section C-2</i>)</li> </ul>
<b>Meeting #1 (7/21/21)</b>	<ul style="list-style-type: none"> <li>Met for 6 hours</li> <li>Committee steps and timing</li> <li>Presentations on public input received and Wolf Management Program</li> <li>Reviewed pre-work #1; brainstormed issues and concerns</li> </ul>	<ul style="list-style-type: none"> <li>Preliminary “buckets” for discussion (<i>Section B</i>)</li> <li>13 pages of meeting notes (<i>Appendix 4</i>)</li> <li>Updated Excel table of issues and concerns (<i>Section C-1</i>)</li> </ul>
<b>Pre-work #2 (due 8/6/21)</b>	<i>(Appendix 5)</i> <ul style="list-style-type: none"> <li>Review / confirm input in Excel table and emerging themes</li> <li>Edits to mission statement input</li> <li>Clarify “co-existence” theme</li> </ul>	<ul style="list-style-type: none"> <li>14 pages of verbatim input (<i>Appendix 3</i>)</li> <li>20 pages of updated Excel table (<i>Section C-1</i>)</li> <li>5 pages of mission statement input (<i>Section C-2</i>)</li> <li>3 pages of “co-existence” input (<i>Section C-3</i>)</li> <li>21 draft nutshells</li> </ul>
<b><i>Plus: 3 optional process, Q&amp;A sessions (not for content discussion)</i></b>		
<b>Meeting #2 (8/19/21)</b>	<ul style="list-style-type: none"> <li>Met for 6 hours</li> <li>Committee steps and timing</li> <li>Population estimation methodology presentation</li> </ul>	<ul style="list-style-type: none"> <li>10 pages of meeting notes (<i>Appendix 6</i>)</li> <li>Updated Excel table of issues and concerns, with updated 21 nutshells,</li> </ul>

	Focus	Output
	<ul style="list-style-type: none"> <li>Reviewed pre-work #2, Excel table, “nutshells”</li> </ul>	<ul style="list-style-type: none"> <li>plus 7 new nutshells suggested by WMPC members (<i>Appendix 8</i>)</li> </ul>
<b>Pre-work #3 (due 9/13/21)</b>	<p>(<i>Appendix 7</i>)</p> <ul style="list-style-type: none"> <li>Feedback on the 7 new nutshells</li> <li>Review / confirm own input in Excel table and alignment with nutshells</li> <li>Input on “actionable items” and research needs</li> </ul>	<ul style="list-style-type: none"> <li>14 pages of verbatim input on 7 nutshells (<i>Appendix 8</i>)</li> <li>28 pages of updated Excel table (138 items) and nutshell alignment input (<i>Section C-1</i>)</li> <li>5 pages of “actionable item” input (<i>Appendix 9</i>)</li> <li>6 pages of research needs input (<i>Section C-4</i>)</li> </ul>
<b>Meeting #3 (9/23/21)</b>	<ul style="list-style-type: none"> <li>Met for 6 hours</li> <li>Committee steps and timing</li> <li>Reviewed pre-work #3</li> <li>Population frameworks presentation and discussion</li> <li>Open discussion on topics identified by WMPC</li> </ul>	<ul style="list-style-type: none"> <li>15 pages of meeting notes (<i>Appendix 10</i>)</li> <li>Discussion and feedback on population frameworks</li> <li>Open discussion on topics identified by WMPC</li> <li>Discussed survey input sought in pre-work #4</li> </ul>
<b>Pre-work #4 (due 10/12/21)</b>	<p>(<i>Appendix 11</i>)</p> <ul style="list-style-type: none"> <li>Survey - support for each of the 138 items, top 5 nutshells</li> <li>Input on wolf management zones</li> </ul>	<ul style="list-style-type: none"> <li>33 pages of survey responses from 27 WMPC organizations (<i>Section C-8</i>)</li> <li>6 pages of input on wolf management zones (<i>Section C-5</i>)</li> <li>Voluntary supplementary input from some organizations (<i>Appendix 14</i>)</li> </ul>
<b>Meeting #4 (10/21/2021)</b>	<ul style="list-style-type: none"> <li>Met for 6 hours</li> <li>Discussed future Wolf Advisory Committee</li> <li>Continued open discussion from Meeting #3 on topics suggested by WMPC</li> <li>Concluded with reflections on the process by the WMPC and thanks from the facilitator and DNR staff</li> </ul>	<ul style="list-style-type: none"> <li>25 pages of meeting notes (<i>Appendix 13</i>)</li> </ul>

- **April – June, 2021:** Time for the facilitator and DNR to prepare and plan for the 4 WMPC meetings.
- **Pre-work #1 (due July 9, 2021):** As input to the first meeting of the WMPC, the facilitator requested each WMPC member organization submit to the facilitator (1) a brief introduction to the organization’s representatives, (2) top 5 issues and concerns related to wolf management in Wisconsin, and (3) input on draft mission statement of the WMPC. Each pre-work sought input from every WMPC member organization. *Appendix 2* includes pre-work #1. *Appendix 3* includes verbatim pre-work #1 and #2 from the WMPC. The facilitators compiled a draft Excel table with over 130 input items from this pre-work, which was updated and used throughout the process to capture key WMPC input. The final version of the table is enclosed in *Section C-1*. As an intermediate step to facilitate discussion, the 130+ items were organized into 13 emerging

themes that combined related ideas.

*Section C-2* includes WMPC input from pre-works #1 and #2 for the mission statement.

All documents resulting from all pre-work assignments were shared with every WMPC member organization throughout the process.

- **Meeting #1 (July 21, 2021):** The WMPC met for 6 hours and reviewed the compiled list of issues and concerns identified through pre-work #1, and added to the draft document. Dr. Ben Beardmore from DNR gave a presentation on how the DNR collected public input on wolf management.

As a starting point, the DNR shared a draft list of topics (called “buckets”), for potential discussion by the WMPC:

- Population management, including considerations for population objectives and monitoring; considerations for hunting/trapping season; management zones; cultural perspectives
- Conflict management, including livestock depredation, dog depredation, human safety considerations, compensation program
- Educational efforts, including public education, coexistence efforts, volunteer programs, hunter/trapper education, awareness of and access to DNR informational resources
- Plan implementation, including composition and structure of Wolf Advisory Committee, research needs, interagency collaboration
- Other – to be determined

In addition to the video recording of the meeting, 13 pages of meeting notes reflecting key discussion points were shared with the WMPC after the meeting, and are presented in *Appendix 4*. In order to support full transparency of the process, meeting material and a link to the recording were posted to the DNR Wolf Management Plan webpage (<https://dnr.wisconsin.gov/topic/wildlifehabitat/wolfmanagementplan>) following each meeting.

- **Pre-work #2 (due August 6, 2021):** Following the first meeting, the facilitator provided pre-work #2 to the WMPC as input to the 2<sup>nd</sup> WMPC meeting. Each organization was asked to (1) review, confirm or and edit their own input in the Excel table and the alignment of emerging themes with their input, (2) provide any additional edits to their mission statement input after having seen the pre-work input from other WMPC member organizations, and (3) provide their perspective on the “co-existence” theme discussed during the 1<sup>st</sup> meeting.

Each pre-work sought input from every WMPC member organization.

*Appendix 5* includes pre-work #2.

*Appendix 3* includes verbatim pre-work #1 and #2 input from the WMPC.

*Section C-1* provides the final version of the Excel table.

*Section C-2* includes WMPC input from pre-works #1 and #2 for the mission statement.

*Section C-3* includes verbatim WMPC input on “co-existence” nutshell.

The facilitator compiled the input from pre-work #2 and updated the Excel table accordingly.

Analysis of all WMPC input through pre-work #2 suggested that the list of 13 emerging themes was perhaps too “high-level” to be meaningful, and needed to have more tangible details. As a starting point, the facilitator and the DNR staff proposed a list of 21 draft “nutshells” that combined the 130+ ideas into related “mid-level” groups with more detailed information than the themes, to facilitate further discussion. Each of the 130+ ideas was fully traceable to the 21 draft nutshells, 2 of which dealt with legislative and parking lot items. This facilitated tracking which idea was assigned to which draft nutshell, and which nutshell contained which set of ideas.

All documents resulting from pre-work #2 were shared with every WMPC member organization throughout the process.

- **Optional sessions for process-related questions (August 7, 9 and 13, 2021):** During the first meeting, some WMPC members expressed interest in learning more about the steps being followed for the WMPC. In order to address any questions related to the process, the facilitator and DNR staff offered three optional sessions to WMPC members; wolf management related content from the pre-works or the meetings was excluded from these optional sessions. WMPC members attended two of these sessions.
- **Meeting #2 (August 19, 2021):** The WMPC met for 6 hours and reviewed the draft documents from pre-work #2. Jennifer Price Tack, DNR Research Scientist, gave a presentation on wolf population estimation methodology. The WMPC reviewed the suggested draft nutshells, suggested 7 additional nutshells, and provided input on the Excel table. In addition to the video recording of the meeting, 10 pages of meeting notes reflecting key discussion points were shared with the WMPC after the meeting, and are presented in *Appendix 6*.
- **Pre-work #3 (due September 13, 2021):** As part of pre-work #3, every WMPC organization was asked to (1) provide feedback on the 7 new nutshells proposed by WMPC in the 2<sup>nd</sup> meeting, (2) review / confirm their own input in the Excel table and confirm alignment of their input with the nutshells, and (3) provide input on “action items” and “research needs”. Each pre-work sought input from every WMPC member organization. *Appendix 7* includes pre-work #3 sent to the WMPC. *Appendix 8* includes verbatim WMPC input on the 7 new nutshells. *Section C-1* provides the final version of the Excel table. *Appendix 9* provides WMPC’s input on nutshell action items. *Section C-4* provides WMPC’s input on research needs. All pre-work #3 documents were shared with WMPC organizations.
- **Meeting #3 (September 23, 2021):** The WMPC met for 6 hours and reviewed the draft documents from pre-work #3. Randy Johnson, Committee Chair, presented population frameworks, and the WMPC held a round-robin discussion on the frameworks. The WMPC held an open discussion on the topics suggested by the WMPC. In addition to the video recording of the meeting, 15 pages of meeting notes reflecting key discussion points were shared with the WMPC after the meeting, and are presented in *Appendix 10*.
- **Pre-work #4 (due October 4, 2021):** As part of pre-work #4, every WMPC organization was asked to complete an online survey, administered through SurveyMonkey, to indicate their organization’s level of support for each of the 138 items, and their organization’s top 5 nutshells. Part 2 of the pre-work asked for every WMPC organization’s input on management zones. *Appendix 11* includes pre-work #4 sent to the WMPC. *Section C-5* provides WMPC’s input on management zones. *Section C-8* provides survey results. All pre-work #4 documents were shared with WMPC organizations.
- **Meeting #4 (October 21, 2021):** The WMPC met for 6 hours and discussed parameters of the future Wolf Advisory Committee. The WMPC continued its open discussion from Meeting #3 on the topics suggested by the WMPC. The meeting concluded with reflections on the process by the WMPC and thanks from the facilitator and DNR staff. In addition to the video recording of the meeting, 25 pages of meeting notes reflecting key discussion points were shared with the WMPC after the meeting - see *Appendix 13*.
- **Supplemental input:** *Appendix 14* provides supplemental input from WMPC organizations focused on WMPC’s discussion topics; this input has not been included elsewhere in the report.
- **Parking lot:** *Appendix 15* provides a list of parking lot and legislative items identified by WMPC.

## C. Key Inputs from WMPC

### 1. Nutshells (26) and Items (138)

#### Context

At the beginning of the process, every WMPC member organization was asked to list the top 5 issues/concerns related to wolf management that they would like to bring to the WMPC for discussion. Through this effort, 138 items were identified by WMPC that were deemed important enough to be included in WMPC deliberations. To facilitate discussion, these 138 items were grouped into “nutshells”, each of which consisted of closely related, yet sometimes opposing, items. Some items were deemed as pertaining to legislation and parking lot, outside the scope of work of this project. They have been recorded for future exploration in Appendix 15.

The following tables present the nutshells and specific input items created from WMPC input collected and refined through:

- Written pre-work #1 due July 9, 2021
- Discussions during WMPC meeting #1 held on July 21, 2021
- Written pre-work #2 due August 6, 2021
- Discussions during WMPC meeting #2 held on August 19, 2021. In meeting #2, the WMPC identified 7 new nutshells not related to the 138 items – they have been so labeled in the table below
- Written pre-work #3 due September 13, 2021
- Discussions during WMPC meeting #3 held on September 23, 2021

#### 26 Nutshells

The WMPC identified the following 26 nutshells during its deliberations; they have been sorted by **relative priority** as reflected in the number of times WMPC organizations identified it as a top 5 nutshell in the survey – please see *Appendix 12* and *Section C-8* for additional information on the survey instrument and results, respectively.

Nutshell	Times in “top 5”
Pursue options to minimize human/wolf conflicts	16
Include the overall ecosystem health and sustainability of the wolf population as a stated goal of the Wolf Management Plan	11
Allow wolf populations to fluctuate naturally	10
Support state-based management of wolves including regulated hunting/trapping	10
(New nutshell from meeting #2): Set a numerical population goal	8
Consider the disproportionate impact wolves may have on people living in wolf range	7
Collaborate with other government agencies and Tribes in monitoring wolf population and developing Wolf Management Plan	6
Create a DNR Wolf Advisory Committee that reflects views of all stakeholders to assist DNR in implementing Wolf Management Plan	6
Update wolf depredation compensation program	6
Use science-based input and methodology to monitor/estimate wolf population	6

Nutshell	Times in “top 5”
(New nutshell from meeting #2): Increase attention to ethical considerations and to public attitudes and values concerning wolf management, co-existence and hunting norms	6
Collect timely harvest data to manage season closure	4
Create zones of low/no wolf harvest based upon factors such as Tribal boundaries, conflict levels, and research	4
Evaluate season structure to improve season implementation/regulation	4
Set zone-specific population objectives based on scientific data and criteria	4
(New nutshell from meeting #2): Also use non-numerical criteria (e.g., value-based) and goals for wolf population management	4
Use science-based input to set clear population goals that may vary over time based on latest data	3
Use scientific research to improve our understanding of the wolf population	3
Consider impact of wolf management on recreation and tourism	2
Increase regulations on use of hounds to hunt/train on wolves	2
(New nutshell from meeting #2): Manage population using publicly acceptable ways that reduces the likelihood of litigation	2
Promote volunteer efforts in monitoring wolf population	1
Provide science-based educational material on wolves	1
(New nutshell from meeting #2): Include a “basement” for population goals that are aligned with Federal standards	1
(New nutshell from meeting #2): Recognize and honor treaty-reserved rights	0
(New nutshell from meeting #2): Conduct a social science-based survey	0

### Full table - 138 items

The table below shows items comprising each nutshell, and represents the full input from the WMPC organizations collected through multiple pre-works, meetings and a final survey. During the project, the facilitator used an **Excel** table to capture this input, which is presented in the table below. In the spirit of full transparency, most input is presented verbatim without editing for content, grammar or spellings.

The following table is sorted in the same **order of relative priority** of nutshells as the table above. The first column refers to specific items (total 138) identified by the WMPC, organized by nutshells.

- Source = the WMPC organization that proposed the item and provided additional input on it.
- Interpreting the last two columns:

The survey offered 4 choices for each item to the respondents: *We support this item; We are indifferent; We do not support this item; Intent / objective unclear*. Respondents were asked to respond based on the **central intent** of the overall input item as included across the row.

The table below only shows data in 2 columns to provide a **quick relative perspective**:

- “% Support” column = % of respondents who supported the item
- “% Do NOT support” column = % of respondents who did not support the item

In order to enable a quick overview, the cell with a larger % has been shaded in light green, even if the other choice is close; rigorous statistical analyses should not be presumed for these results.

The sum of the two columns shown does not add up to 100% because the other two choices are not shown in the following table; please see *Section C-8* for full details.

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
<b>Nutshell: Pursue options to minimize human/wolf conflicts</b>						
1	Carnivore coexistence on livestock farms	<i>No comment provided</i>	<i>No comment provided</i>	Bad River Tribe	46	19
2	Establishing and implementing effective programs to keep livestock and pet depredations at acceptable levels. (Define acceptable; include all animals in coexistence; define which animals should be included)	This could be refined to "Establish and implement effective programs to keep livestock and pet depredations at or below acceptable and defined levels, while applying the most recent science on depredation management." Change the theme to Conflict Management.	Actionable item: establish a subcommittee to annually review depredation events and responses and report to Wolf Science and Stakeholder committees.	Great Lakes Indian Fish and Wildlife Commission	65	15
3	Wisconsin's wolf management plan should recognize and promote the demonstrated value of non-lethal livestock depredation measures--including fencing, fladry, carcass removal, and guard dogs--and support education and funding of their implementation in areas where wolf conflicts may occur.	Keep existing verbatim language. Themes OK.	Nutshell Comment should be modified as follows: "Pursue non-lethal measures to minimize livestock-wolf conflicts." Actionable items: (1) Use available funds (in lieu of hound depredation payments?) to support non-lethal preventative measures like fencing, fladry and carcass removal; (2) Support research to study long-term vs. short term benefits of lethal vs. non-lethal responses to livestock-wolf conflicts; (3) Require carcass removal via regulations and subsidies.	Sierra Club - Wisconsin Chapter	65	23



<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
5	Protect Wisconsin’s agricultural community from impacts due to gray wolves (will add how....)	Protect Wisconsin's agricultural community from impacts caused by gray wolves using an integrated program that includes lethal and non-lethal methods based on experience and science. Conflict Management	Continue to implement an integrated wolf conflict program as outlined by the WDNR Wolf Depredation Control Guidelines.	USDA APHIS Wildlife Services	81	15
6	Respond and address threats to human health and safety	Conflict Management	Continue to implement an integrated wolf conflict program as outlined by the WDNR Wolf Depredation Control Guidelines.	USDA APHIS Wildlife Services	85	12
7	Continue to discuss and deliberate options to deter wolves from depredations across WI.	Rewrite (per WBHA): Continue to discuss, deliberate and create options and methods to not only deter wolf depredations but to stop reoccurrence. Keeping all options for harvest , lethal control and deterrence methods legal to maximize any efforts to slow depredations or reduce the population in areas where depredations occur.	Continue to utilize all methods in current plan to deter and harvest wolves, continue to develop and research any new potential deterrents for depredations. Offer a citizen submit option for a new deterrent ideas, draft and offer better bear baiting practices education to help reduce conflict.	Wisconsin Bear Hunters Association	42	23
8	Depredation of livestock	<i>No comment provided</i>	<i>No comment provided</i>	Wisconsin Cattlemen’s Association	38	8
12	Protection of other resources and human property from improperly controlled wolf populations and from individual problem wolves through properly controlled harvests and year-round emergency controls.	We are okay with the goals which were presented by the Conservation Congress, and which survived the July meeting, as they have been restated by the facilitator.	No input	Wisconsin Conservation Congress	46	35



<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
28	In unsuitable habitat, where the DNR has said in the past that wolves "don't belong", over-the-counter hunting and trapping tags need to be available to prevent conflicts that are detrimental to not only the affected citizens but also the general attitudes towards wolves.	text OK, Theme also belongs in Conflict Management	<i>No comment provided</i>	Wisconsin Bowhunters Association	42	54
66	Allow wolves to remain in suitable habitat and not continue in areas where conflicts arise. We were told that wolves would only thrive in "vast tracts of roadless wilderness". Now, due to absolute protection, wolves have been pushed into unsuitable or marginal habitat, exacerbating conflicts and depredation.	Theme should be Conflict Management. Text incomplete, refer to verbatim <b>(Facilitator note: verbatims are included in the material for Pre-work #2)</b>	This has NOT been put into Conflict Management	Wisconsin Bowhunters Association	38	42
73	Reducing # of depredations, harassments and threats, with a goal of eliminating livestock and human conflicts	Could also go into the new theme of Conflict Reduction/Conflict Mitigation. But this theme is OK too.	removing wolves from human occupied areas and reducing numbers. Unlimited permits for areas where conflicts are high and human presence precludes safe wolf habitat.	Wisconsin Farmers Union	46	38
90	Develop tools/methods to reduce gray wolf depredation to livestock	Develop tools/methods to reduce gray wolf depredation to domestic animals.	Collaborate with WDNR and others to research integrated methods to reduce wolf conflicts. Explore funding opportunities to provide livestock producers with predator proof fencing.	USDA APHIS Wildlife Services	85	4

Ref #	Pre-work #1 input	Pre-work #2 Input	Pre-work #3 - Actionable Items / Nutshell comment	Source	% Support	% Do NOT support
<b>Nutshell: Include the overall ecosystem health and sustainability of the wolf population as a stated goal of the Wolf Management Plan</b>						
49	Sport hunting is not a viable population control tool for wolves	Sport hunting and population control are not the same. Maintaining a healthy wolf population should be the goal of the wolf management plan. Sport hunting might be required by law, but should not be the policy goal, and any decisions made about sport hunting of wolves should be subsidiary to the goal of maintaining a healthy population. In very specific times and places, a sport hunt for wolves might overlap with the need for population control, but again, these should be recognized as different policy goals and outcomes. Recommend that this be moved to population.	no change is needed; we would like to point out that just because we do not have one of these statements in certain nutshells does not mean that we don't have opinions on them. For example, the comments in Column E also apply to nutshell 11, the idea of creating zones with different management techniques. ACTION ITEMS: recommend limited harvests in areas with high quality wolf habitat and minimal wolf/human conflict; recommend different management goals in different zones;	Wisconsin Conservation Voices	38	42
60	Wolf conservation should be based on recognition of the broad understanding of the benefits of a healthy wolf population, while minimizing the problems wolves sometimes cause.	<i>No comment provided</i>	<i>No comment provided</i>	Timber Wolf Alliance	65	15
110	Maintaining a ma'iingan population which maximizes the ecological and social benefits wolves provide.	This should be listed under the population objective theme.	Actionable item: Only allow the sport harvest of wolves from locations and at levels which do not reduce their ecological and social benefits.	Great Lakes Indian Fish and Wildlife Commission	46	42

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
112	Making sure wolves remain in Wisconsin.	Theme is OK	<i>No comment provided</i>	Safari Club International Wisconsin Chapter	88	4
113	Wolves are sentient, highly intelligent, familial beings, and have intrinsic value. They need stability and not constant persecution by human forces in order to remain resilient. The draft management plan should reflect this.	No change	Part A) No change. Part B) 1. Develop and offer workshops for livestock owners on wolf co-existence and proper implementation of non-lethal deterrents. 2. Develop and offer educational opportunities for the general public about wolf biology, the benefits wolves bring to the ecosystem, and wolf co-existence. 3. Proactively pursue additional funding for non-lethal deterrents, such as grants, specialty license plates, etc.	The Humane Society of the United States - Wisconsin	46	42

Ref #	Pre-work #1 input	Pre-work #2 Input	Pre-work #3 - Actionable Items / Nutshell comment	Source	% Support	% Do NOT support
<b>Nutshell: Allow wolf populations to fluctuate naturally</b>						
55	No numeric population cap, let population fluctuate and expand naturally where possible, establish a minimum population number at which point protections would resume/increase if wolf numbers fell below that level either at a zone or statewide level.	<i>No comment provided</i>	Theme, nutshell, and statement fine as is. Action Items 1) Establish a minimum population level for both zones and statewide at which point protections would resume/increase if wolf numbers fell below that level. 2) When above minimum population level, let population fluctuate and expand naturally where possible	Red Cliff Band	46	46
57	End the arbitrary population goal of 350 wolves. The best available science shows wolves naturally regulate their own numbers, and are influenced by bottom-up forces, (e.g., the size of deer populations).	No change	Part A) No change. Part B) 1. Do not include a population objective or goal in the updated Plan.	The Humane Society of the United States - Wisconsin	46	50
59	The size of the wolf population is not regulated by humans in large areas of wild land where levels of conflict are minimal. In these areas, wolves maintain their normal pack structure and size and fulfill their ecological function as an apex predator. The public comes to these areas to track, listen for howls, observe, and photograph wolves and wolf sign. These areas also serve as important scientific research areas, where wolves are studied under conditions less manipulated by humans.	<i>No comment provided</i>	<i>No comment provided</i>	Timber Wolf Alliance	50	46

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
<b>Nutshell: Support state-based management of wolves including regulated hunting/trapping</b>						
64	Wolves must be managed. One way to manage is through hunting and trapping. Maintain a position that wolves must be managed by forms of hunting and trapping.	Rewrite (per WBHA): Maintain a position that wolves must be managed by forms of hunting and trapping to establish, not only population goals but also preserve tolerance for wolves in wolf range.	Consider ALL current methods as a way to achieve harvest goals. Use season dates and structure to Adequately space and control tge methods used for harvest. USE THE CURRNT UPDATED VERSION OF THE WOLF PLAN FOR HARVEST METHODS AND SEASON STRUCTURE.	Wisconsin Bear Hunters Association	46	42
<b>(New nutshell from meeting #2): Set a numerical population goal This nutshell does not have any items associated with it</b>						

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
<b>Nutshell: Consider the disproportionate impact wolves may have on people living in wolf range</b>						
62	Review and evaluate the use of social science, specifically info collaborated and collected from people outside wolf range, in addition to information from people inside wolf range.	Add (per WBHA): Specifically input from residents living, working and heavily recreating in active wolf range should ALWAYS be weighted above input from residents living with only the idea of wolves and living outside of active wolf range	Draft and host , by county , a yearly in person formats for landowners of that county to express thier agreance and dislikes of the wolf populations as they relate to thier county. This will start to lay groundwork for weighting the idea of wolves vs the actual living and recreating with wolves. It will also offer any landowners the opportunities to give input if they don't feel represented by a current stakeholder group and likely identifiy some very specific needs and wants county by county, where resources can be better used.	Wisconsin Bear Hunters Association	46	38
67	Those who are directly affected be given primary consideration for the population objective. The concerns of those directly affected by wolves are overruled by ``feel good'' groups and others that don't have to deal with the constant "nightmares" that wolves can create.	OK	<i>No comment provided</i>	Wisconsin Bowhunters Association	38	50

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68	(Focus on county boards) Those who are directly affected be given primary consideration for the population objective. DNR seems willing to simply disregard the will of the people in the wolf range (those directly affected by wolves) where a majority of county boards have voted to manage the state wolf population at 350 wolves, or less in some cases.	Theme OK. Text incomplete, refer to verbatim <b>(Facilitator note: verbatims are included in the material for Pre-work #2)</b>	Please include full verbatim here.	Wisconsin Bowhunters Association	38	58
81	Consider the societal impact and incorporate opinions of residents living in wolf areas	No changes to either.	Agree	Wisconsin Wolf Facts	62	27
<b>Nutshell: Collaborate with other government agencies and Tribes in monitoring wolf population and developing Wolf Management Plan</b>						
35	Coordination w/Tribes re: management, seasons, quotas, data sharing	<i>No comment provided</i>	Theme, nutshell, and statement fine as is. Action Items 1) Formally recognize Tribes' role as co-managers in plan; 2) Include a section in Management Plan discussing Tribal role as co-managers, treaty rights, legal obligations, harvest/quota allocation, and areas of cooperation and data sharing; 3) Offer Tribes a seat on any forthcoming or standing committee or advisory that reviews, evaluates, or updates the Management Plan	Red Cliff Band	69	8

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37	Working with State, Federal, Tribal and other conservations groups including non-hunters.	Theme is OK	<i>No comment provided</i>	Safari Club International Wisconsin Chapter	62	19
38	Information shared between governments being used to target “reservation packs”.	<i>No comment provided</i>	<i>No comment provided</i>	Stockbridge-Munsee Community	27	19
39	State and Tribal Governments operate flexible management/stewardship systems that address farmers’ and pet owners’ concerns when they have verified harm to their domestic animals. Government personnel assist the public in identifying wolf and other wildlife damage, provide advice on co-existence and abatements, address the rare instances of human safety concern, and when necessary, provide lethal control on problem wolves. Tribal and state governments work cooperatively to establish management goals within tribally ceded lands, and to protect and steward wolves within tribal reservations and buffer areas around those reservations for wolves whose territories span both state and tribal lands. State and federal government agents consult with tribal conservation departments before conducting lethal controls in recognized buffer areas around reservations.	<i>No comment provided</i>	<i>No comment provided</i>	Timber Wolf Alliance	69	23



<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
40	Assist DNR with monitoring wolf populations	Good	Updated wolf conflict investigation reports to document number of wolves present to augment wolf population monitoring. Continue to assist with wolf collaring activities to provide necessary information for Occupancy Modeling.	USDA APHIS Wildlife Services	81	8
61	Keep in mind how the DNR's wolf plan affects other agencies.	Ref# 61a: Keep in mind how the Department of Natural Resource's wolf management plan will influence the status of the wolf and how this will affect other agencies. Ref# 61b: Theme OK	A) no change needed; B) Actionable Item: Involve partner agencies and stakeholders in all important management plan changes/updates to maximize broad understanding, interpretation, implementation, and external/internal agency response.	USDA Forest Service	81	8
109	Clear values that uphold the public trust and Indian trust responsibilities of the State be articulated and followed in state wolf conservation	Tribes are not stakeholders they are sovereigns holding treaty rights and a government to government relation so ref #109 needs a more fitting category.	This nutshell phrasing is closer but collaboration should extend beyond updating the wolf plan and monitoring wolf population, for example it should include doing carnivore coexistence in the ceded territory and at the very least buffer zones which adequately protect reservation wolves who don't recognize reservation boundaries. I recommend just changing the language to	Bad River Tribe	58	23

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
			collaborate in wolf conservation.			
117	Ensuring that the tribes' treaty-reserved rights are recognized and protected so that the tribes may fulfill their responsibility to ma'iingan, and gain the benefits wolves provide.	You would need to ask the others in this group, but I don't like the title "tribal perspective" as many of these issues go well beyond perspectives, and entail application of federal law, etc. Perhaps "Intergovernmental" could be added to the "interagency and stakeholder collaboration" theme, and these moved to that area.	Create a new Nutshell but have it read "Recognize and respect Tribes' off-reservation treaty-reserved rights", and transfer # 109, 117,118, 120 to it (if the folks who submitted them agree). Actionable items: include a section in the plan on treaty rights that is co-written by the state and tribes. Require treaty rights education of all participants in the Stakeholders Committee.	Great Lakes Indian Fish and Wildlife Commission	62	12
118	Recognize tribal sovereignty and respect for the cultural views of wolves held by Tribes through meaningful collaboration.	<i>No comment provided</i>	<i>No comment provided</i>	Menominee Indian Tribe of Wisconsin	73	8
120	Consult and include Menominee Tribe and Wisconsin Tribes in developing Wisconsin wolf management plans and maintain regular and meaningful government to government consultation	<i>No comment provided</i>	<i>No comment provided</i>	Menominee Indian Tribe of Wisconsin	69	8
121	Update current Wisconsin Timber Wolf Management Plan	<i>No comment provided</i>	<i>No comment provided</i>	Menominee Indian Tribe of Wisconsin	85	8
123	The lack of consultation with Wisconsin tribes during the creation and implementation of the wolf harvest.	<i>No comment provided</i>	<i>No comment provided</i>	Stockbridge-Munsee Community	35	8

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
124	Tribal rights and perspectives should be validated	<i>No comment provided</i>	This should be included in the new nutshell suggested in Meeting #3 prework, with a specific focus on tribal rights and responsibilities. If that nutshell isn't created, this is a fine nutshell.	Wisconsin Conservation Voices	65	8
134	<i>No participation</i>	(submitted 8/26/2021) Safeguarding and enforcing all Wisconsin tribes' treaty-reserved rights regarding wolf hunting.	No change: Actionable Item- Collaboration should be ongoing, allowing for an adaptive management strategy. Ex: Yearly meetings to address if changes need to occur with management practices.	Forest County Potawatomi Tribe	65	12
<b>Nutshell: Create a DNR Wolf Advisory Committee that reflects views of all stakeholders to assist DNR in implementing Wolf Management Plan</b>						
41	Citizen input on environmental decision making is crucial, especially on this issue	<i>No comment provided</i>	As mentioned in the pre-work packet, perhaps there should be two advisory committees-- a science-based committee and a stakeholder/citizen committee; the above is also an ACTION ITEM	Wisconsin Conservation Voices	58	27
42	Provide true inclusiveness by creating an ongoing advisory group to include victims of wolf conflicts and agricultural producers familiar with wolf conflicts as well as representatives of local government where wolves have a presence.	OK	Farmers need greater representation, including representatives who have become victims of wolf conflicts, as well as local and county government and county land conservation staff.	Wisconsin Farmers Union	46	31

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43	There are several other "wolf committees" which have started up (other than this DNR sponsored committee), how much input will any have on the final policy and procedures, or are they all just "advisory?"	theme OK	<i>No comment provided</i>	Wisconsin Trappers Association	27	19

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47	The draft management plan was written without input from a diverse group of Wisconsin stakeholders due to the removal of certain committee members by former DNR Secretary Cathy Stepp in 2014. The result is a draft plan that contradicts the desires of supermajorities of Wisconsin voters.	The draft management plan was written without input from a diverse group of Wisconsin stakeholders. A reasonable plan must be based on the best available science and Traditional Ecological Knowledge, as well as ethics. It must include robust sections on public education, methods of wolf co-existence and the myriad positive ecological benefits wolves bring to their Wisconsin ecosystems located on public and private lands. This should be categorized under Stewardship for all stakeholders.	Part A) No change Part B) 1. The membership of a DNR Wolf Advisory Committee must fairly and proportionately reflect the diversity of viewpoints in the state. 2. Membership in a DNR Wolf Advisory Committee must be open to all Wisconsin Tribes, in addition to the state's responsibility to engage in government-to-government consultation. 3. The DNR must correct any misinformation stated during meetings of an advisory committee as it arises and provide educational opportunities for group members. 4. Please see this document for additional actionable items we support and recommend: <a href="https://www.endangered.org/assets/uploads/2021/07/Public-Advisory-Groups-Common-Pitfalls-to-Avoid.pdf">https://www.endangered.org/assets/uploads/2021/07/Public-Advisory-Groups-Common-Pitfalls-to-Avoid.pdf</a>	The Humane Society of the United States - Wisconsin	46	42

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
96	By all reports, the DNR was complacent in being ready for the 2021 Wolf Hunt. How can the DNR better plan and anticipate possible problems in the future?	Theme Ok	DNR should increase communication with USFWS and devote staff time to identify possible issues with stakeholders for future management plans. DNR should plan for different outcomes based on logical assumptions.	Wisconsin Farm Bureau Federation	38	19
103	Good governance: When recommending management and policy to the DNR and the Natural Resources Board (NRB) processes should be designed with principles of good governance of natural resources and protection for native ecosystems.	Reference #103Theme should be "Stewardship for all stakeholders" category because the intent is to ensure broader interests are represented and considered in wolf management planning and policies.Wolf Management policies and practices should be designed under the principles of good governance and the DNR should act as a trustee of the natural resources for all. The interests of the broader public, including future generations, should be represented and special interests should not be given preferential consideration.	A diverse Wolf Advisory Committee should review the management plan implementation annually, noting any adjustments that need to be made based on changes to listing status, updated legislation, management outcomes, etc. - Any Advisory Committee that is created should have representation from all Tribes, and stakeholder representation should have at least 50% non-hunting focused organizations.	Great Lakes Wildlife Alliance	62	31
115	Management under a public trust understanding that is more inclusive of the diverse concerns of Wisconsin residents.	<i>No comment provided</i>	An inclusive process should be used to assess and update wolf conservation in WI and should separate the science committee from stakeholder groups.	Wisconsin's Green Fire	58	27

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125	Get back to the TWO committee planning group, one committee is science the other is stakeholders.	<i>No comment provided</i>	<i>No comment provided</i>	Lac Courte Oreilles Band of Lake Superior Indians	54	27
<b>Nutshell: Update wolf depredation compensation program</b>						
9	Compensation for loss of income and time due to presence of wolves	<i>No comment provided</i>	<i>No comment provided</i>	Wisconsin Cattlemen’s Association	54	15
14	Depredation payments. What will those look like depending on the number of licenses sold? Will they cover actual value of the loss of livestock and pets, including the time spent on abatement practices along with pain and emotional toll on livestock and pet owners?	Theme Ok	Depredation payments are set in statue based the sale of hunting licenses. Explore the possibility of a budget appropriation to fulfill all depredation payments to farmers and ranchers.	Wisconsin Farm Bureau Federation	62	8
15	Provide actual value reimbursement in wolf conflicts to include farm operator time to install and maintain non-lethal abatement, time spent recovering animals that have escaped, time spent on healing injured animals, actual value for ultimate market value of animals lost, and no lost animal cap. Provide reimbursement in a timely manner.	The theme of coexitence is not the place for this goal. Payments provide a necessary method of giving partial relief to victims of wolf conflicts, but are not capable of promoting coexistence. This should be in a completely new theme called Conflict Reduction/Conflict mitigation.	conflict reduction/conflict mitigation. Farmers compensated for actual losses in wolf conflict situations, including payments for time spent repairing fencing, maintaining fencing, retrieving animals, changing pastures, loss of pasture use, etc. actual value.	Wisconsin Farmers Union	50	27
16	Depredation reimbursement must include total economic loss and not be limited by hunting revenues money pot (define "economic value")	No changes to either.	Agree	Wisconsin Wolf Facts	54	19

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
33	Connect hunters/trappers with landowners having wolf issues.	Connect hunters/trappers with landowners having wolf issues. This needs to be more visible and available to hunters/trappers. Include wolves in the Wildlife Damage and Abatement Claims Program (WDACP) to target problem wolves and allow hunters/trappers to harvest vs calling in Wildlife Services APHIS.	<i>No comment provided</i>	Wisconsin Wildlife Federation	58	31
50	Eliminate funding for wolf conflicts from hunter fees and establish a stable fund from general revenues to adequately cover all costs to agricultural producers and others who experience wolf conflicts.	This item also needs to go into a new theme of Conflict Reduction/Conflict Mitigation	funding for wolf conflict payments can come from hunter sources plus additional funding if needed from other government sources.	Wisconsin Farmers Union	46	15
<b>Nutshell: Use science-based input and methodology to monitor/estimate wolf population</b>						
87	Wolf monitoring techniques and future monitoring objectives (population, landscape use, depredation, hunting impacts, land carrying capacity)	OK	<i>No comment provided</i>	Ho-Chunk Nation	46	4
88	Making sure we have an accurate count of wolves currently in the State.	Theme is OK	<i>No comment provided</i>	Safari Club International Wisconsin Chapter	77	0



<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
89	Wisconsin’s wolf management should take care to account for the additive mortality experienced by wolves as a cumulative result of hunting and trapping, lethal removals, automobile collisions, poaching, starvation, and disease, and implement conservation safeguards accordingly.	Keep existing verbatim language. Themes OK.	Modify nutshell: Use science-based input, research and methodology to monitor/estimate wolf population, including annual additive mortality experienced by wolves. Actionable items —(1) authorize/fund disease testing and wolf necropsies to identify extent of wolf diseases like heartworm, canine parvovirus, mange, etc; (2) Require hound vaccinations; (3) Track automobile fatalities involving wolves; (4) Dedicate resources to advance wolf education/tolerance and to prosecute poaching violations.	Sierra Club - Wisconsin Chapter	58	15
91	Current understanding of wolf habitat requirements that would help guide, influence, or constrain management of NFS. One example might be road densities within active wolf territories.	Ref# 91a: comment is adequate Ref# 91b: Theme OK	A) no change needed; B) Actionable Item: Provide periodic updates to partner agencies and stakeholders regarding new research, reports, or findings generated by the WDNR for issues surrounding wolf management that may have a bearing on management actions being carried out on non-state public lands. An example might be the latest wolf management human dimensions literature review	USDA Forest Service	77	8

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
			(PUB-SS-1208-2021) that was recently shared.			
93	Evaluate and rectify the ways and areas where wolves are counted.	Rewrite (per WBHA): Evaluate, improve, and expand the ways and areas wolves are counted and quantified as a whole population in Wisconsin. Including wolves on reservations, and better acquisition of lone wolf population across the undefined wolf range in Wisconsin.	Continue and expand to winter count all counties in Wisconsin, including reservations to identified a more appropriate wolf population estimate. Utilize more stakeholder groups to collect summer and fall wolf pack data. Bear hunters, coyote hunters, bobcat hunters and others are adequately tracking and identifying wolves all year long. Host more classes to be tracker certified and possibly host specific classes for organizations to reduce potential conflicts of opinions at normal tracking classes.	Wisconsin Bear Hunters Association	62	19
94	Population Numbers – accuracy and transparency are paramount to getting stakeholders into the conversation.	Represents our view. Theme OK.	The updated Occupancy Model may be a step in the direction of better numbers. To gain wider support and buy-in, a public-engagement "Wildlife Science" video program could help explain the differences in the models and build a deeper understanding of why the model was switched.	Wisconsin Chapter of Backcountry Hunters & Anglers	77	4

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
98	Finding a way to accurately count the number of wolves in the State of Wisconsin. The current counting mechanism is not accurate, and viewed as being suspect at best. There are wolves residing in many parts of the state which are not being counted.	theme OK Find a method to accurately count the number of wolves residing in Wisconsin.	<i>No comment provided</i>	Wisconsin Trappers Association	54	23
129	True transparency about population numbers and how they were reached.	<i>No comment provided</i>	<i>No comment provided</i>	Lac Courte Oreilles Band of Lake Superior Indians	96	0
131	Increase funding to provide for increased wolf monitoring, research, and education.	All three themes ok.	No change to input or nutshell. Increase license fees. Increased revenue to be used for monitoring, research and education.	Wisconsin County Forest Association	69	20
<p><b>(New nutshell from meeting #2): Increase attention to ethical considerations and to public attitudes and values concerning wolf management, co-existence and hunting norms</b>  <i>This nutshell does not have any items associated with it</i></p>						
<p><b>Nutshell: Collect timely harvest data to manage season closure</b></p>						
21	Better harvest management through changes in registration procedures and issuance of harvest permits on a zone basis.	<i>No comment provided</i>	Theme, nutshell, and statement fine as is. Action Items 1) Manage state harvest on a zone basis; 2) Require harvest report on same calendar day as it occurs	Red Cliff Band	77	12

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
29	Updating registration requirements to insure more timely harvest data required for tracking harvest numbers and managing season closures.	Represents our view. Theme OK.	Change mandatory wolf harvest reporting from 24-h to 12-h (as Montana did when they first opened wolf harvest seasons in 2008-2009).	Wisconsin Chapter of Backcountry Hunters & Anglers	77	12
137	<i>No participation</i>	(submitted 8/26/2021) Improvements in harvest reporting to reduce “over harvesting” events.	No change: Actionable Item 1- Create online system for hunters to automatically update their harvest status. Actionable Item 2- Reduce number of tags distributed to prevent over harvesting events.	Forest County Potawatomi Tribe	69	23
<b>Nutshell: Create zones of low/no wolf harvest based upon factors such as Tribal boundaries, conflict levels, and research</b>						
25	The creation of low harvest zones in areas with little to no depredation problems.	<i>No comment provided</i>	<i>No comment provided</i>	Stockbridge-Munsee Community	46	31

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
36	Biologically meaningful no-harvest buffer around reservation for interested tribes.	<i>No comment provided</i>	Red Cliff believes this is better placed in Hunting/Trapping management Theme. It is a form of collaboration, but would directly impact implementation of state harvest seasons and state license holders. The nutshell is fine. Action Item 1) Recommend legislative statute changes to provide DNR the option of adjusting harvest zone boundaries to incorporate biologically meaningful no-harvest buffer zones around Reservations of interested Tribes that both better protect wolf packs using Reservation and adjacent Ceded Territory lands and are easily identifiable (and enforceable) for state license holders. Lethal depredation control measures could be allowed within those zones to address situations where non-lethal deterrents fail to resolve the issue.	Red Cliff Band	58	27

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
116	Honoring tribal buffer zones to adequately protect reservation Ma'iinganag (wolves)	<i>No comment provided</i>	<i>No comment provided</i>	Bad River Tribe	62	31
119	Consult with Menominee Tribe within wolf range to designate 6 mile buffer zones around reservation that would prohibit wolf harvest to better protect wolf packs on tribal and lands and contribute to wolf conservation	<i>No comment provided</i>	<i>No comment provided</i>	Menominee Indian Tribe of Wisconsin	54	38
122	Impact of Wisconsin harvest on “reservation packs”.	<i>No comment provided</i>	<i>No comment provided</i>	Stockbridge-Munsee Community	38	31
126	Support and ENFORCE Tribal buffer zone (goal of 20 miles from reservation).	<i>No comment provided</i>	<i>No comment provided</i>	Lac Courte Oreilles Band of Lake Superior Indians	50	46
127	Build a CWD “No Kill Zone” where no hunting can happen as well as a “Research Zone”.	<i>No comment provided</i>	<i>No comment provided</i>	Lac Courte Oreilles Band of Lake Superior Indians	38	42

Ref #	Pre-work #1 input	Pre-work #2 Input	Pre-work #3 - Actionable Items / Nutshell comment	Source	% Support	% Do NOT support
<b>Nutshell: Evaluate season structure to improve season implementation/regulation</b>						
17	Tighten up the fall hunting regulations, if a hunt is held.	Reference # 17 Theme OK Previous update is good: The Great Lakes Wildlife Alliance opposes any form of wolf hunting. Understanding current WI law and the proposed hunt we must tighten regulations, and review means and methods of the hunt.	- Make tags for zone specific areas similar to the Bear hunting regulations. You pick the zone of your choice if you draw a tag to hunt you do not get to jump zones if the quota is met in your zone; Revisit the way the number of tags are determined; Reduce the time for reporting kills, 24 hours does not work as shown in the February 2021 Hunt; Hunters/trappers who do not have tags are not be allowed to participate in the hunt or at minimum limit the number of hunters who do not have a tag that aid in the hunt; Close season and zones far earlier based on a smaller percentage of the harvest; Limit the number of trap locations per hunter. Make sure the locations are registered and can be monitored thru GPS coordinate locations; Eliminate ATV, Snowmobiles and other off road motorized vehicles to aid the hunt; Eliminate night hunting and establish hours of hunt similar to other species.	Great Lakes Wildlife Alliance	42	42

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18	Define structures for hunting season timing and length, and how they might conflict or align with breeding season, weather, conflicts with other hunting seasons.	OK	<i>No comment provided</i>	Ho-Chunk Nation	62	23
20	Earlier season closure to avoid peak February breeding season disruption.	<i>No comment provided</i>	Theme, nutshell, and statement fine as is - with understanding as discussed during meeting 2 that DNR interpretation of evaluating season structure to improve implementation and regulation includes an evaluation of the impact a harvest occurring during the peak breeding season may have on individual pack and entire state wolf populations so that season could be adjusted without need for statutory change. Action Items: 1) evaluate impact of February harvest on reproduction at pack and population level; 2) recommend and pursue legislative authority/statute change to end seasons no later than January 31st	Red Cliff Band	50	35
22	Maximizing opportunities for all types of harvests - hunting, trapping, etc.	Theme is OK	<i>No comment provided</i>	Safari Club International Wisconsin Chapter	42	42



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27	Consider issues that may arise from hunting methods and techniques, surrounding hunting (ex. baiting, hounds, night hunting, etc.) and associated motorized access	Ref# 27a: Consider issues that may arise from hunting methods and techniques; surrounding hunting (ex. baiting, hounds, night hunting, etc.), associated motorized access, and public safety. Ref# 27b: Theme OK	A) no change needed; B) Actionable Item: provide assessment of how various techniques/methods are used and the associated success of harvest including any direct/indirect issues (negative and positive) that may arise by utilizing said techniques/methods. Look into any population & environmental trade-offs that may be occurring as a result of these practices.	USDA Forest Service	69	12
31	We need to announce the harvest tag selection earlier in the year (not September, with a November season start), similar to what is being done with the black bear season. This will allow successful applicants the time needed to properly prepare.	theme OK	Request to move the harvest tag selection to a time period earlier in the year, well in advance of the actual season start date. This will allow time for successful applicants to properly plan and prepare. The current black bear tag selection process would be a good example to follow. Right now we are looking at announcing the wolf tag selection at the end of September, with a November 6th season start date. This is not enough time for successful applicants to prepare for the season.	Wisconsin Trappers Association	42	23

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
32	Equal opportunity to all user groups - To make it fair for all user groups, the wolf harvest season should be split into two time periods (similar to the Bobcat season structure). A November season start will have the entire quota being quickly achieved by trappers before the dog hunters have any snow to start.	theme OK	Addresses the need to provide equal opportunities for all user groups to harvest wolves. If the season opens in the fall, before traditional snow fall periods, then trappers will harvest the overwhelming majority of the wolves. However, should the season open later in December, when snow cover is present, hound hunters will capture the most wolves. Therefor a split season should be implemented, spreading out the season, and allowing for maximum opportunity by all groups, to include predator hunters at night. The current bobcat harvest season structure is a good example to follow.	Wisconsin Trappers Association	35	35

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45	Consistent with scientific analysis, economic considerations, and ethical standards, Wisconsin’s wolf management plan should curtail recreational wolf hunting and trapping to the fullest extent possible within existing statutory constraints by designating core wolf habitat as protected and by barring controversial methods, while also recommending that Act 169 be amended or revoked.	Keep existing verbatim language. Themes OK.	Modify Nutshell: Evaluate season structure to address existing regulatory shortfalls. Action items: (1) designate core wolf habitat as protected from hunting, trapping and hounding; (2) enact regulations to limit private property trespass and nuisance complaints related to hound hunting of wolves; (3) enact regulations to govern hound hunting methods (e.g. ban use of snowmobiles/ATV) and limit numbers of non-licensed hunters and dogs; (4) limit number of licenses issued; (5) limit training of hounds on wolves during wolf mating, breeding, and rendezvous seasons.	Sierra Club - Wisconsin Chapter	46	42
128	If hunting permits are issued it should be only a 1:1 ratio, no higher.	Please change it to state, “If hunting permits are issued it should be a LESS than 7:1 ratio.”	<i>No comment provided</i>	Lac Courte Oreilles Band of Lake Superior Indians	38	42
<b>Nutshell: Set zone-specific population objectives based on scientific data and criteria</b>						
10	Wolves should not be dispersed into populated areas.	<i>No comment provided</i>	<i>No comment provided</i>	Wisconsin Cattlemen’s Association	38	27

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19	Determine harvest zone boundaries and quotas for zones (factor in amounts of public, private and tribal land in each zone)	Hunting/Trapping Management	<i>No comment provided</i>	Ho-Chunk Nation	81	12
30	Consider instituting zone specific permits; they will go a long way in being able to limit population levels in certain areas. Eliminating wolf depredations and harassments for the people who live in rural Wisconsin.	Theme Ok	Increasing the accuracy of the population model will allow the DNR to set zone specific quotas to lower populations levels in undersireable locations.	Wisconsin Farm Bureau Federation	50	35
53	Population targets should be specific to regions / zones, not the entire state.	OK	<i>No comment provided</i>	Ho-Chunk Nation	58	23
65	Be consistent in using expert advice; operate in good faith. Concern that the WI DNR has continued in bad faith to "move the goalposts" on those of us that supported and authorized funds for wolf reintroduction in the first place.	Theme OK. Text incomplete, refer to verbatim <b>(Facilitator note: verbatims are included in the material for Pre-work #2)</b>	Please include full verbatim here.	Wisconsin Bowhunters Association	35	27
69	Use ecological carrying capacity as input to population goals at regional / local level.	Represents our view. Theme OK.	Develop an ecological carrying-capacity assessment model to guide setting of zone-specific harvest quotas based on the actual habitat existing in each zone.	Wisconsin Chapter of Backcountry Hunters & Anglers	62	27

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74	Manage wolves sustainably for continued occupation only in areas considered optimal wolf habitat and largely absent human presence and agricultural presence. This will require extensive revision of wolf management zones.	OK	Wolves need to live in areas free of human interference. Quality wolf management judged by few to no conflicts and low human presence. Reducing # of wolves to 350.	Wisconsin Farmers Union	35	50
78	Limit where (location / zones) we want the wolves to be based on human interactions, farms, etc. to reduce conflicts.	Limit wolf territory. Proportionate wolf population between the 5 zones based on human inhabitation, farmlands, wild areas, etc. No quota in zone 6. Use the same management zones as deer for simplicity. Farmland areas are no quota areas.	<i>No comment provided</i>	Wisconsin Wildlife Federation	38	50
80	Limit the wolf territory to semi-wilderness areas which are actual prime wolf habitat – not the entire state	No changes to either.	Agree	Wisconsin Wolf Facts	31	58
82	Establish non-numeric population goals based on fulfilling ecological roles, that are evaluated by zones yearly, similarly to bears and deer. Allow for secure numbers on Tribal lands.	<i>No comment provided</i>	Emphasis here is on non-numeric goals based on ecological and cultural benefits of a healthy wolf populations, while attempt to reduce conflicts.	Wisconsin's Green Fire	50	35

**(New nutshell from meeting #2): Also use non-numerical criteria (e.g., value-based) and goals for wolf population management**  
*This nutshell does not have any items associated with it*

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<b>Nutshell: Use science-based input to set clear population goals that may vary over time based on latest data</b>						
54	Don't be beholden to previous numbers.	<i>No comment provided</i>	<i>No comment provided</i>	Menominee Indian Tribe of Wisconsin	54	19
56	Understanding the # we have as a goal.	Theme is OK	<i>No comment provided</i>	Safari Club International Wisconsin Chapter	35	23
58	Management goals should not be focused on maintaining the population within a narrow numeric range, but on promoting acceptance and co-existence. The problems some wolves cause (e.g., injuring or killing livestock or pets) are addressed in a targeted and humane manner.	<i>No comment provided</i>	<i>No comment provided</i>	Timber Wolf Alliance	58	31
70	Develop and maintain accurate population metrics and minimum and maximum goals for wolf levels.	We are okay with the goals which were presented by the Conservation Congress, and which survived the July meeting, as they have been restated by the facilitator.	Fine	Wisconsin Conservation Congress	38	35

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71	Focus on population ceilings, not the lowest allowable levels. Like deer, management of wolves relies on support from Wisconsin Residents who share space with wolves. For this reason, it is important that wolf population goals, like deer population goals should represent population ceilings, not the lowest allowable population levels, like bobcat and fisher goals. It is important that population goals be both sustainable, and socially tolerable.	We are okay with the goals which were presented by the Conservation Congress, and which survived the July meeting, as they have been restated by the facilitator.	Fine	Wisconsin Conservation Congress	42	50
75	Establish a clear population goal.	theme OK	<i>No comment provided</i>	Wisconsin Trappers Association	50	27

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76	Establish a numeric population goal.	Population management goal of 350 or less. This is the official position of the Wisconsin Wildlife Federation. 36 county boards support between 350 or less down to 50 or less. 6 cattle organizations support between 350 or less down to 80 (the original recovery goal). 4 hunting/trapping organizations support 350 or less down to 100. The WCC official position is 350 or less. Reduce and stabilize the population to assure no more than 350 wolves and above the 250 threatened level. Depredation on native species (moose, elk, whitetail deer, black bear, sharptailed grouse, snowshoe hare, etc.), and domestic animals (livestock and pets) will reduce with the alignment of the wolf population of 350 or less.	<i>No comment provided</i>	Wisconsin Wildlife Federation	38	54
77	Maintain consistency in goals, minimum counts, harvest quotas, confliction resolution	Regaining the credibility of the DNR wolf management program. Population goals have been a moving target since the 1980's. Setting quotas fully aware the tribal harvest permits would not be filled. Start to weigh the opinions of those in wolf territory dealing with wolf conflicts higher than those removed from it. Build better confidence in population estimates and modeling with the public.	<i>No comment provided</i>	Wisconsin Wildlife Federation	38	46



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111	DNR must maintain a healthy and sustainable population of Wisconsin wolves, which are a public trust natural resource, at a level high enough to make the risk of reaching the state listing level nearly zero.	<i>No comment provided</i>	Utilize the best available science with respect to decision making relating to livestock predation, hunting quotas, poaching, and mortality estimates, according to independent scientists. Consult with independent scientists following principles of scientific integrity relating to transparency, independent review and reproducibility. The DNR should transparently respond with peer-reviewed evidence research when they contradict outside experts' recommendations. DNR should use reliable data and methodology when determining how to measure wolf mortality and population parameters.	Great Lakes Wildlife Alliance	58	15

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136	No participation	(submitted 8/26/2021) Increased public awareness and engagement regarding carnivore coexistence methods.	No change: Actionable Item 1- Increase nonlethal assistance/funding for groups or individuals impacted by wolf depredation. Actionable Item 2: Improve public education on wolf behavior, depredation rates, and their importance to Wisconsin's ecosystem via social media, public events, eco-tourism, etc. Actionable Item 3: Increased support for conservation officers/game wardens. / Categorize as Conflict Management instead of Population Objective Criteria.	Forest County Potawatomi Tribe	65	19
<b>Nutshell: Use scientific research to improve our understanding of the wolf population</b>						
92	Interactions between habitat management, game management and prey availability.	Ref# 92a: Understanding the connections and interactions between habitat management, game management, and prey availability. Ref# 92b: Theme OK	A) no change needed; B) Actionable Item: No specific item to include here at this time.	USDA Forest Service	85	4
95	What is the social carrying capacity of Wolves in Wisconsin? Looking at the different survey's completed by WI DNR, it would seem to be far less than the current population. A majority of resident respondents have requested fewer wolves on the landscape.	Population objective criteria - The social carrying capacity should be considered when considering the wolf population of Wisconsin.	Increase the frequency of social surveys of residents within wolf habitat to gain a better understanding of acceptable population levels and consider the input when deciding zone specific quota levels.	Wisconsin Farm Bureau Federation	54	35

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97	Improve positive agreement with wolf management program on the part of residents of wolf range, particularly by farmers, and measure these opinions annually and appropriately to measure success.	OK	rural residents exposed to wolves are very unfavorable towards the wolf management program. Reduce numbers of wolves in human areas and measure rural wolf territory human opinions annually.	Wisconsin Farmers Union	38	50
99	Information used to shape the plan draws from the best available Western and indigenous sciences and must be substantiated	<i>No comment provided</i>	<i>No comment provided</i>	Bad River Tribe	73	8
100	Safeguards embedded in plan against conservation decisions being made by lobbyists and politicians rather than tribes, scientists, and public trust	<i>No comment provided</i>	<i>No comment provided</i>	Bad River Tribe	58	15
101	Any wolf harvest proposed in the plan needs to have explicitly stated purpose and justifications, and be supported by the best available science; harvest regulations need to effectively prevent quota exceedances.	This does not fit neatly into a single theme, intersecting with Science, "harvest management" (a shorter version of hunting and trapping management), and (I think a new) "public transparency".	This comes closest to fitting into nutshell 7; I would be ok with putting it there if the words "explicitly stated" were inserted in front of "criteria".	Great Lakes Indian Fish and Wildlife Commission	58	27

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
102	Use of science: The best available science has not been represented in the last 10-12 years of WI wolf decision making relating to livestock predation, hunting quotas, poaching, and mortality estimates, according to independent scientists. The science used by both the FWS and the DNR since 2010 is not the best and certainly not the most recent. DNR has not consulted the independent scientists even here in Wisconsin, so it appears the DNR is not following the most important principles of scientific integrity relating to transparency, independent review and reproducibility.	Reference #102 Theme OK The DNR should follow the principles of scientific integrity--transparency, independent review, reproducibility--and use the best available science when making decisions related to livestock predation, poaching and population/mortality estimates.	-See Prework #2 Input our recommendations are the action items.	Great Lakes Wildlife Alliance	50	19
104	Social science: The state universities are full of experts (Broussard, Shaw) who have and can design systematic, scientific studies of public attitudes without the biases present in the effort from long ago (2015?) and avoid the many problems with the 2021 opinion capture presented to the Wolf Harvest Advisory Committee on June 22, 2021.	Reference #104 Theme OK When measuring public attitudes and opinions regarding wolves and wolf management, the DNR should apply best social science practices for polling/survey design and administration in order to protect against bias and generate useful and meaningful data.	Public attitudes should be re-assessed via measurable survey data at least every 5 years.	Great Lakes Wildlife Alliance	58	19
106	Establishment of consistent and long termed science-based management for wolves in Wisconsin.	We are okay with the goals which were presented by the Conservation Congress, and which survived the July meeting, as they have been restated by the facilitator.	Fine	Wisconsin Conservation Congress	73	12

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107	Management decisions should be based on sound scientific principles	<i>No comment provided</i>	no change is needed; Action items: social science research on public attitudes towards wolves; research on ecosystem services provided by small and large wolf populations; research on economic impact of wolves, both in terms of depredations, hunting opportunities, reduced deer/traffic issues, healthier forests, etc.	Wisconsin Conservation Voices	81	4
108	Establish an adaptive management approach to wolf management that takes advantage of new research as it becomes available and allows adjustment to management as new things are learned.	<i>No comment provided</i>	Ongoing research on wolf population dynamics and ecological benefits will be critical to sound population management. DNR commitment to an adaptive management approach will be important in modifying practices as new research becomes available.	Wisconsin's Green Fire	77	8
130	A necessity to rely on sound wildlife management and progressive research.	All three themes ok.	No change to input or nutshell. This nutshell should be a well defined portion of the plan that carries weight and allows for accountability.	Wisconsin County Forest Association	81	0
135	<i>No participation</i>	(submitted 8/26/2021) Assurance that Wisconsin's citizens, Tribes, and the scientific community are the primary decision makers regarding wolf harvest methods and quotas, and not lobbyists.	No change: Actionable Item- Legal protections	Forest County Potawatomi Tribe	69	23

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
<b>Nutshell: Consider impact of wolf management on recreation and tourism</b>						
63	Assess the loss of opportunity for hunters and hound hunters across the state of Wisconsin due to concentrations of wolves.	Add (per WBHA): The loss of opportunities for recreation in many forms in active wolf range, especially hunting dog activities protected by state statute including but not limited to upland game birds, rabbit, bear, bobcat, coyote, fox , waterfowl and Some due to depredation and some due to fear of wolves themselves.	Adequately survey loss of opportunity issues with surveys for specific methods of recreation, especially hunting with the aid of dog methods	Wisconsin Bear Hunters Association	42	27
72	Based on current wolf population, consider impacts on other sports and tourism.	Theme Ok	High wolve levels could lead to a decrease in the deer population and lower silent sport participation. Consider those sports when deciding the appropriate wolve population level.	Wisconsin Farm Bureau Federation	42	31

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
105	In setting a vision for Wisconsin wolf management that is science-based and forward thinking, the state’s wolf plan should prioritize wolves’ ecological value to forest health, biodiversity, WI’s deer herd (CWD containment), and public health, safety (reduction in Lyme Disease and deer-automobile collisions) and non-lethal recreation opportunities.	Keep existing verbatim language. Themes OK.	Modify nutshell: Wolf management should prioritize wolves' contributions to public health and safety (e.g. reduction of CWD, Lyme Disease, deer-car collisions) and enhanced tourism and recreational (non-lethal) opportunities.  Actionable items: (1) Support/fund research into CWD curtailment by wolves in Wisconsin; (2) Recommend/fund an economic analysis of wolves’ contributions to forest health, human disease prevention (Lyme/CWD), and reduction of deer-car collisions compared to money generated by hunting/trapping.	Sierra Club - Wisconsin Chapter	62	19
114	Maximization of wolf related recreational opportunities.	We are okay with the goals which were presented by the Conservation Congress, and which survived the July meeting, as they have been restated by the facilitator.	No input	Wisconsin Conservation Congress	31	35

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
138	No participation	(submitted 8/26/2021) Enhance and/or create opportunities for non-consumptive, wolf eco-tourism with the state. This could establish enhanced funding for the state of Wisconsin.	No change: Actionable Item 1: Continue funding/support for studies looking at environmental services provided by wolves, and how they impact Wisconsin's natural resources. Actionable Item 2: Continue funding/support for studies looking at cost-benefit analysis of non-consumptive wolf eco-tourism.	Forest County Potawatomi Tribe	62	19
<b>Nutshell: Increase regulations on use of hounds to hunt/train on wolves</b>						
23	Wisconsin's updated wolf management plan should entail strict regulation of hound hunting of wolves, addressing private property trespass and nuisance issues, hound vaccination, and needed limitations on timing, place, and duration of hound training on wolves.	Keep existing verbatim language. Themes OK.	Nutshell language OK. Add following Actionable items: (1) Limit timing, duration and location of hound training on wolves; (2) Prohibit hound training on wolves on public land; (3) advance regulations to require on-leash training to prevent private property trespass and fatal hound-wolf confrontations; (4) advance regulations to ban controversial hounding methods including use of snowmobiles and ATVs; (5) advance regulations to restrict numbers of licensed hound hunters and hounds allowed to participate in wolf hunting; (6) advance regulations to prohibit non-licensed hound hunters and their dogs from	Sierra Club - Wisconsin Chapter	46	38



Ref #	Pre-work #1 input	Pre-work #2 Input	Pre-work #3 - Actionable Items / Nutshell comment	Source	% Support	% Do NOT support
			wolf hunting; (7) Regulate to prohibit hound “training” on wolves during hound hunting season.			
24	Determine location where the dogs can be used on small parcels to pursue wolves leading to increased conflict with land owners.	Determine locations where dogs/hounds can be used to pursue wolves. Allowing dogs/hounds to pursue wolves on small parcels will lead to increased conflicts with land owners.	<i>No comment provided</i>	Stockbridge-Munsee Community	46	35
26	A hound-training season is unacceptable to the majority of Wisconsin voters—that is, using packs of radio-collared hounds to track, chase and ambush wolves—is not sound policy and is akin to state-sponsored dogfighting. Most Wisconsin voters (66%) oppose hounding.	The use of hounds to track and pursue wolves is not supported by the majority of Wisconsin citizens. The draft management plan should address the numerous ecological impacts hounding has on target and non-target animals, including livestock, methods to report trespassing and how the department will address the negative impact of hounds coming into contact with hikers, wildlife watchers and campers. This category is correct.	Part A) No change needed Part B) 1. Limit the number of dogs that can hunt in a group to six. 2. Set up a reporting system to document trespassing by hunting dogs. 3. Require DNR inspection of all wolf carcasses and require timely public reporting of any signs of conflict with dogs.	The Humane Society of the United States - Wisconsin	31	42

**(New nutshell from meeting #2): Manage population using publicly acceptable ways that reduces the likelihood of litigation**  
*This nutshell does not have any items associated with it*

Ref #	Pre-work #1 input	Pre-work #2 Input	Pre-work #3 - Actionable Items / Nutshell comment	Source	% Support	% Do NOT support
<b>Nutshell: Promote volunteer efforts in monitoring wolf population</b>						
44	Support effort by volunteers to assist with winter tracking, summer howl surveys, and collection of wolf observations such as Snapshot WI and private trail cams.	<i>No comment provided</i>	With new occupancy modeling it will be critical to maintain large numbers of trained volunteers to survey the wolf population, requiring strong leadership from DNR and extensive support from partners.	Wisconsin's Green Fire	77	8
<b>Nutshell: Provide science-based educational material on wolves</b>						
4	The public is "wolf wise," due to ongoing efforts by governments and non-government organizations to provide information and outreach on wolf biology and related issues. Accurate, balanced, and thoughtful information as well as best available science needs to be used when making management decisions. Educational materials help us, as a society, to coexist with, enjoy and benefit from wolves without habituating them to human presence.	<i>No comment provided</i>	<i>No comment provided</i>	Timber Wolf Alliance	62	8
13	Social carrying capacity can be increased by smart management and education	Combined label for coexistence / conflict management is acceptable	no change is needed	Wisconsin Conservation Voices	54	15
83	Ensure active and ongoing research and public education programs to enhance our knowledge of wolf ecology and share that understanding with the public.	This point could be split into separate Research and Education theme listings.	Actionable item: Annual dedicate funds for the production and distribution of science based educational materials and programs.	Great Lakes Indian Fish and Wildlife Commission	69	12

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>	<b>% Support</b>	<b>% Do NOT support</b>
84	Public/tribal outreach and education on wolf management and wolf biology behavior	OK? Could be under Tribal Perspective as well. Would like an emphasis on educating tribal members on all aspects of wolf management. Also would like to educate public and other stakeholders on the tribal perspectives on wolf management.	<i>No comment provided</i>	Ho-Chunk Nation	73	8
85	Increased education outreach on the ecological values of wolves on the landscape as well as the need to effectively manage wolves as a game species like deer, bears, and elk are in WI.	Represents our view. Theme OK.	More and more people are using video platforms like YouTube to engage with stakeholders and other interested parties. An updated, polished "Wolf Science Series" could be developed.	Wisconsin Chapter of Backcountry Hunters & Anglers	65	27
86	Support outreach and education to improve co-existence of wolves and humans on the landscape, and educate people on ways to reduce wolf/human conflicts.	<i>No comment provided</i>	On going and updating wolf educational efforts are critical for long term acceptance and co-existence of a healthy wolf population.	Wisconsin's Green Fire	73	8
132	Educate the public regarding wolf threats and impacts to game species. Many assumptions are over-stated or grossly embellished.	All three themes ok.	No change to input or nutshell.	Wisconsin County Forest Association	62	12
<b>(New nutshell from meeting #2): Include a "basement" for population goals that are aligned with Federal standards</b> <i>This nutshell does not have any items associated with it</i>						
<b>(New nutshell from meeting #2): Recognize and honor treaty-reserved rights</b> <i>This nutshell does not have any items associated with it</i>						
<b>(New nutshell from meeting #2): Conduct a social science-based survey</b> <i>This nutshell does not have any items associated with it</i>						

## 2. Mission Statement

### Context

WMPC members were asked to provide their opinions on the following 2015 unfinished Wolf Management Plan mission statement:

*“The Wisconsin Department of Natural Resources will maintain a healthy and sustainable wolf population, providing ecological, cultural and recreational benefits while recognizing the diverse perspectives of our citizens and addressing conflicts.”*

Their verbatim opinions, collected through pre-works #1 and #2, are provided below.

#### Bad River Tribe

Humans do not maintain healthy and sustainable populations of other animal carnivores- they self-regulate and our lives depend on resultant ecosystem services. Recreational benefits should not be on the same level as ecological and cultural needs. This mission statement is vague and fails to identify this as being science-driven and fails to identify clear values with which the WDNR is going to shape conservation decisions. These values should be in line with public and Indian trust responsibilities and honor the rights and needs of future generations to have human life sustaining ecosystems.

#### Great Lakes Indian Fish and Wildlife Commission

The WDNR will maintain a healthy and ecologically functional wolf population, providing cultural, ecological, recreational and economic benefits while promoting human coexistence with wolves and addressing wolf conflicts.

Pre-work #2: The WDNR will utilize the best-available science to maintain a healthy and ecologically functional wolf population, providing cultural, ecological, recreational and economic benefits for current and future generations, while promoting co-existence with wolves and addressing wolf conflicts.

#### Great Lakes Wildlife Alliance

Wolves need to be managed based on the best available science (as outlined above) and as a public trust natural resource prioritizing preservation for future generations!

Pre-work #2: no additional input.

#### Ho-Chunk Nation

*No response.*

Pre-work #2: no additional input.

#### Lac Courte Oreilles Band of Lake Superior Indians

The Wisconsin Department of Natural Resources will provide a coexistence management plan that maintains a healthy and sustainable wolf population that provides ecological, and cultural benefits to the state of Wisconsin and its citizens.

Pre-work #2: no additional input.

#### Menominee Indian Tribe of Wisconsin

The Goal is to maintain a healthy, self-sustaining population of wolves within the Menominee Reservation, Wisconsin Boundary thus preserving the cultural and ecological benefits for the next seven generations and beyond.

The status of wolves in Menominee Indian Tribe of Wisconsin (MITW), the State of Wisconsin, and the Great Lakes region will continuously change through time. This plan should be reviewed every 5 years to account for the changes in wolf ecology, policy, recommendations, and research findings. Additionally, new developments regarding wolves within or near the reservation boundary may lead to changes to the plan.

**Red Cliff Band of Lake Superior Ojibwe**

Statement is not too bad as written, perhaps tweak to let readers know WDNR acknowledges that they are a co-manager of resources – but not a critical point as this is a DNR plan.

**Safari Club International Wisconsin Chapter**

“Recreational benefits” does that mean hunting and trapping? Should be some way of adding language that recognizes this is the only way to keep a sustainable population.

Pre-work #2: no additional input.

**Sierra Club - Wisconsin Chapter**

The Wisconsin Department of Natural Resources will conserve Wisconsin wolves at healthy and sustainable levels in reliance on best science and fair, inclusive, and ethical decision-making, while promoting the value of coexistence across diverse perspectives in recognition of wolves’ ecological and cultural importance.

Pre-work #2: The Wisconsin Department of Natural Resources will conserve Wisconsin wolves at healthy and sustainable levels in reliance on best science and fair, inclusive, and ethical decision-making, while promoting the value of coexistence across diverse perspectives in recognition of wolves’ *sentient value* and ecological and cultural importance.

**Stockbridge-Munsee Community**

No comment.

Pre-work #2: no additional input.

**The Humane Society of the United States - Wisconsin**

...will prioritize wolf stewardship and a broader vision for conserving wolves in the face of global climate change and mass extinctions. The DNR will maintain a healthy, genetically diverse and sustainable wolf population, providing ecological and cultural benefits while recognizing the diverse perspectives of all Wisconsinites.

Pre-work #2: The Wisconsin Department of Natural Resources will prioritize wolf stewardship and co-existence with a broader vision for conserving wolves in the face of global climate change and mass extinctions. Guided by the best available science and Traditional Ecological Knowledge, the DNR will maintain a healthy, genetically diverse and ecologically functional wolf population, providing ecological and cultural benefits while recognizing the intrinsic value of wolves and the diverse perspectives of all Wisconsinites.

**Timber Wolf Alliance**

Seems acceptable to me.

**U.S. Fish & Wildlife Service**

This is well written; we have no suggestions/comments.

Pre-work #2: You could consider adding “using best available science” to the mission statement.

### **USDA Forest Service**

It appears the mission statement covers most all the points adequately. One recommendation might be to add a reference to considering or incorporating best available science. Perhaps something like, "...while recognizing best available science, the diverse perspectives of our citizens, and addressing conflicts."

Pre-work #2: no additional input.

### **USDA APHIS Wildlife Services**

*No response.*

Pre-work #2: no additional input.

### **Wisconsin Bear Hunters Association**

I would like to see in person meetings. This helps prove the intent to contribute through contribution by being present.

Pre-work #2: Re write

The WBHA believes and supports the mission statement as written. It appropriately states the aspects of importance for managing a species while being generally unspecified in detail as a mission statement should. Wisconsin wolves deserve a place in Wisconsin's wildlife landscape but MUST be managed through regulatory requirements as to protect wolves themselves.

### **Wisconsin Bowhunters Association**

- Maintaining a statewide population of 350 wolves in primary habitat checks all these boxes.
- Certainly, healthy and sustainable, as our own wolf experts assured us that 80 to 100 wolves were sufficient to provide that.
- Wisconsin has thrived ecologically and culturally both with and without a wolf population.
- Recreationally, WI has suffered from an excessive wolf population, from many who state they are reluctant to venture into wolf occupied country, at least without a firearm, to significantly diminished deer hunting opportunities in much of the wolf range.
- As for the perspectives of our citizens: For most, at least the majority of our population that doesn't live in the wolf range, wolves are more of a "concept" that 99% of them will never see, whether we have 350 or 1,200 wolves. It makes no difference. However, for those in rural wolf range, the difference, and conflicts, are very real.

Pre-work #2: no additional input.

### **Wisconsin Cattlemen's Association**

"The Wisconsin Department of Natural Resources will maintain a maximum wolf population of 350, providing ecological, cultural and recreational benefits while addressing concerns of the people who live in Wisconsin."

### **Wisconsin Chapter of Backcountry Hunters & Anglers**

We think this mission statement is good.

Pre-work #2: no additional input.

### **Wisconsin Conservation Congress**

The mission statement is adequate.

Pre-work #2: no additional input.

### **Wisconsin Conservation Voices**

This seems like a very reasonable mission statement.

Pre-work #2: \*add language that identifies goals as coexistence with a minimization of conflict;

\*add language on use of science in decision making

So it might read something like:

“The Wisconsin Department of Natural Resources will maintain a healthy and sustainable wolf population, with the goal of coexisting with wolves and ensuring ecological, cultural and recreational benefits while recognizing the best available science, the diverse perspectives of our citizens, and addressing conflicts.”

**Wisconsin County Forest Association**

I was part of drafting this statement and believe it is still representative of wolf management in Wisconsin.

Pre-work #2: no additional input.

**Wisconsin Farm Bureau Federation**

It is important that social considerations of the landowners living in wolf country are considered with more merit. Most of Wisconsin’s population does not reside in the same area as wolves, those that do should be given greater consideration. It is easy for many to speak on the beauty of these creatures, when they live in suburban neighborhoods with no threat to their livelihood.

Pre-work #2: no additional input.

**Wisconsin Farmers Union**

The Wisconsin Department of Natural Resources will maintain a sustainable wolf population in appropriate areas of low human density and lack of agricultural activity in high quality wolf habitat. The general public has an interest in wolf acceptance and approval, so while the diverse perspectives of all should be recognized, the opinions and acceptance of those in wolf areas are the most valuable and essential goal for keeping wolves healthy and safe. Approval cannot happen unless conflicts are reduced to few or zero.

**Wisconsin Trappers Association**

The current mission statement from 2015 is fine with me. It is ambiguous enough to give an overview of what we want without being too particular.

Pre-work #2: We would like to modify the wording reference the mission statement to read: The mission statement of 2015 addresses and identifies the primary issues that we need to focus on.

**Wisconsin Wildlife Federation**

The wording of the draft mission statement is it is open to interpretation. The wording must be firmer and directly address setting and maintaining population goals and population management and depredation controls through hunting/trapping.

Pre-work #2: This reaffirms our initial comments. The mission statement is too open to interpretation and needs firmer action words pertaining to harvest, conflict management, and population management to meet numeric goals.

**Wisconsin Wolf Facts**

The mission statement is totally unacceptable. It is so soft in content that while it attempts to be all things to all people, it really is nothing to anyone nor a foundation to build on. Mission statement suggestion – “To maintain a sustainable wolf population within the semi-wilderness areas of Wisconsin which will minimize human contact and intervention to the betterment of the wolf packs present in that area.

Pre-work #2: no additional input.

**Wisconsin’s Green Fire**

Looks good.

Pre-work #2: I think it is mostly ok but like the version by GLIFWC and incorporating "best available science" by Forest Service.

### 3. Co-existence and Conflict Management

#### Context

In meeting #1, the WMPC discussed co-existence and conflict management. This discussion was followed up in pre-work #2, where the WMPC members were asked their opinion about the definition of “co-existence”, and if they wanted to separate “co-existence” and “conflict management.” Their verbatim opinions are provided below.

#### WMPC input

##### Bad River Tribe

- a. No, we have coexisted to varying extents with other animals including Ma’iingan in all of human history and that should be the continued goal and overall label with conflict management being one aspect of that
- b. Coexistence is the acknowledgement that we share ecosystems with other life who we also often depend on directly and indirectly- wolves keep CWD at bay for example. Conflict management is an after the fact response to livestock or pets being killed that frequently could be prevented with proactive coexistence work so proactive and reactive are differentiating factors

##### Great Lakes Indian Fish and Wildlife Commission

I prefer separating them. Conflict management is only a small part of co-existence, and grouping them in the title places undue emphasis on it. At the same time, to a small group of people depredation management is very important, so this issue needs to be recognized and addressed.

Co-existence: Successfully sharing the landscape in a way that provides for the health of both human and wolf populations.

Conflict management: Human responses to wolf depredations of livestock or pets.

##### Great Lakes Wildlife Alliance

We would like to keep the title Co-existence as originally presented as we feel it already implies conflict resolution. Co-existence implies that we are going to work thru challenges as a team and learn to cohabit areas of overlap with wolves. The mere fact of conflict resolution implies wolves are bad and that some form of lethal management needs to be invoked. It is a biased title/political maneuver and frankly the title co-existence in the world of science already encompasses conflict resolution.

##### Ho-Chunk Nation

For the purposes of the plan writing process, co-existence and conflict management should be combined. A part of co-existence in “real world” applications is finding effective solutions to managing conflicts.

##### Lac Courte Oreilles Band of Lake Superior Indians

We are okay with the combined label of “co-existence/conflict management”.

##### Menominee Indian Tribe of Wisconsin

No response.

##### Red Cliff Band of Lake Superior Ojibwe

No response.

##### Safari Club International Wisconsin Chapter

Im ok with that



### **Sierra Club - Wisconsin Chapter**

(b) We request that co-existence and conflict management be considered as distinct and separate terms. “Coexistence” is our preferred approach, as it conveys the value of people sharing time and place with wildlife in a manner that recognizes and accommodates a mutual right to exist—for example, by prioritizing non-lethal wolf deterrent measures like fencing and carcass removal over quick but temporary lethal fixes. “Conflict management,” by contrast, draws undue emphasis to empirically rare livestock-wolf conflicts, when in fact, only a miniscule number of livestock deaths (less than 1%) are traceable to predators overall, even less to wolves. If a separate “conflict management” theme is to be considered, we recommend use of the term “wolf encounter logistics,” as it is more neutral.

### **Stockbridge-Munsee Community**

*A (are ok with using a combined label of “co-existence / conflict management”)*

### **The Humane Society of the United States – Wisconsin**

Option B. The Humane Society of the United States prefers the phrase “co-existence,” as it describes a proactive, mutually beneficial, solutions-based, preventive approach to ensuring that both wolves and humans can thrive into the future. In this way, the term co-existence can also encompass education on different solutions to rare conflicts. On the other hand, conflict management describes a reactionary, short-term approach to conflicts.

### **Timber Wolf Alliance**

*No response.*

### **U.S. Fish & Wildlife Service**

We are okay with using the combined label of “coexistence / conflict management.”  
We are also okay if the team prefers to separate “co-existence / conflict management.”

### **USDA Forest Service**

The use of the combined label of “co-existence / conflict management” is agreeable.

### **USDA APHIS Wildlife Services**

Many break the definition of co-existence down to the individual animal which is: “the state or fact of living or existing at the same time or in the same place”. Conflict management includes lethal control which violates the statement “living together.” It seems the two categories contain enough difference that they should be separated. Co-existence: see above and Conflict Management: An integrated approach using both lethal and non-lethal methods either reactively or proactively to resolve wolf conflicts using experience and science.

### **Wisconsin Bear Hunters Association**

Conflict management and coexistence go hand in hand. To have true coexistence you MUST have conflict management. I believe they can be left as one combined label. This label should and will have top to bottom positive and negative aspects of living with wolves in Wisconsin.

### **Wisconsin Bowhunters Association**

Co-existence and conflict management are completely different themes. Co-existence is so general it is almost meaningless and suggests ignoring a problem, while conflict management means doing something about it.

I am amazed that with the huge amount of data that must be analyzed and acted on to create a new comprehensive wolf management plan, we are still talking about what words to use.

**Wisconsin Cattlemen’s Association**

No response.

**Wisconsin Chapter of Backcountry Hunters & Anglers**

Co-existence / Conflict management is ok.

**Wisconsin Conservation Congress**

The Congress prefers “Conflict Management”

**Wisconsin Conservation Voices**

The combined label is acceptable.

The goal should be coexistence, and conflict management is a part of that. That is, we need to work toward a future where wolves inhabit the landscape--in coexistence with wolves. This will likely always involve some conflict management--for example, paying for verified livestock depredations.

**Wisconsin County Forest Association**

Combining these labels is sufficient.

**Wisconsin Farm Bureau Federation**

The single category should be separate categories. Conflict Management should include non-lethal and lethal methods of damage management. Co-existence should include abatement assistance and claim investigations.

**Wisconsin Farmers Union**

*From Excel, Ref #15:* The theme of coexistence is not the place for this goal. Payments provide a necessary method of giving partial relief to victims of wolf conflicts, but are not capable of promoting coexistence. This should be in a completely new theme called Conflict Reduction/Conflict mitigation.

*From Excel, Ref #50:* This item also needs to go into a new theme of Conflict Reduction/Conflict Mitigation

*From Excel, Ref #73:* Could also go into the new theme of Conflict Reduction/Conflict Mitigation. But this theme is OK too.

**Wisconsin Trappers Association**

We opt for "B" "conflict management." Our definition of Co-existence: Co-existence allows wolves to occupy areas with a human presence. It does not necessarily mean that there will be a peaceful co-existence. Our definition of conflict management: Conflict management utilizes methods to reduce conflicts between wolves and people, pets/livestock and property. It implies active management to keep the wolf population at a level that reduces conflict.

**Wisconsin Wildlife Federation**

Option B to separate them. They do not have the same meaning. Co-existence does not require any action and Conflict Management means action will be taken.

**Wisconsin Wolf Facts**

(a) NOT ok with combined label – these are separate situations. (b) Co-existence refers to a combination of societal and habitat factors. There are certain habitats such as semi-wilderness, large land tracts with minimum roads, low human density that have a greater potential for successful co-existence. Not all of Wisconsin should be deemed positive for wolf habitation and/or co-existence of wolves and humans. In fact, there truly is NO co-existence between apex predators. Conflict Management is a resolution of situations that involve depredations of domestic animals such as livestock, pets or hunting dogs and

situations involving human safety. Conflict management involves both lethal and non-lethal control methods.

**Wisconsin's Green Fire**

I think "Co-existence/conflict management " is a good term.

## 4. Research Needs

### Context

*In pre-work #3, WMPC members were asked their opinion about future and existing list of research needs identified in the 2015 Wolf Management Plan, listed below in the box. Their responses follow.*

The following **research needs** were identified by the Wolf Advisory Committee at the time of plan development (2015). They are listed on page 23 and 24 in the 2015 draft and copied here verbatim, in no particular order.

- (a) Impacts of harvest on wolf pack size and structure, dispersal of animals, reproduction and hunting efficiency.
- (b) Analysis of wolf food habits.
- (c) Effectiveness of hunter and trapper access to depredation program properties.
- (d) Repeat a social tolerance study in 5 - 10 years to determine if management actions taken under this plan alter public tolerance of wolves.
- (e) Role of wolves in deer and elk population dynamics.
- (f) Ecological relationships between wolves and infections such as Lyme disease and chronic wasting disease.
- (g) Impact of wildlife transmitted diseases which impact livestock and specifically the role of wolves in transmission of diseases such as neosporosis.
- (h) Impact of hunting with the aid of dogs on the wolf population and whether it differs from other forms of recreational harvest.
- (i) Ecological impacts of wolves on forest succession.
- (j) Wolf hunter/trapper surveys conducted annually to establish a time series on hunter/trapper attitudes and behavior.
- (k) The effectiveness of depredation and harassment abatement techniques.
- (l) Genetic testing to determine rates of hybridization.
- (m) Economic and social impact of wolves.
- (n) Evaluate the population impact, beyond exposure levels, of disease on the wolf population.
- (o) Evaluate and improve current monitoring techniques.
- (p) Develop new methods for estimating wolf abundance and distribution.
- (q) Develop more information on illegal wolf mortalities.
- (r) Evaluate the efficacy of regulatory changes to reduce hound depredations.
- (s) Quantify pup survival and mortality factors.
- (t) Evaluate impact of wolf harvest activities on other recreational users, for example grouse hunters.

### WMPC responses

#### Bad River Tribe

- This is a good topic and also the research already exist
- Good topic, refer to Voyager's Wolf Project
- I don't understand the question here but we know from available research lethal control is not effective in carnivore coexistence on farms
- I don't think you could adequately control for the many externalities that will affect tolerance from now to then and tolerance is overly focused on when we know that wolves steward healthy ecosystems that are more resilient to climate change which we see amping up every year. Tolerance studies neglect future generations and public and Indian trust responsibilities.
- f-emerging research exists on this

- h- necropsies and outcomes from February slaughter address this
- i-refer to voyagers and isle royale
- k-refer to carnivore coexistence lab research and wood river wolf project
- l- also look for indications of subspecies which influences federal management
- m- recent study on how deer car collisions are down thanks to wolves; should also look at social and economic impact of liberalized laws around running bear hounds before and during season
- n- heartworm finding in GLIFWC necropsies
- q- I believe the WDNR has this data and does not share it transparently
- r- hound depredations are preventable but there is a great incentive for people to lose their hounds for up to \$2,500 compensation and continuation of scapegoating wolves
- t- not just recreational users, but also the greater majority of people who are non-consumptive nature “users”

#### **Forest County Potawatomi**

- (a)-Impacts of harvest on wolf pack size and structure, dispersal of animals, reproduction and hunting efficiency. Very important question to be addressed before continuing to harvest wolves without a safeguard against overharvesting. In addition, continued research on how harvesting impacts depredation events.
- (h)-Impact of hunting with the aid of dogs on the wolf population and whether it differs from other forms of recreational harvest. – In addition, we should understand how dogs impact other wildlife, and how the response of other animals alters wolf behavior.

#### **Great Lakes Indian Fish and Wildlife Commission**

- Item (d) should be altered, changing the word “tolerance” to “attitudes”, and it should be changed from 5-10 years to now.
- Item (f) could be made more general by changing “Lyme” to “tick borne diseases”
- Item (g) should be dropped, or expanded to include other canines, since wolves likely have a minor role relative to coyotes and even dogs.
- Item (j) should be made more general by changing “succession” to “community composition”.
- Item (m) could be expanded by adding “including refinement of the impacts of wolves on deer/car collisions.”
- Item (n) could be focused by “of heartworm and other diseases...”
- Item (p) perhaps has been done, but (o) could be edited to specifically mention the occupancy model.
- New: Develop an annual monitoring protocol utilizing remains of animals taken by hunters and trappers.
- Establishment of an area with little to no recreational harvest for research purposes

#### **Great Lakes Wildlife Alliance**

- Great Lakes Wildlife Alliance would like to call out a specific need for research on the impact that recreational hunting has on depredation rates.
- Likewise a specific need to research on the impact of heartworm on our wolf population

#### **Ho-Chunk Nation**

This is an adequate list of research needs.

#### **Lac Courte Oreilles Band of Lake Superior Indians**

*No submission.*

**Menominee Indian Tribe of Wisconsin**

*No submission.*

**Red Cliff Band of Lake Superior Ojibwe**

This is a pretty good list, covers a variety of research areas, both biological and social, and also overlaps into routine monitoring of wolf population dynamics that will be critical as a backdrop to defensible management decisions. It is important that the final plan include a section on research and monitoring needs even though it is unlikely DNR will have the capacity or funding to address all items. Having these needs documented in an official plan makes it easier for collaborating and independent agencies and institutions to seek out funding that can help address the identified research and monitoring needs.

**Safari Club International Wisconsin Chapter**

*No submission.*

**Sierra Club - Wisconsin Chapter**

- Research long-term value and economic savings of non-lethal wolf-livestock depredation prevention measures compared to short-term, costly and recurrent lethal fixes.
- Research into incidence of CWD in cervids, the potential risk for transmission to humans, and the valuable role of wolves in mitigating/detecting CWD.
- Research into relationship between Wisconsin’s extensive bear baiting and hound training seasons and hound depredations.
- Research into the value of wolves in climate change mitigation vis-à-vis forest health/Carbon reduction.

**Stockbridge-Munsee Community**

*No response to this question.*

**The Humane Society of the United States – Wisconsin**

Thoughts, suggestions, or modifications to research needs identified in 2015:

- On Items A, H, and T, please change the word “harvest” to “hunting” or “killing.” The language we use to talk about wildlife conservation and management is important for public transparency and this committee should avoid the use of euphemisms.
- We do not see a need for Item C. Peer-reviewed studies have already shown that hunting and trapping does not solve already rare conflicts with livestock.
- On Item D, we suggest modifying this research need to the following: “Conduct peer-reviewed, scientifically sound social science surveys every 5-10 years that evaluate the changing values of all Wisconsinites toward wolves. The survey must be representative of all Wisconsinites and not weighted toward any particular value group or geographic region.”
- We suggest modifying Item E to the following: “Role of wolves in deer and elk population health and dynamics.”
- We do not see a need for item L.
- We suggest modifying Item M to the following: “Evaluate the potential economic benefits from wolf-watching related eco-tourism.”
- Suggestions for new research needs/topics:
- Ongoing research on the threats wolves face due to climate change and other causes of mortality, including the killing of wolves for purported livestock conflict deterrence, wolf hunting and trapping, poaching, vehicle collisions, starvation, and disease.
- Wolf population demographics and movements, including genetic diversity, habitat connectivity and the identification of areas that should be protected as wolf corridors.

- Identification of threats to existing wolf habitat.
- Research on disruption of non-target species and livestock by hunting dogs.

**Timber Wolf Alliance**

*No submission.*

**U.S. Fish & Wildlife Service**

*No response to this question.*

**USDA Forest Service**

Below are some suggestions that could be added to existing research needs or as stand alone additions.

- Indirect role of wolves to other wildlife populations and the overall landscape.
- Impact of hunting with the aid of bait on the wolf population (i.e., health, overall vigor, pack size, pack territory size, potential changes in movement, etc.).
- Evaluate where wolf harvest activities are occurring, private versus public lands. Within the gradient of public lands being utilized, what is the jurisdiction (i.e., Federal, State, County, etc.). Similarly, evaluate where successful harvest has occurred.
- Evaluate the effects of multiple hunting periods within one year on the wolf population.

**USDA APHIS Wildlife Services**

*No response to this question.*

**Wisconsin Bear Hunters Association**

NONE.

**Wisconsin Bowhunters Association**

- The committee needs to review the studies and maps that show what the experts have defined as primary wolf habitat, marginal wolf habitat, and unsuitable wolf habitat in Wisconsin. Keeping in mind that the primary habitat is constantly shrinking.
- A biological determination of if there are any true (legal) wolves remaining in Wisconsin and to what level they have inbred with coyotes.
- An explanation of why all areas with wolves in Wisconsin aren't included as part of the total wolf population estimate.
- Research into how many lone and/or dispersing wolves are in Wisconsin, so they can be added to determine the proper scientific calculation of the population.
- Research into the impact the high wolf population has on deer hunters hunting in wolf range, including the impact on hunter numbers and the corresponding impact on revenue to manage our natural resources.
- Research into how many licensed guides in Wisconsin, primarily for bear and deer, have gone out of business or quit due to the impacts of the high wolf population.
- Research into the opinions of local government entities (representing the people that live there) concerning wolves and wolf population levels.

**Wisconsin Cattlemen's Association**

*No submission.*

**Wisconsin Chapter of Backcountry Hunters & Anglers**

All of our research ideas or concerns are encompassed in this list.

### **Wisconsin Conservation Congress**

Research needs below look good to me.

### **Wisconsin Conservation Voices**

Many of the subjects listed in the 2015 report remain relevant. Of particular importance are:

- Updated social science-based survey of statewide wolf populations, perhaps with a focus on anticipated social tolerance of relatively high and low wolf population levels.
- Economic impact of wolves, both in terms of depredations, value to tourism, impact on forest health, etc.
- Research on ecosystem services provided by wolves (forest health, impact on deer populations and traffic incidents, CWD, etc)

### **Wisconsin County Forest Association**

- 1. Evaluate and improve current monitoring techniques.
- 2. Develop new methods for estimating wolf abundance and distribution.
- 3. Repeat a social tolerance study in 5 - 10 years to determine if management actions taken under this plan alter public tolerance of wolves.
- 4. Wolf hunter/trapper surveys conducted annually to establish a time series on hunter/trapper attitudes and behavior.

### **Wisconsin Farm Bureau Federation**

- Agree with these research needs.

### **Wisconsin Farmers Union**

- a) already done out west
- b) they eat deer
- c) good - make it easier
- d) social tolerance annually focus on wolf areas
- e) wolves are the largest source of mortality for elk. Wolves have a major impact on deer, amplified by an excess of other predators, in reducing deer numbers.
- f) & g) diseases such as echinococcus (echinosis granulosis), neosporosis, and brucellosis and spreading CWD through feces.
- h) dogs hunting wolves at the rate in Feb. will never happen again. Reducing permits to lengthen season will result in more wolves being taken over dogs.
- Forest succession is not impacted by wolves
- j) Survey of hunters and trappers OK if input from Hunter and trappers into design of survey used.
- k) effectiveness studies have already been done.
- l) No one cares if they are hybrids or not. See Algonquin Wolf and Eastern Red Wolf.
- m) Economic and social impact studies are OK unless done by self-described scientists who have an agenda to accomplish wolf expansion and anti-hunting/anti- trapping.
- n) what disease impact?
- o) current monitoring techniques need a system of checks and balances and transparency. All is done behind closed doors now.
- p) We just did this for the past 5 years!
- q) illegal mortality difficult to measure - see Jennifer Stenglein Ph.D
- r) Got wolves? got hunting dog depredations. Why do you single out hounds?
- s) pup research is hard to do. See tribal/MN pup survival research going on now.



- t) Evaluate wolf harvest impact on other recreational users. Why? What will this change? Share the land.

#### **Wisconsin Trappers Association**

- There are a substantial number of research requests noted. They do cover, in one form or another, all of our research needs.
- Could use a guide to the current laws and treaty rights that have a bearing on the wolf management plan.

#### **Wisconsin Wildlife Federation**

*No submission.*

#### **Wisconsin Wolf Facts**

- There is a lot of views coming at different angles but it comes down to a wolf management plan which addresses number of wolves, where they are and impact of wolves on human population in wolf territory.
- We agree there should be a healthy and sustainable population but it is a population number that means wolves are not eliminated- not the current usage of endangered species.
- Somehow, somewhere the DNR must stop managing on single species management. There is an economic impact and balance of all species in northern Wisconsin. The whitetail deer can't be the food source for all when the hunting public has the smallest portion of the harvest.
- It starts with credible population estimates which are predominantly agreed upon by majority. This is not a current situation.
- Wolf conflicts and co-existence are separate categories.

#### **Wisconsin's Green Fire**

- A research need would include how to explicitly incorporate traditional ecological knowledge into wolf monitoring, discrete wolf research efforts, and wolf management.
- u) Effectiveness in zone concept for maintaining healthy wolf density with ecological benefits in core wolf areas, and reduction of conflict in more marginal areas.
- v) Wolf use of non-ungulate prey including beaver, turkeys, snowshoe hare, bears, and others.
- w) Periodic updates on wolf biological carrying capacity in WI
- x) Impact of public harvest on conflict levels.
- y) Evaluate wolf depredations using lethal and non-lethal means by farms and regions for 2010-2020.
- z) Wolf use of livestock and livestock bone yards in areas where wolves co-exist with farms.
- aa) More research on Native American perspectives on wolf conservation and management concerns , and how they vary or differ among all WI Tribes including Ojibway, Menominee, Potawatomi, Stockbridge-Munsee, Ho-Chunk, and Oneida.

## 5. Management Zones

### Context

In pre-work #4, WMPC members were asked to indicate their level of support for the five-zone map from the 2015 draft Wolf Management Plan. Their responses are provided below.

### WMPC responses

#### Bad River Tribe

- 2015 draft zone map is completely unacceptable and needs major revision.  
The existing and proposed wolf zone structure neglect to honor treaty rights for coexistence with the wolf and protection of reservation wolves by not excluding the reservations in addition to reservation buffer zones from wolf harvest. Establishing buffer zones around reservations is essential to protecting reservation wolves who live based in watersheds and riparian topography rather than human political boundaries and thus travel off reservation regularly. WDNR must consult with each Tribe to choose an appropriate buffer zone around each reservation and make clear that hunting will not occur in these sections of ceded territory.  
Zones should also be designed with planning assured to preserve national forest lands as natural corridors between tribal reservations- which serve as wolf sanctuaries. This has been discussed in recent years between USFS and various Tribes.
- Bad River Additional Comments Regarding Nutshell Survey
  5. Item 63- Scientific literature does not support that wolves cause loss of hunting opportunities for humans as the commenter implies. Wolves play an ecological role of reducing disease in wild prey populations and have changed deer behavior toward yarding. Hounders have historically and recently have received more of a priority consideration by WDNR compared to the broader public who have been shown to be more broadly in favor of coexisting with wolves.
  6. All items- this nutshell assumes that 1) the overall affect wolves have on humans is negative 2) that most people within wolf ranges have a negative relationship/experience with wolves  
Neither of these assumptions are substantiated and these assumptions starkly go against Anishinaabe experiences (Anishinaabeg or Ojibwe people are a major demographic within wolf range) of coexisting with and learning from wolves while benefiting from the ecological roles the wolf plays
  7. Item 42- We agree that farmers need more support in carnivore coexistence, but the framing of farmers as victims is a one dimensional portrayal of the farmer demographic in which individuals hold a variety of attitudes- including many positive attitudes in farmers the Tribe collaborates with- toward coexisting with other carnivores
  9. Bad River remains opposed to the recreational killing of Ma'iingan and opposed to the assumption that an annual hunt should or will happen. Scientific literature has shown targeted and non-targeted killing of wolves only increases conflict on livestock farms for example. Any responses given for this section should bare in mind that Bad River asserts these state mandated hunts should not but happening based on Anishinaabe and Western science and understanding.  
Item 32- Equal consideration must be provided for the majority of people who benefit from non consumptive interactions with the wolf whether that means hearing wolves howl or benefiting from wolves keeping CWD out of the deer herd
  13. Item 85- Wolves should not be managed the same as some of the prey species listed due to the wolf's characteristic of self regulating their population compared to ungulates for example having population explosions and over-browsing consequences when not being influenced by apex predators like the wolf.

14. As articulated in previous meetings, this nutshell should be framed as Coexistence rather than conflict. Bad River holds extensive expertise in this field thanks to Abi Fergus’s graduate studies and ongoing collaborations between the tribal wildlife program and neighboring farmers to find coexistence solutions on farms while addressing socioeconomic challenges THAT small livestock owners face.

Item 5 and 6- USDA APHIS WS has not substantiated the claim that lethal control is effective at reducing conflict or that wolves ever pose a threat to human health

Item 7- bear baiting is a potential contributor to conflict on farms as wolves, bears, and other species get more acclimated to human provided food rather than passing down knowledge of natural food sources such as berry batches for bears and focusing on teaching hunting skills to young for wolves

15. Bad River is against using numerical population goals and no science exists to base population goals in-zone specific or not

Item 30- Scientific literature shows that wolf harvests make depredations worse or do not help reduce depredations

Item 69- Wolves have and determine their own ecological carrying capacity so this statement is contradictory implying that human hunting needs to be involved in this natural process for wolves

17. Bad River has been advocating for farmers to not be disproportionately footing the costs that come from feeding the general population while learning to coexist with not only wolves but numerous predators who are often more frequent livestock predators than wolves

18. Number of wolves doesn’t inherently matter, the ecological roles they are filling when their population is allowed to naturally self regulate does. Howl surveys are valuable to understand pup reproduction, but too many resources shouldn’t be tied up in a precise number that will only be debated by interest groups based in subjective and unsubstantiated reasoning

Item 93- Bad River does support and is actively participating in bring tracking certification to the Northwoods, but any given trapper is not necessarily a reliable account of what the wolf population is doing based on experiences in the woods. Bad River agrees that more and varied people should be trained into tracking to help learn about and understand wolves and their populations

20. Item 106- Bad River supports adaptive management rather than “consistent” management across time since nature is not static and more knowledge exchange and finding is done over time which should be integrated in conservation attuned to the times

- Refining priority nutshell language

Allow wolf populations to fluctuate naturally with de minimis lethal controls and no population caps.

Include the overall ecosystem health and long-term stability and sustainability of the wolf population as a stated goal of the Wolf Management Plan.

Pursue options to minimize human/wolf conflicts by creating a state wolf conflict deterrence program that prioritizes, incentivizes and funds non-lethal measures to minimize livestock-wolf conflicts.

Increase attention to ethical considerations and to public attitudes and values concerning wolf management, co-existence and hunting norms, recognizing the intrinsic value of wolves and taking into account public opposition to recreational wolf hunting and trapping seasons.

~~Also—Use non-numerical criteria~~ value-based goals for that to the most good and the least harm to guide wolf conservation efforts ~~population management~~ in addition to indigenous and Western science.

### **Forest County Potawatomi**

- Indifferent; either zone map would work.

Given I do not have enough knowledge on the reasoning behind the zoning change, nor the impacts a change, or lack thereof, would have on management practices or wolf populations, I cannot provide an argument for choosing one over another.

### Great Lakes Indian Fish and Wildlife Commission

- 2015 draft zone map is acceptable but needs minor changes.
- 2015 draft zone map is completely unacceptable and needs major revision.  
Here I go again, not fitting into a box! I highlighted two options as our optimal choice is somewhere between two of the options provided. We support an alternative 6-zone structure that will be provided by TWA. However, the significance of the lines on the map only comes into play when the purpose of each zone is defined. For GLIFWC, the primary purpose is only to distribute any harvest on considerations of wolf densities and – for 2 small subzones – higher areas of livestock depredations. I would add that an additional component to distributing wolf harvest that we see as critical, but which we have not appreciably discussed is the creation of separate public and private land harvest permits. Currently wolves are being disproportionately being harvested from public lands. No reasonable zone structure can resolve that problem, but separate harvest permits could.

### Great Lakes Wildlife Alliance

- Prefer to keep the current six-zone structure, but with minor changes (fig. 1).  
We prefer the first map option (current zones for fall 2021 hunt) with some specific adjustments. First, create no hunting buffer zones around all Tribal land--I think 6 miles in each direction has been suggested and seems reasonable. Second, drop the southern border of Zone 3 further south (suggest perhaps Cty Hwy S Instead of 64), for a stretch of land between hwy 53 and 178. From personal experience there are substantial stretches of land in this area that more closely resemble habitat in zone 3 than zone 6--undeveloped stretches of woodlands that have successfully supported wolves with no conflict.
  1. Wolves fulfill valuable ecological functions on the Wisconsin landscape, contributing to the health and diversity of ecosystems where they occur.
  2. Wolf management zones are based only on the crude management of the numbers of wolves. Zones ignore the complex social structure of the wolves and their ecological function.
  3. Human hunters are not adequate to control herbivore populations. Research has demonstrated sufficient differences in the animals selected by predators compared to human hunters. In general, hunters take animals in the prime of life, while predators disproportionately take out the older, younger or less fit individuals. Wolves may be essential in controlling chronic wasting disease in areas where they occur. Targeted research is needed to assess this in Wisconsin.
  4. Given this, it is imperative that Zones are based on a review of the Wisconsin wolf population every 5 years. Population goals will be based on an assessment of potential suitable wolf habitat, with certain management activities considered, as intended and described in the 1999 Plan, at a population threshold level, not a population cap.
  5. Create no-hunting buffer zones around all Tribal lands, determined in conjunction with each tribe independently.
  6. Removing wolves does not curtail depredation.

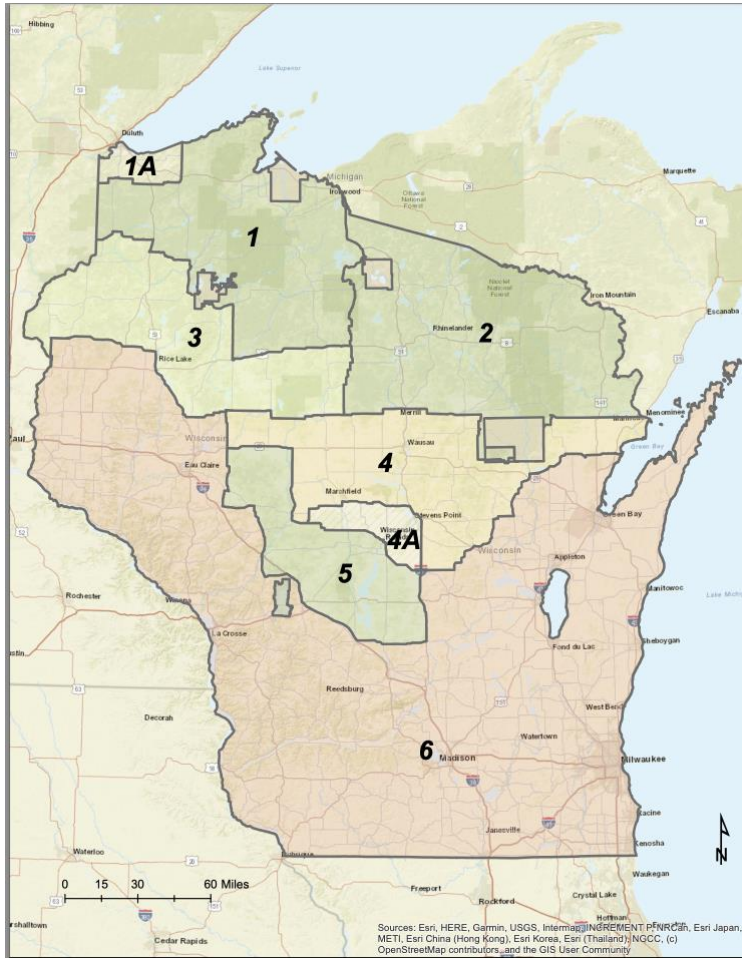
### Ho-Chunk Nation

*No submission*

### Lac Courte Oreilles Band of Lake Superior Indians

- Prefer to keep the current six-zone structure, but with minor changes (fig. 1).  
We acknowledge that on any future map created the reservations **will be** zero quota and appreciate that it was noted on the pre-work. Furthermore, any zones **should honor** tribally established buffer zones.

We choose the six zones, because we felt that this would enable a faster season closing when a hunt occurs and preferable distribution of permits. The two smaller subzones would be where high livestock depredation is occurring and where more focus should be, IF a harvest is to happen. Please see attached alternate map.



**LCO Map Submission**

- Nutshell: Allow wolf populations to fluctuate naturally  
 Item 57 - We support this item in that a numeric objective or goal is not what this management plan should strive to achieve.  
 Nutshell: Consider impact of wolf management on recreation and tourism  
 Item 63 - Intent/objective unclear. We feel that accurate surveys are important but should cover all loss of opportunity not just hunters and hounds.  
 Nutshell: Consider the disproportionate impact wolves may have on people living in wolf range  
 Item 62 - We support this item but would add that Tribes be consulted and weighted as befits their status.  
 Item 81 - We support this item if it is added that Tribes be consulted and weighted as befits their status.  
 Nutshell: Create a DNR Wolf Advisory Committee that reflects views of all stakeholders to assist DNR in implementing Wolf Management Plan  
 Item 42 - We support this item in that farmers are ALREADY included and have not been excluded so far.  
 Nutshell: Provide science-based education material on wolves.  
 Item 5 - We support this item if lethal methods are only used as a last resort by APHIS only no hunting.

Nutshell: Set zone-specific population objectives based on scientific data and criteria.

Item 30 - We support this item in that we need accurate population models and zone specific permits only.

Item 65 - We support this item in that we feel using consistent expert advice and operating in “ggod faith” are how things should be handled.

Nutshell: Update wolf depredation compensation program. Item 9 ☐ We support this item if non-lethal is used.

Item 14 - We support this item if non-lethal is used.

Item 16 - We support this item if non-lethal is used.

Item 33 - We support this item if non-lethal is used.

Nutshell: Use scientific research to improve our understanding of the wolf population. Item 93 ☐ We support this item with the exclusion of reservations.

Item 95 - We support this item in that social surveys are needed.

### **Menominee Indian Tribe of Wisconsin**

- I would recommend moving the #2 Boundary from Highway 64 and moving this Boundary south to Highway 22, near the southern Boundary of the Menominee Reservation going east along the Oconto River. The wolves when I was tracking. Made the journey from the Menominee Reservation and would head east to Marinette along the Oconto River and either head north or come back west to Menominee. Do not know if this area is being used right now. I do not have any wolves on-line right now.

### **Red Cliff Band of Lake Superior Ojibwe**

- Indifferent; either zone map would work. With changes  
Either map can work, 5 zone system seems less messy and the two parts of Zone 4 and the small section of Zone 2 in the 6 zone layout that are separated geographically by the Menominee Reservation would seem to require treatment almost as separate small zones anyway for assessing wolf numbers and harvest parameters in those areas.  
Regardless of a 5 or 6 zone layout or any alternative zoning structure, incorporate a No-Harvest area for all lands North and East of Bayfield County Highway C (from Washburn to Cornucopia) that also includes all the Apostle Islands. This would serve as a buffer for the Red Cliff Reservation and the two packs that occupy the Reservation and adjacent Ceded Territory and would protect the majority of both pack territories as identified by GPS collar data from 5 wolves collected from 2018 through the present time. Use of County Highway C (or possibly some other combination of roads) would establish an easily recognizable and enforceable management zone boundary for state licensed hunters. Red Cliff supports buffers for all Reservations if they desire one and feels those are best determined on an individual basis given differences in Reservation boundary layouts and associated pack territories.

### **Safari Club International Wisconsin Chapter**

- Indifferent; either zone map would work.  
I don't see a huge advantage to any of them.

### **Sierra Club - Wisconsin Chapter**

***Submitted via email***

October 12, 2021

Raj Kamal and Randy Johnson  
Wisconsin Department of Natural Resources  
101 S. Webster Street



Madison, WI 53707

Dear Raj and Randy,

On behalf of Sierra Club Wisconsin Chapter, we are writing to convey the following information as an addendum to our Pre-Work #4, which we ask be included in the record and relied upon by DNR as an essential clarification of our priorities and positions.

Part I: Nutshell Priorities and Survey Responses:

As communicated in yesterday's email, the Survey Monkey tool being relied upon by DNR provides no opportunity for comment or clarification of committee members' intent, particularly with respect to the imprecise and inadequate wording of the Nutshells framed by DNR staff.

Accordingly, Sierra Club Wisconsin seeks to remedy these shortfalls by elaborating on the 5 Nutshell Priorities we selected as follows (added language in blue):

Allow wolf populations to fluctuate naturally with de minimis lethal controls and no population caps.

Include the overall health and long-term stability and sustainability of the wolf population as a stated goal of the Wolf Management Plan.

Pursue options to minimize human/wolf conflicts by creating a state wolf conflict deterrence program that prioritizes, incentivizes, and funds non-lethal measures to minimize livestock-wolf conflicts.

Increase attention to ethical considerations and to public attitudes and values concerning wolf management, co-existence and hunting norms, recognizing the intrinsic value of wolves and taking into account public opposition to recreational wolf hunting and trapping seasons.

Increase regulation on use of hounds to hunt and train on wolves until such time as Wisconsin law prohibits such practices, which are widely recognized as inhumane, harmful and destabilizing to the wolf population, destructive to the ecosystem at large, and a recurrent cause of private property trespass violations. Regulations should address necessary restrictions on: (i) hound hunting methods (e.g. ban use of snowmobiles/ ATVs); (ii) numbers of non-licensed hunters and dogs participating in hunts; (iii) the training of hounds on wolves during wolf mating, breeding, and rendezvous seasons; (iv) hound vaccination requirements; (v) ongoing private property trespass violations.

Sierra Club Wisconsin further seeks to remedy the Survey Monkey shortfalls by providing the following survey response clarifications:

**Question #2: Including Items 55, 57, and 59.** We selected "support" as we do agree that the best available science shows wolves naturally regulate their own numbers and are influenced by bottom-up forces contributing to natural expansion. However, we do not support recreational and trophy hunting of wolves as a means to "manage" the population. We would also like to highlight that we feel this approach should be consistent across all of Wisconsin and *especially* on large tracks of land as referenced in item #59.

**Question #3. Items 38, 40, and 61.** We selected "unclear" on these items as firmly support our Tribal members. However, we are concerned with the items and comments that have a long list of government agencies to be consulted *along* with the Tribes. Our concern is that Tribal input may not be fully appreciated or respected in our state. We maintain that the legal/treaty rights and spiritual values of the Tribes take strong precedent over those interests favoring recreational wolf hunting in our state.

**Question #8. Item 25.** We understand that the current state law mandating wolf hunting, but are committed to working towards changing the law in this important respect. Until there is a change in the law, we support this item as we strongly agree that it is harmful and wrong to remove wolves in their core habitat, where there are little to no depredations and wolves provide far-reaching ecological and public health benefits.

**Question #9. Item #18.** Again, we as an organization oppose recreational wolf hunting and trapping seasons. However, we supported this item because the current mandated season calls for increased regulations and would be improved by taking the suggested variables into account such as timing, length, and how they might conflict or align with breeding and other seasonal considerations.

**Question #10. Item 60.** We responded “indifferent” to this item due to the broader inference that a larger wolf population should be “managed” if there are “problems caused by wolves.” The definition of what is a “problem” is very subjective and may be best answered by further efforts to advance the public’s understanding of wolves and the value of coexistence.

**Question #12 Item 44.** We responded “indifferent” as we still have many concerns about how the occupancy model is applied here in Wisconsin, and thus remain unsure how the addition of more volunteers and trail camera data will help at the current time.

**Question #18 Item 88.** While we recognize the value of achieving a solid understanding of the health and number of wolves, we feel this comment was provided in the context of reaching an exact count of wolves solely for the benefit and desires of wolf trophy hunters seeking greater hunting and trapping opportunities based on a numeric goal.

**Question #18 Item 94.** We responded “indifferent” as we still have many questions and concerns about how the occupancy model will work here in WI, and thus we don’t necessarily endorse the idea of promoting it to the public at this time.

**Question #18. Item 131.** We answered “indifferent” because we agree with the main theme to increase funding to provide for increased wolf monitoring, research, and education. However, we do not want to see this tied to the license fees of recreational wolf hunting and trapping.

**Question #19 Item 58.** We supported this overall item but are seeking an improved understanding of what is acceptable as a “targeted and humane manner.” We seek the development and implementation of a state wolf conflict deterrence program that prioritizes, incentivizes, and funds non-lethal measures to minimize livestock-wolf conflicts. The use of lethal controls should be limited to situations where non-lethal measures have been tried and proven unsuccessful.

**Question #20 Item 92.** We supported this item, but question/object to the “game species” reference in view of our opposition to wolves being the object of recreational hunting or trapping.

**Question #20 Item 106.** We responded to this item as “unclear” because we do support the underlying idea of “Establishment of consistent and long termed science-based management for wolves in Wisconsin;” however, we are not clear on what goals WCC is referencing in the subsequent, “We are okay with the goals which were presented by the Conservation Congress, and which survived the July meeting, as they have been restated by the facilitator.”

**Question #20 Item 107.** We marked this item as “unclear” because we agree with “Management decisions should be based on sound scientific principles” but as an organization do not agree with any sort of recreational “hunting opportunities” or trapping of wolves noted later in this entry.



Part II. Input Regarding Wolf Management/Hunting & Trapping Zones:

With regard to DNR’s request for input concerning hunting and trapping zones, Sierra Club Wisconsin reasserts that no sound justification exists in support of recreational hunting and trapping of wolves. As demonstrated by peer reviewed scientific and academic studies, any benefit provided to the few seeking this form of enjoyment (i.e. predator/trophy killing) is far outweighed by the harm/costs of removing wolves from the landscape. (See

<https://www.endangered.org/wolf-conservation-planning/agencies/>) Wolves provide invaluable ecological benefits (promotion of forest health, biodiversity, climate change mitigation) and public health/safety benefits (curtailment of CWD, Lyme Disease, deer-automobile collisions). Along with our strong allegiance with the Tribes’ treaty-reserved rights and cultural affinity with wolves, Sierra Club Wisconsin prioritizes ecotourism opportunities reliant upon wolves and intact ecosystems and recognizes wolves’ intrinsic value and the importance of coexistence.

While we remain unequivocally opposed to recreational killing of wolves, we nonetheless recognize the need to minimize the impacts of hunting and trapping for as long as hunting and trapping of wolves is authorized in Wisconsin.

Accordingly, we recommend the current 6-zone structure, with the following recommended changes:

(i) Pertaining to Zones 5 and 6:

Approximately 55 % of Jackson County is located within Zone 5 which is core wolf habitat-one of 7 counties which make up the Central Forest Zone. Core wolf habitat in Jackson County, which includes 185,000 acres of County Forest Land, should be designated as an area where **no** wolf hunting should occur with a designation of **Zone 5a**. The remaining 45 % of Jackson County lies within Zone 6 and should be designated as **6a** with **no** wolf hunting allowed. 6a is a critical area for lone/dispersing wolves who keep the wolf population sustainable which is crucial for genetic diversity. The reasons are as follows:

The wolf population has remained stable with **no** livestock depredation by wolves 2016-2020 and **none so far in 2021** in either Zone 5 or 6 in Jackson County. Elk have been transported from Kentucky to the Jackson County region with minimal to no impact on the elk herd as it continues to grow. There is no known CWD in the elk or white-tailed deer population in Jackson County likely related to the presence of wolves. The deer herd is thriving and healthy. Tribal lands owned by the Ho Chunk Nation are interspersed throughout Jackson County. Giving Jackson County a Zone 5a. & 6a. distinction allows for dialog to occur with the Ho Chunk Nation regarding wolves.

(ii) Minimization of hunting, trapping and hounding in core wolf habitat

Until such time as wolf hunting and trapping is no longer sanctioned, we recognize the value of minimizing hunting, trapping and hounding in core wolf habitat in accord with the zones and rationale and set forth by WGF and TWA. However, we wish to make clear that care must be taken not to shift excessive hunting and trapping pressure to those areas deemed “marginal” wolf habitat in view of the importance of dispersal and genetic diversity to wolves’ long-term sustainability in Wisconsin. In short, the mere presence of farm and livestock does not recommend hunting and trapping of wolves, especially as best science indicates that recreational killing of wolves serves to destabilize wolf packs and lead to more livestock-wolf conflicts. In these mixed areas of Wisconsin, the wisest and most economical course is to keep recreational wolf kills in check while also incentivizing, funding and enforcing non-lethal measures to prevent livestock-wolf depredations, focusing on the value of coexistence and improved animal husbandry practices.

Thank you for relying upon the supplemental information provided above to clarify and inform DNR’s understanding of Sierra Club Wisconsin’s wolf management priorities and positions.

Sincerely,

Jodi Habush Sinykin  
Diane Cain

**Stockbridge-Munsee Community**

- 2015 draft zone map is acceptable but needs minor changes.

The draft zone map still needs some changes but it is a good start. The map should be adjusted through collaboration with tribes to ensure they have the ability to manage for wolves as they see fit.

**The Humane Society of the United States – Wisconsin**

- Prefer to keep the current six-zone structure (fig. 1).

The Humane Society of the United States remains strongly opposed to all hunting and trapping of wolves because there are no scientific, ethical, or economic justifications for killing them. However, we are also aware that a hunt is currently mandated by statute, and as such, we would prefer there to be at least six or more zones. More zones will give the agency better control to prevent hunters and trappers from exceeding set quotas.



**THE HUMANE SOCIETY  
OF THE UNITED STATES**

October 11, 2021

Raj Kamal and Randy Johnson  
Wisconsin Department of Natural Resources  
101 S. Webster Street PO Box 7921  
Madison, WI 53707

Dear Raj and Randy,

On behalf of the Humane Society of the United States and our Wisconsin supporters, I am writing to include some additional information that we would like included in the record as an addendum to our Pre-Work #4. Like many other groups, we found the Survey Monkey tool was inadequate and didn't allow for the type of response we felt was necessary. Some of the nutshells and associated inputs could be interpreted in a variety of ways, yet the Survey Monkey format did not provide any room for comment or clarification on why we do or do not support a particular item. For these reasons, we are including some supplemental explanations of our views on a few specific input items in a list below.

In regard to the request to give our top 5 nutshells, we would like to make clear that just because we did not list a particular nutshell does not mean that we do not feel it is important. We would also like to make clear that, while we feel the nutshell "Recognize and honor treaty-reserved rights" is of the utmost importance, the reason we did not include this nutshell in our top 5 is because we agree with other organizations that treaty rights should be above and outside of a DNR management plan. These rights are legally binding and should not be up for interpretation or debate.

We appreciate your attention on this matter. Here are 15 items on which we would like to provide supplemental information:

- **Item #25:** We responded the way we did here because the Humane Society of the United States does not support any trophy hunting or trapping of wolves. With that said, we also recognize that a wolf hunt is currently mandated by state law when wolves are not federally protected under the Endangered Species Act. If a hunt is to occur under that state law, then we do agree that there should be areas of low/no wolf hunting in many important areas, including those with little to no conflicts. We'd emphasize that studies show that hunting wolves exacerbates livestock conflict (e.g., Bryan et al. 2014).
- **Item #18:** Again, we responded the way we did here because we do not support any trophy hunting or trapping of wolves but recognize a hunt is currently mandated by state law. If there is to be a hunt, then the considerations outlined in this item are important.
- **Item #20:** We supported this item because, while we do not support any hunting or trapping of wolves, we agree that, so long as a hunt is mandated by state law, every effort should be made to avoid the breeding season.
- **Item #128:** We did not support this item, as we are opposed to all wolf hunting and trapping. So long as hunting is required by state law, we also recommend a very low hunting permit to quota ratio, although 7:1 still seems high to us.
- **Item #49:** While we agreed with the statement that sport hunting should not be a policy goal of the Wolf Management Plan, we did not support this item because we do not support any wolf hunting, trapping, or "population control."
- **Item #110:** While we completely agree with "maintaining a ma'iingan population which maximizes the ecological and social benefits wolves provide," we are opposed to any "sport harvest" of wolves. With



**THE HUMANE SOCIETY  
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that said, so long as a hunt is mandated by law, we agree with doing everything possible to avoid reducing the ecological and social benefits wolves provide.

- **Item #23:** We supported this item because we agree with its central intent so long as a wolf hunt is required under state law. However, our support of this item should not be interpreted to mean that we support any hunting or trapping of any wolves.
- **Item #24:** While we agree that allowing wolf hunting dogs on small parcels (and other lands) leads to many conflicts with landowners, and we agree that as long as hounds are allowed, their use should be as limited as possible, we did not support this item because we believe hound hunting of wolves should be removed from the statute.
- **Item #132:** We supported this item because we agree that many assumptions about the impact of wolves on prey species are “over-stated or grossly embellished” and that the public should be educated about them. We would further like to say that we support education about the *lack* of wolf threats to prey species, as well as the positive benefits wolves provide to our ecosystem.
- **Item #19:** We did not support this item because we do not support any wolf hunting or trapping.
- **Item #53:** We did not support this item because we do not think it is appropriate or scientifically valid to include any population “targets” for wolves.
- **Item #131:** We do support increased funding for wolf monitoring, research and education, however we did not support this item because we do not feel that increased funding should come from license sales. Instead, that funding should come from non-consumptive (non-hunting or trapping) sources.
- **Item #58:** We supported this item but would like to clarify that we believe a “targeted and humane manner” should be focused on non-lethal methods of preventing rare conflicts with wolves.
- **Item #101:** We did not support this item because we do not support any wolf hunting or trapping. However, if a hunt is mandated by state law, then we do support any efforts to mitigate the harms caused by the hunt, including to prevent quota exceedances.
- **Item #106:** We support this item and would like to further clarify that we believe such education should be focused on how to properly implement non-lethal deterrents, the benefits wolves provide our ecosystem, how wolves manage their own populations, etc.

Thank you for your attention to this supplemental information. We look forward to discussing this in more detail at our next meeting.

Sincerely,

**Megan Nicholson**

Wisconsin State Director, State Affairs  
(608) 400-5464  
[mnicholson@humanesociety.org](mailto:mnicholson@humanesociety.org)  
[humanesociety.org](http://humanesociety.org)

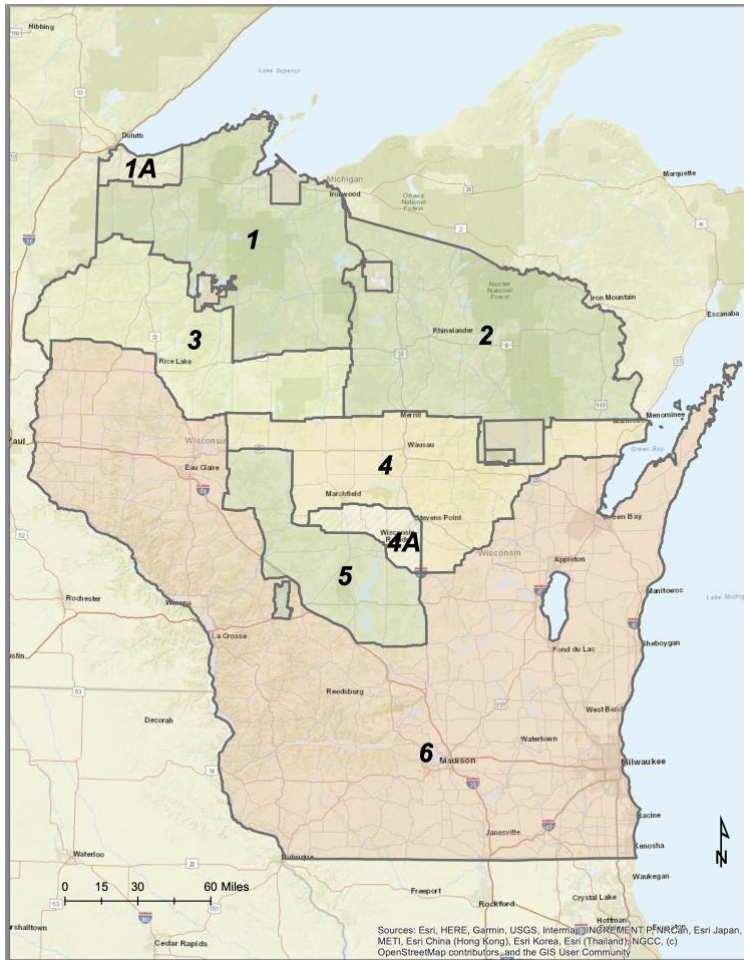


**THE HUMANE SOCIETY  
OF THE UNITED STATES**

**Timber Wolf Alliance**

- 2015 draft zone map is completely unacceptable and needs major revision. Please see attached Zone recommendation and description.





Timber Wolf map submission

**Wisconsin Wolf Zone Conservation Goals.**

*Zones 1, 2 and 5.*

These zones represent the core wolf range including large blocks of public lands and public access lands where the main goal will be to maintain a stable wolf population near the biological carrying capacity. Areas closed to wolf harvest may be established around Indian Reservations and on some public lands to further support sound conservation of wolves.

Sub-Zone 1A - Lake Superior Lowlands east of Superior, WI within Zone 1 is an area of concentrated livestock conflict bounded by County B on the south; Highway 27, County H, and Highway 13 on the east; Lake Superior on the north; and State of Minnesota on the west. During years of high conflicts, this subzone can be used to help spread the harvest in zone 1 to areas with high conflict. The subzone would only be activated when conflicts are relative high based on historical patterns, and won't be needed in years where livestock conflicts in the area are low.

*Zone 3.*

This zone will function as a transitional zone between the highly suitable habitat in the northern forests and the less suitable habitat within zone 6 to the south. The zone represents area where agricultural or developed landscapes are interspersed within suitable wolf habitat. The goal for this zone will be to maintain viable populations of wolves in areas of suitable habitat. Within areas of suitable habitat, wolves are expected to provide important ecological functions. Areas closed to wolf harvest might be considered in portions of the zone.

*Zone 4.*

This zone occurs within the central portions of Wisconsin with highly intermixed forests and agriculture or developed land, and connects core wolf areas between the Northern Forest (Zone 1 & 2) and the Central Forest (Zone 5). The zone contains area with recent high wolf livestock depredations in central Wisconsin. The goal for this region will be to hold wolf depredation to low levels while maintaining some wolves on the landscape. The zone will be important as a matrix for lone wolves maintaining demographic and genetic connectivity between the northern forest and central forest.

Sub-Zone 4A-Central Wisconsin/Wisconsin Rapids area within Zone 4 is bounded by Highway 51 on the east, Highway 10 on the north, and Zone 5 on the west and south. This subzone has represented the highest concentration of wolf-livestock conflicts in recent years in central Wisconsin. During years of high livestock depredation conflicts, a greater portion of the harvest in Zone 4 could be focused on private lands in this subzone. When conflicts are low, the sub-zone could remain inactive.

#### *Zone 6.*

This zone represents portions of southern Wisconsin that are agricultural, developed, and urban landscapes that are mostly unsuitable for wolves, and includes all the largest metropolitan areas of the state. In general wolves will not be encouraged within this zone. Periodically packs may establish in portions of this zone, but pack turnover in this zone will likely be high.

#### **U.S. Fish & Wildlife Service**

- Indifferent; either zone map would work.
- Either zone map will meet our agency's needs.

#### **USDA APHIS Wildlife Services**

- 2015 draft zone map is acceptable but needs minor changes.

Regarding livestock complaints, Zone 3 was developed as a transitional zone from northern forest to farmland and historically had high levels of wolf complaints. Recently Zone 3 has relatively low levels of livestock conflicts while northern Douglas and Bayfield have historically and continue to have the highest levels of livestock conflicts. Zone 3 could be collapsed with Zone 1 and a new zone 3 fleshed out of northern Douglas and Bayfield Counties. I had developed this zone spatially at one time and shared with the Wolf Science Committee years ago.

#### **USDA Forest Service**

- Indifferent; either zone map would work.

The two options presented, when compared to the boundary of the Chequamegon-Nicolet National Forest, are nearly identical with minor boundary differences in some locations. The area of largest difference, in relation to the national forest boundary, can be seen in Langlade, Forest, and Oneida Counties where management zones 2 and 4 are adjusted. Considering overall national forest management objectives either zone map would be work.

#### **Wisconsin Bear Hunters Association**

*No submission*

#### **Wisconsin Bowhunters Association**

- Indifferent; either zone map would work.

From what I can tell, the only significant change is absorbing zone 4 into zone 2 and some boundary changes that I assume are for good reason.

The most important point is that there is a zone where habitat is unsuitable, whether it be zone 6 or the new zone 4, where wolves can be managed aggressively with liberal permits to minimize the population and conflicts in that area. At one time the DNR referred to this area as an area where they didn't want wolves. (for their own good).

### **Wisconsin Cattlemen’s Association**

- We prefer the 6 zone structure with minor changes.

Zone 6 covers too much area. Suggest splitting it along county lines East to West. From the southern line of Sheboygan county to the southern line of LaCrosse county. Making the area south of that line a separate zone.

### **Wisconsin Chapter of Backcountry Hunters & Anglers**

- Indifferent; either zone map would work.

As wolf populations change and shift across the landscape, the DNR should have some decision-making latitude to tweak or modify zone boundaries or create smaller sub-zone boundaries to accurately represent these population shifts and further meet the needs, goals and requirements of the Wolf Management Plan.

### **Wisconsin Conservation Congress**

*No submission*

### **Wisconsin Conservation Voices**

- Indifferent; either zone map would work.

Recreational hunting of wolves must be targeted more precisely to focus more hunting pressure in high conflict areas. Hunting pressure in core areas or most favorable habitats should be limited to levels that will assure maintaining populations near carrying capacity. Generally, current zones 1,2 and 5 include favorable habitats that should be considered core areas.

Wisconsin’s current wolf management zones should be re-assessed and where warranted zone boundaries should either be revised or sub-divided to set population goals and help target recreational hunting.

Modification of some zone boundaries will allow more effective management of wolf populations. Creation of temporary depredation subzones will also be useful to focus harvest controls in areas of high conflict or to protect important core areas. For example, subzones could be created in the Lake Superior lowlands and in central Wisconsin where most of the depredations currently occur.

Under the current wolf zones, zones 1, 2 and 5 include the largest areas of favorable habitats that should be considered core areas. Population reductions of 10% or greater from carrying capacity should be avoided in these zones. Along with closed areas around reservations as described above, the Department should identify other portions of suitable public lands in zones 1, 2 and 5 that are closed to public hunting and trapping to reduce risk of local overharvest and promote sound wolf conservation and research.

### **Wisconsin County Forest Association**

- 2015 draft zone map is ideal.

While the 2015 draft zone map may not be ideal I do believe it is the preferred zone map of the two options. The small zone areas of unit 4 from the 6 zone map reduced the accuracy of population estimates, harvest quotas and hunter harvest.

### **Wisconsin Farm Bureau Federation**

*No submission*

### **Wisconsin Farmers Union**

- 2015 draft zone map is completely unacceptable and needs major revision.

As seen in the 1999 Wolf Management Plan, the optimal wolf habitat, about 5,812 square miles, should be the only zones where wolves live and where harvest is kept to a minimum. Sub-optimal zones are also identified by the David Mladenoff research and are also identified in the 1999 plan. The area equals 5,015 square miles. These zones would be equivalent status to the current zones 3 & 4 (but not have those boundaries), and also most of current zone 5. Other than these areas, the entire rest of the state is marginal or unsuitable wolf habitat, and needs to be targeted for high wolf harvests and control actions.

These zones do not need to be contiguous to function, because wolves are very mobile and will seek out appropriate habitat for safe and secure lives. To eliminate or severely reduce wolf/human conflicts and create a quality wolf program, the 10,827 square miles identified in the late 1990's should be highly adequate areas where wolves are allowed to live. Nothing in the past 30 years has increased the large blocks of public lands without human presence that are necessary for appropriate coexistence with this top predator. In fact, the industrial forests, which have largely been sold off to timber management companies that have sold 1/3 of that acreage into private landowner hands has dramatically privatized and reduced formerly appropriate wolf habitat. I have much more details on each optimal zone, but this is not the location to communicate those boundaries.

Beware of trying to use the depredation listing as tool to focus harvests because not all conflicts result in contact with the government, so this list is and never was an appropriate way to measure wolf success. Same goes for the bear conflict reports – this is not a scientific way to use an existing source that has no science but is merely a list of those people who have a reason to report and have no reason to handle matters in their own way.

Quality is the goal. Safety for humans and safety for wolves should be our primary concern, not record breaking numbers.

### **Wisconsin Trappers Association**

- 2015 draft zone map is acceptable but needs minor changes.

The Wisconsin Trappers Association is in support of the 2015 "5-zone" proposal but with minor changes. This selection is based on the criteria that both the wolf and individual zone habitats are continually changing, therefore the need to make adjustments to the zones. Back in 1999 it was thought that the wolf needed large tracts of unbroken wilderness for suitable habitat. Since then we have seen how the wolf is able to adapt to occupy areas that have more human presence. It is likely that the current wolf population will continue to expand from its historic areas of northern Wisconsin to other areas in southern Wisconsin. A good parallel example of animal species adapting to human presence and expanding their range would be the bobcat. At one time it was thought that this animal could only survive in habitat located in northern Wisconsin, with a dependence on snowshoe hares. Within the past twenty years it has expanded its range such that bobcats can now be found in virtually all areas of the state. The wolf will continue to adapt to human presence and will continue to expand its range. Future zones should reflect those changes. As we experience climate change, areas of northern Wisconsin, which are now forested, will likely see more agriculture, which can lead to increased conflicts, and require modifications to zones. Additional building and expansion of human activity in all parts of the state will require further modification of zones. The proposed "five or six zone plan" of today could be much different twenty years from now, depending on how much human activity takes place in the various zones. It may be difficult to predict specific human activity in each area of the state, but there is likely to be more of it everywhere.

### **Wisconsin Wildlife Federation**

*No submission*

### **Wisconsin Wolf Facts**

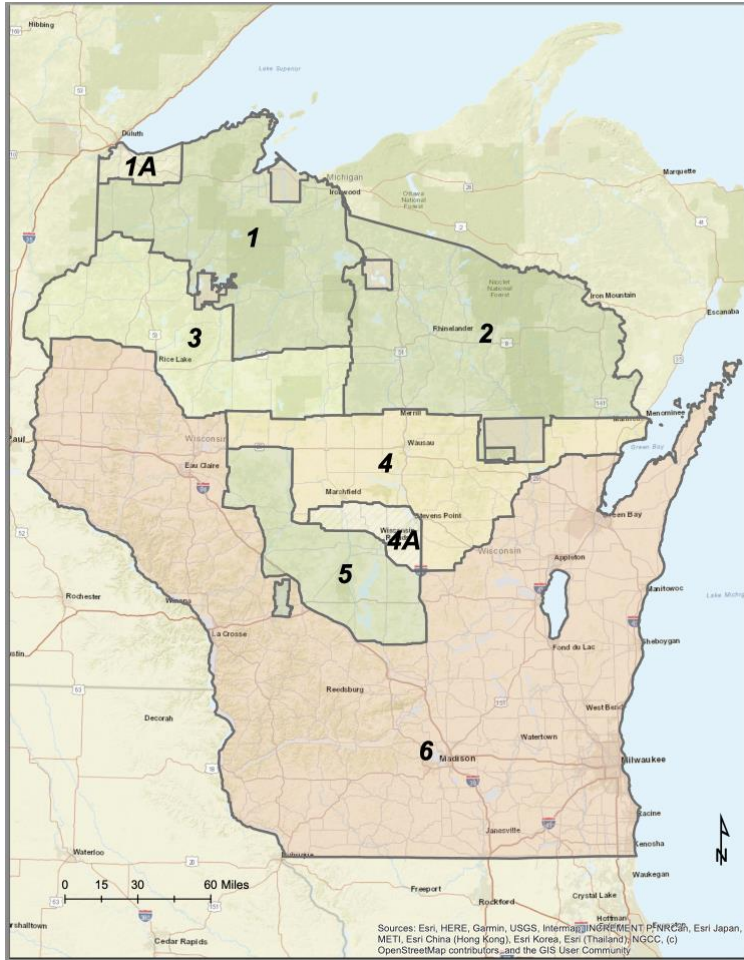
*No submission*

### **Wisconsin's Green Fire**

- 2015 draft zone map is acceptable but needs minor changes.

See enclosed map and descriptions of zones. Recommend maintaining 6 zones, but realign zone 4 to cover the center of the state. Also would like to see sub-zones created in zone 1 and zone 4 in areas with recent or historical concentration of livestock depredations to focus more of the harvest within the subzone when depredation levels are high.





WI's Green Fire map submission

**Wisconsin Wolf Zone Conservation Goals.**

**Zones 1, 2 and 5.**

These zones represent the core wolf range including large blocks of public lands and public access lands where the main goal will be to maintain a stable wolf population near the biological carrying capacity. Areas closed to wolf harvest may be established around Indian Reservations and on some public lands to further support sound conservation of wolves.

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## 6. Population Management Frameworks

### Context

*During WMPC meeting #3, Committee Chair Randy Johnson presented three population management frameworks. All wildlife management plans aim to maximize species benefits while minimizing conflict potential. He asked WMPC to consider what would be the most appropriate framework for success managing wolves, for their subsequent discussion. The information presented was drawn from the draft wolf management plan developed in 2014-15 and had been shared with committee members prior to the meeting. Please see notes from Meeting #3 (Appendix 10) for WMPC discussion and other related details.*

#### 1. Numeric Population Objective Framework

This framework's measurable objective is a specific population number. It is most similar to the 1999 Wildlife Management Plan. It uses population abundance estimates or specific numbers of breeding pairs or packs as the primary objective.

- Benefit: Clear goal, easy to understand and measure.
- Drawbacks: Limited ability to maintain precise control over a wild population. Lack of agreement on desired size. Social and biological carrying capacity are difficult to define and measure, and vary over time and space. This framework does not address population distribution. There can be lack of agreement in population data, and lack of adaptability in response to management outcomes.

#### 2. Numeric Population Range Objective Framework

This framework's measurable objective is a range of population abundance estimates.

- Benefits: Offers greater management flexibility while maintaining clear upper and lower abundance limits to the population.
- Drawbacks: Lack of agreement in population data leads to continued disagreement about whether goals have been achieved. Disagreement on the priority of metrics used to guide decision-making. It does not address distribution of population.

#### 3. Outcome-Based Objective Framework

This framework's primary objective is identified key metrics which reflect desired outcomes. It focuses on outcomes rather than a population range.

- Benefits: Focus is on management outcomes. Ability to adapt future management decisions based on observed conditions. Focus is on using the most effective tool to achieve outcomes.
- Drawbacks: Less defined target population levels. Disagreement on the priority of metrics used to guide decision-making. More difficult to communicate to the general public.

In addition to these frameworks, other management considerations include

- Population sustainability to keep a species outside federal listing zones
- Population numbers would refer to outside of Tribal reservation lands
- Conflict management response will vary according to population size
- Hunting and trapping opportunities and related program funding
- Human/wolf interactions
- Population monitoring using the scaled occupancy model

Implementation examples include numeric and numeric range objectives and/or specific actions to maintain specific population estimates. These could be applied statewide or per management zones. Mr. Johnson presented examples of Wisconsin's current Bear Management Plan, which eliminated numeric population goals and uses outcome-based objectives. Decisions to increase/decrease the bear population are based on criteria and outcomes such as hunter success rate, hunter satisfaction, hunter crowding or conflict, agricultural damage, nuisance complaints, bear health.

## **Round Robin Discussion**

Each WMPC organization was allotted up to 3 minutes to share their perspectives on population frameworks in a round robin discussion. They were informed about the purpose and structure of the round robin prior to the meeting so they could prepare and stay within time limits. They were called upon in a random order. Their points are summarized below.

### **Wisconsin Wildlife Federation**

- Support 250-350 wolves.
- DNR is steering us to manage wolves as they manage black bears.
- Opportunities are lost because wolves conflict with hunting of bears, bobcat, small game, deer.
- With fewer wolves, depredations would decrease and funding would increase.

### **Wisconsin Conservation Congress**

- Our recommendation remains a numeric objective of 350 or less.
- Objective B, a numeric winter count of 350 +/- 10%, is closest to our recommendation.

### **Safari Club International – Wisconsin Chapter**

- Recommend numeric model with 350 count.
- DNR is ambiguous about 350; first it was a minimum and now it seems to be a recommendation.
- Still want to know how many wolves do we have in this state?
- Who sets the policy of average pack size and not counting lone wolves?
- When we know the Tribes won't use their quota, can we make the quota realistic?

### **Wisconsin Farm Bureau Federation**

- Recommend numeric population goal of 350 wolves with crystal clear expectations.
- Northern WI farmers are under constant distress from current high wolf population.
- Limiting depredations and maintaining the lowest population number should be our goals.
- Black bear population is beyond acceptable levels. If wolves were to the same levels as black bear, it would be devastating.

### **Wisconsin Trappers Association**

- Support numeric population objective of 350 overwinter count.
- Not enough confidence in DNR's ability to count wolves to support a transition from numeric system to objective system.

### **Wisconsin Wolf Facts**

- The winter minimum count should not exceed 350 total set by zone.
- The wolf is a wilderness animal and Wisconsin is not all wilderness.
- The wolf, being an apex predator, does not coexist with man and needs wilderness habitat.
- People living in habitats impacted by wolves should have more of a say in these decisions.
- The economic impact of wolf population such as deer camps abandoned, bird hunters going to other states, is important.

### **Sierra Club – Wisconsin Chapter**

- Support outcome based objectives.
- Prioritize ecological considerations and public health/safety over hunting.
- Include a minimum population level that optimizes population stability, adaptive management, precautionary principles, all vital during climate change and mass extinction.
- Minimize potential for conflict by using proactive, non-lethal measures.
- Include other funding avenues to promote conservation.

### **Humane Society**

- Oppose a numeric objective to allow wolves to manage their own population.
- There is no science-based reason to manage wolves to an arbitrary goal.

- Management plan should protect wolves and the ecological benefits they provide.
- Minimum thresholds are often misconstrued as population targets that justify trophy hunting.
- Support outcome based objectives.
- Killing wolves does not reduce conflicts.
- Promote education and nonlethal preventative measures.

#### **Bad River Band**

- Wolves should be allowed to define their own population levels.
- No research that shows specific number of wolves needed to prevent CWD or overbrowsing.
- We support outcome based rather than number based management.
- Wisconsin should help farmers install non-lethal deterrents without any obligation of allowing hunters on their property.
- Coexistence with wolves and livestock farms is possible if we put the right resources into it.

#### **Bear Hunters Association**

- Acknowledge that wolves play an ecological role in Wisconsin.
- Support numeric goal of 350.
- Must have clear population goals.
- Support some outcome based discussion, as happens with the Bear Plan.

Mr. Johnson noted that DNR will continue to monitor the population by zone as it does now.

#### **Great Lakes Wildlife Alliance**

- Support outcome based objectives and a holistic management approach.
- Manage wolves to their biological carrying capacity because wolves self-regulate.
- The only numeric objective is a minimum population that includes no upper limit.
- Use similar language as Michigan and Minnesota to provide consistency across the Great Lakes.
- Support a minimum population of 1034 wolves; we will not support a plan that includes a cap.
- Ensure that outcomes are determined by a diverse committee, not a majority of hunters.
- Best-available science shows that hunting does not reduce conflict.

#### **US Fish and Wildlife Service**

- All options would fill the needs of post-delisting management; all include minimum population levels.

#### **Forest County Potawatomi Tribe**

- Support outcome based framework with a minimum population goal.
- It includes better potential to maintain a healthy wolf population.
- Support adaptive management approaches to reduce depredation events.
- The social structure of wolves shows that certain hunting methods are more effective than others.

#### **Backcountry Hunters and Anglers**

- Support outcome based framework incorporating population minimums and maximums but uses scaled occupancy models and others that look at tolerances and conflicts.
- Set zone-specific population goals and unit-specific quotas.
- Use public and private tag allocations to target specific area population changes.
- Continue to look at ecological carrying capacity.
- Strive to maintain stable populations, to avoid future conflicts and relisting.

#### **Wisconsin Conservation Voices**

- Support outcome based framework with minimums that protect against population drops.
- Key considerations changed since 1999: science, wolf distribution, values, conflict zones.
- Recognize both benefits and dangers of a healthy wolf population.
- Consider deer herds, forest health, roadside collisions.
- More flexible management zones are needed.

### **Ho-Chunk Nation**

- Recommend outcome based management on a zone basis.
- Only stakeholders in that zone should have input on that zone's management.
- Recommend an analyses of stakeholder objectives and ecological impact of wolves.

### **Bowhunters Association**

- Recommend numeric framework of 350 overwinter wolves.
- Outcome based framework can be easily manipulated to produce whatever results wanted.
- Use numbers and zone frameworks.
- Outcome based framework does not provide a clear goal.

### **Great Lakes Indian Fish and Wildlife Commission**

- Allow wolves to determine their own carrying capacity.
- Tribes depend on the ecological benefits that Ma'iingan provide.
- Wolves are the best tool to reduce CWD.
- Ecological information needs to be more detailed in the plan.
- We do not support recreational hunting of wolves.
- Need for separate public/private permits for harvesting.
- Glaring need to discuss Treaty rights.

### **WI Cattleman's Association**

- Maximum of 350 wolves.
- Those whose lives and livelihood are affected by wolves should be given more say.
- Farmers and property owners should have right to use lethal methods.
- Conflict reduction should be the purpose of population management.
- Funding for livestock depredation should come from sources other than permit/license fees.
- Wolves have recovered, are not close to endangered.

### **USDA Forest Service**

- The Chequamegon-Nicolet National Forest forest plan has goals/objectives focused on restoration and recovery of threatened and endangered species.
- Committed to cooperating with DNR in achieving wildlife and fish population goals; our plan is committed to conservation and recovery.
- Wolves are classified as a regional forester sensitive species for which we must improve habitat.
- The chosen framework should balance biological, ecological, cultural and societal data.
- All three frameworks would allow the National Forest to meet its objectives.

### **Timber Wolf Alliance**

- Support outcome based goals with a minimum floor of no less than half of carrying capacity.
- Support minimizing conflict.
- 350 is the least preferred option because it is below biological and social carrying capacity. A numeric framework would have more support if the minimum levels were higher.
- Outcome based framework is susceptible to politics. It needs to be developed in conjunction with other organizations and Tribes.

### **Wisconsin Farmers Union**

- Support a population of 350 wolves.
- Support an outcome-based measure of decreased depredations.
- Measure public approval annually.
- Support small farms, small animals and agriculture; wolves limit that, and have a lot of impacts.

### **Wisconsin's Green Fire**

- Support outcome based framework: maintain population at 75% or greater of biological carrying capacity (as determined by most recent and reliable scientific research) and not allow it to decline to less than 60% of biological carrying capacity.
- Zones 1,2,5 (modified as recommended by WGF) should maintain near current population levels.
- Zone 3, 4, 6, (modified as recommended by WGF) allow population reductions especially when conflicts are high.
- Create a subzone in zone 1a and 4a (see map recommended by WGF) where depredations are high.
- Wolves are mostly ecologically positive, reduce overcrowding, reduce CWD.
- Manage wolves sustainably to prevent drastic reductions.

### **USDA APHIS Wildlife Services**

- We will continue to assist DNR with conflicts regardless of the model used.
- Conflict management should be prioritized.

### **Red Cliff Band**

- Support outcome based objectives.
- Ma'iingan should fully reoccupy all suitable habitat.
- Recognize that conflicts will occur and need to be addressed.
- Important that Treaty rights and best available science be used.
- We recognize that conflicts can and will occur and need to be addressed.
- Stress the importance of Treaty Rights and best available science in developing this plan.

### **Lac Courte Oreilles**

- The plan should be based in current and long-term science, and outcome based.
- Nature knows what a healthy Ma'iingan population is.
- Human Interference pushes things backwards.

### **Menominee Tribe** (submitted via email during meeting)

- Wolf Population Numbers based upon science and available habitat.
- Recognize 6-mile boundaries around Reservations.
- Remove numbers from population goal target, should be based upon allowable habitat.

### **Stockbridge-Munsee Community** (submitted via chat during meeting)

- Outcome based objective framework preferred, but dependent on the metrics used to determine if the population should be stabilized, decreased, or increased.
- Metrics should include positive ecological benefits of wolves and consider attitudes of hunters toward wolves when measuring hunter satisfaction.
- Unlike the average deer or bear hunter, who may want to see more deer/bear, there are wolf hunters who want to see the wolf eradicated in Wisconsin, considering this, it will be difficult to measure satisfaction if hunters would prefer no wolves on the landscape.



## 7. DNR Wolf Advisory Committee

### Context

*During WMPC Meeting #4, Committee Chair Randy Johnson gave a presentation about the past and future of the DNR Wolf Advisory Committee (WAC). Wisconsin DNR has multiple advisory committees focused on specific species such as elk, deer, bear, etc. The WAC was formed in 1992. It has taken various forms, memberships and structures over the years. The committee's general purpose is to annually review the species management program and assist DNR in implementing the plan. For harvested species, advisory committees discuss harvest quotas. Key aspects of all species advisory committees are collaboration and information sharing. Committee input goes to DNR to assist with its decision-making.*

*Following the delisting of wolves in January 4, 2021, DNR formed two separate committees: the 2021 Wolf Harvest Advisory Committee (WHAC) and WMPC. The WHAC specifically provided input on the Fall 2021 harvest season while the WMPC provided input towards updating the wolf management plan.*

*The 2015 draft wolf management plan mentions a wolf advisory committee but provides no details about structure or membership. In the meeting, Mr. Johnson asked the WMPC to provide feedback about a future wolf advisory committee. He wanted to draw on members' significant experience and knowledge, and held a brainstorming session.*

*During the meeting, Mr. Johnson held an open discussion about key points for DNR to consider when forming the future WAC. The facilitator recorded the WMPC's conversation on committee features, alternatives, pros and cons, presented below.*

1. Representatives should connect back with their constituents
2. Need clear, scientific foundation for recommendations – separate science committee; include experts in biology / wildlife conflict management, modeling, livestock, etc.
3. DNR professional staff should be able to express their opinions and provide facts
4. Two-step process – science and stakeholders; allows larger # of participants when there are 2 committees
5. Members at large – e.g., Minnesota DNR – they do not represent others, just themselves
6. Tribes are government, not stakeholders; still helps to have Tribes represented in these committees, to enable them to share their concerns directly with stakeholders. Consultation with sovereign Tribes needs to occur regularly, potentially between DNR and Tribes, outside the committee.
7. Allow open conversation with DNR for other stakeholders, too
8. Bring in UW academics, national experts also to bring in other studies, etc.
9. Representation consistent with overall population
10. Stakeholders should include equal representation re: different perspectives
11. Tribes' participation on the committee would be affected by the role of the committee, TBD.
12. There is much conflict in science, itself.
13. Social science input (psychographic input) is different than stakeholder input.
14. Include conservation and considerations for the future generations
15. Schedule – meet in person vs virtual; meet regularly regardless of wolf status; focus on educating / providing relevant information to the committee; length of meeting and relationship with in-person vs virtual meetings.
16. In-person meetings in northern part of the state, where wolves are. Alternative locations should also be considered – central, southern, etc.
17. Balance in person vs virtual meetings – even hybrid; virtual meetings allow general public to participate
18. Consider townhall meetings that allow citizens to attend, across the state; livestream for public



19. Timing of meeting – people are taking time off work to attend this meeting; make meetings shorter with a greater frequency
20. Consider alternating between different modes – virtual/in-person/hybrid
21. Engage other experts to get broader perspective – e.g., public health, other species etc.
22. Field visits – meet farmers / others who have hands-on experience – meet people where they are
23. Consider – international wolf center, other professional organizations / conferences for education
24. Consistent, regular meetings
25. Wolf conservation plan, not wolf management plan
26. Look to other states/provinces for how to handle public meetings, their management plans and components; bring to committee
  - a. MN – 2 committees; include members at large;
27. Selection process for members:
  - a. Blended – application and invitation:
    - i. Inform potential applicants re: responsibilities, amount of work, etc. – this will help organizations decide their engagement. Applicant approach better for stakeholders; invitation for scientific input. Also include scientists independent of agencies.
    - ii. Balance – stakeholder group should have an equal voice in the committee
    - iii. Application process worked well for this committee
    - iv. Define “balanced” representation in the plan; blend historical voices and new voices; balanced in terms of people of Wisconsin
    - v. Active participation by invitees – a potential criterion
  - b. Term limits
    - i. Annual / biannual process – reapply to be on the Advisory Committee
    - ii. Some type of a staggered term, to allow more people to participate
    - iii. For organizations or individuals?
    - iv. Term limits could affect continuity and inhibit institutional knowledge
    - v. Focus on adding new people rather than excluding existing members of the committee
  - c. Did we miss any group of organizations in creating WMPC?
    - i. County board associations, townships are not on WMPC
    - ii. Need a social science input re: current attitudes, preferences in the state
    - iii. Depends on the purpose of the committee
    - iv. Real estate / property owners; tourism professionals; all people with day-to-day interaction experience with wolves
    - v. Third party facilitation on a polarizing topic
    - vi. Foresters
  - d. Other considerations for member selection:
    - i. County boards
    - ii. Local representation – town officials / association, local sports club, ...
    - iii. At-large citizens
    - iv. Experienced in depredations and harassments
    - v. Experts in “co-existence” and non-lethal measures
    - vi. No poaching conviction or wildlife and non-wildlife citations / hunter harassment, trespassing,
    - vii. Represent the state as a whole
    - viii. Farm community / groups

Please see detailed notes from Meeting #4 (**Appendix 13**) for WMPC discussion and other related details.

## 8. Survey Results

### Context

In order to represent, synthesize and prioritize the extensive collective WMPC input, the facilitator and the DNR employed a structured survey (**Appendix 12**) sent to all WMPC organizations. The survey included 21 questions focused on two broad items:

(A) Degree of support (or lack of support) for each of the 138 items identified by the WMPC, organized by the 19 nutshells related to the items.

Respondents were asked to focus on the **central intent** of the collective input for each item while determining their level of support for it. Options for responding to each item were:

- We support this item
- We are indifferent
- We do NOT support this item
- Intent/objective unclear.

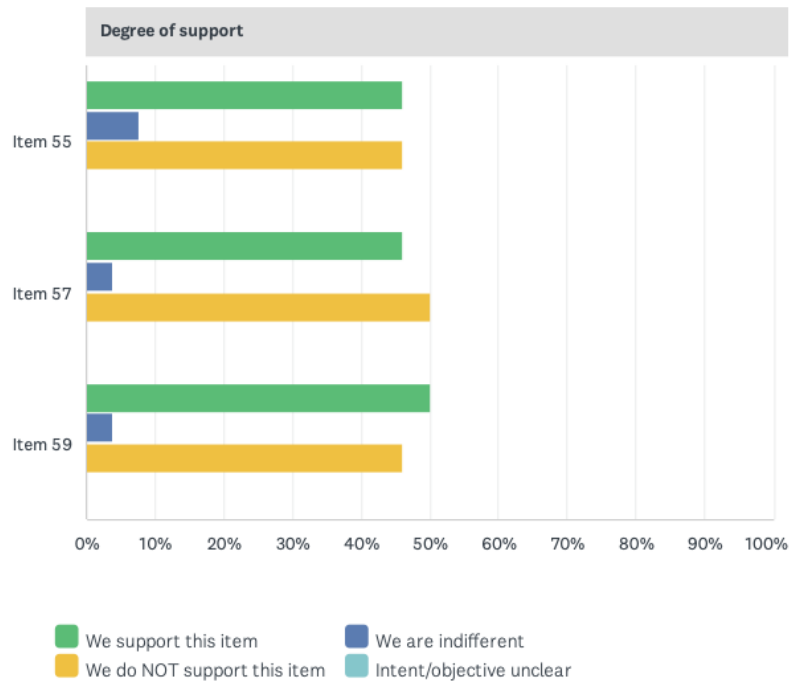
(B) Identifying the WMPC's collective relative importance of nutshells. This was achieved by asking each WMPC organization to identify the top 5 nutshells from the 26 final nutshells (the above 19 nutshells related to the 138 items, plus the 7 new ones identified by the WMPC).

26 WMPC organizations responded to the full survey; one organization responded only to Question 21. Question 1 identified the responding organization; its results are not presented here.

## Summary survey results

### Q2 Nutshell: Allow wolf populations to fluctuate naturally

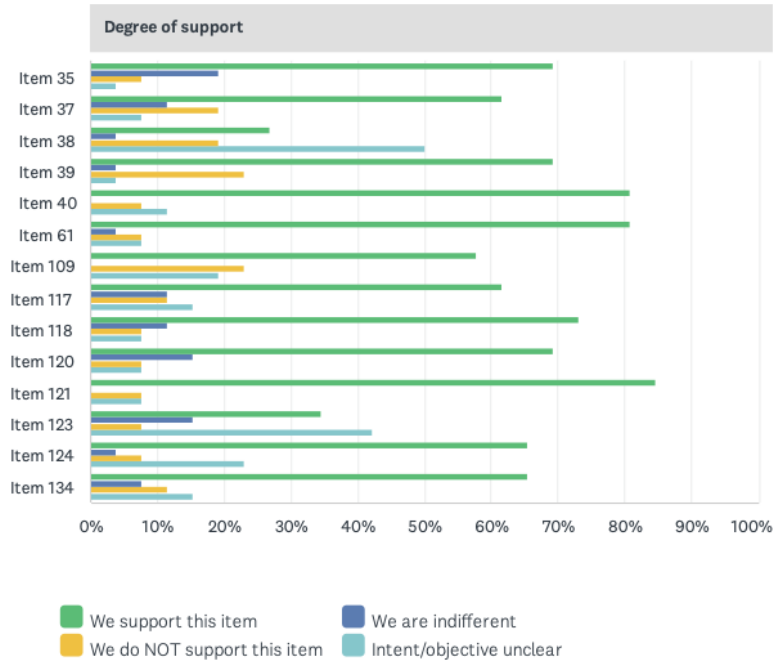
Answered: 26 Skipped: 1



Degree of support					
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL
Item 55	46.15% 12	7.69% 2	46.15% 12	0.00% 0	26
Item 57	46.15% 12	3.85% 1	50.00% 13	0.00% 0	26
Item 59	50.00% 13	3.85% 1	46.15% 12	0.00% 0	26

### Q3 Nutshell: Collaborate with other government agencies and Tribes in monitoring wolf population and developing Wolf Management Plan

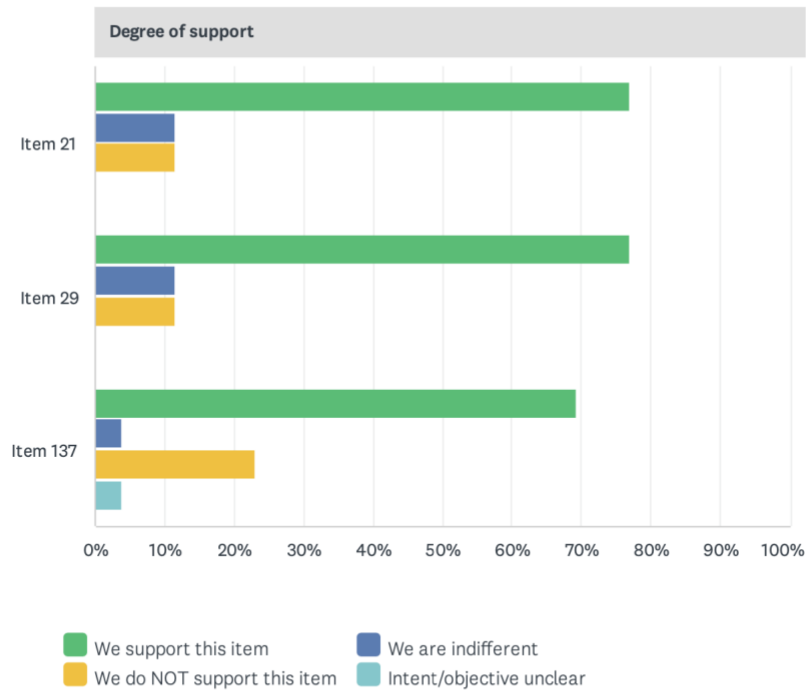
Answered: 26 Skipped: 1



Degree of support					
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL
Item 35	69.23% 18	19.23% 5	7.69% 2	3.85% 1	26
Item 37	61.54% 16	11.54% 3	19.23% 5	7.69% 2	26
Item 38	26.92% 7	3.85% 1	19.23% 5	50.00% 13	26
Item 39	69.23% 18	3.85% 1	23.08% 6	3.85% 1	26
Item 40	80.77% 21	0.00% 0	7.69% 2	11.54% 3	26
Item 61	80.77% 21	3.85% 1	7.69% 2	7.69% 2	26
Item 109	57.69% 15	0.00% 0	23.08% 6	19.23% 5	26
Item 117	61.54% 16	11.54% 3	11.54% 3	15.38% 4	26
Item 118	73.08% 19	11.54% 3	7.69% 2	7.69% 2	26
Item 120	69.23% 18	15.38% 4	7.69% 2	7.69% 2	26
Item 121	84.62% 22	0.00% 0	7.69% 2	7.69% 2	26
Item 123	34.62% 9	15.38% 4	7.69% 2	42.31% 11	26
Item 124	65.38% 17	3.85% 1	7.69% 2	23.08% 6	26
Item 134	65.38% 17	7.69% 2	11.54% 3	15.38% 4	26

## Q4 Nutshell: Collect timely harvest data to manage season closure

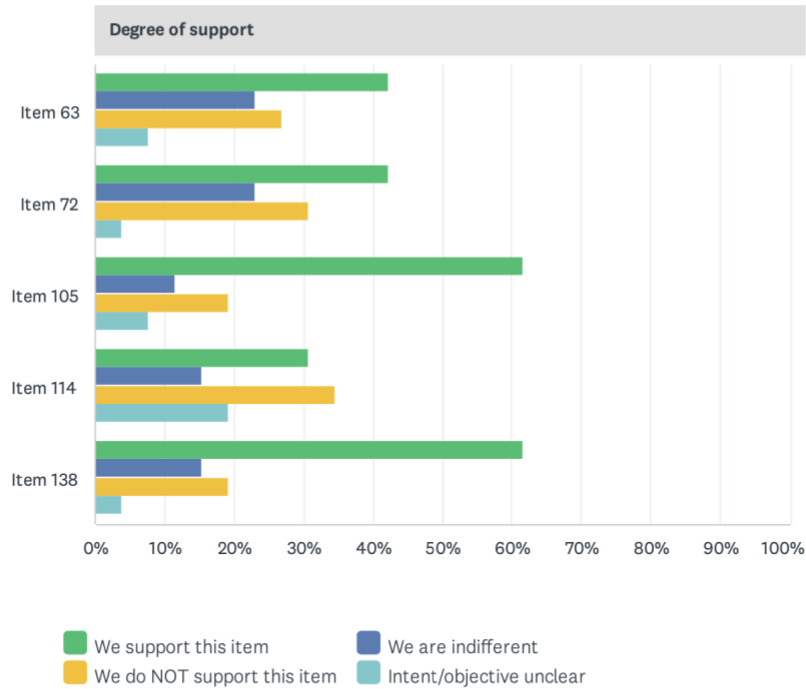
Answered: 26 Skipped: 1



Degree of support					
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL
Item 21	76.92% 20	11.54% 3	11.54% 3	0.00% 0	26
Item 29	76.92% 20	11.54% 3	11.54% 3	0.00% 0	26
Item 137	69.23% 18	3.85% 1	23.08% 6	3.85% 1	26

## Q5 Nutshell: Consider impact of wolf management on recreation and tourism

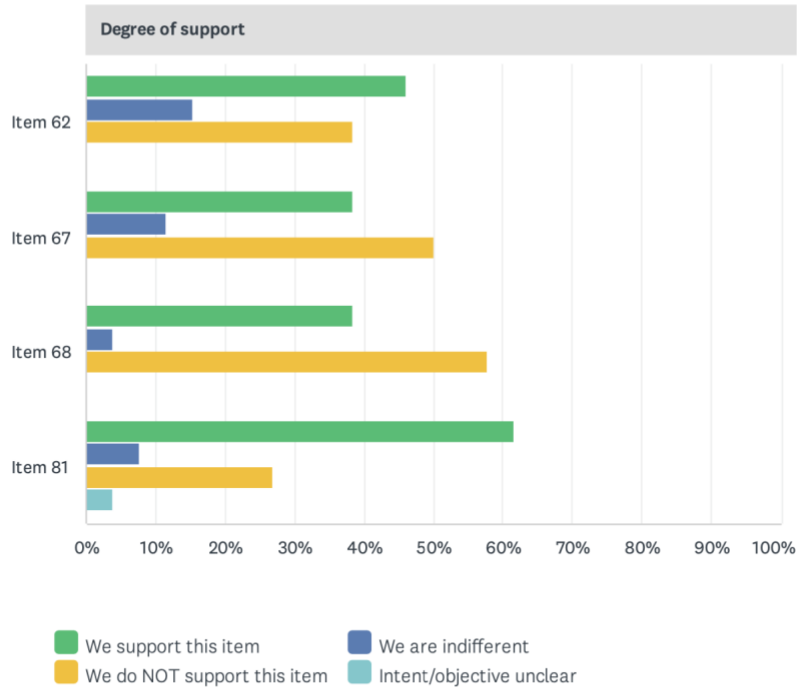
Answered: 26 Skipped: 1



Degree of support					
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL
Item 63	42.31% 11	23.08% 6	26.92% 7	7.69% 2	26
Item 72	42.31% 11	23.08% 6	30.77% 8	3.85% 1	26
Item 105	61.54% 16	11.54% 3	19.23% 5	7.69% 2	26
Item 114	30.77% 8	15.38% 4	34.62% 9	19.23% 5	26
Item 138	61.54% 16	15.38% 4	19.23% 5	3.85% 1	26

## Q6 Nutshell: Consider the disproportionate impact wolves may have on people living in wolf range

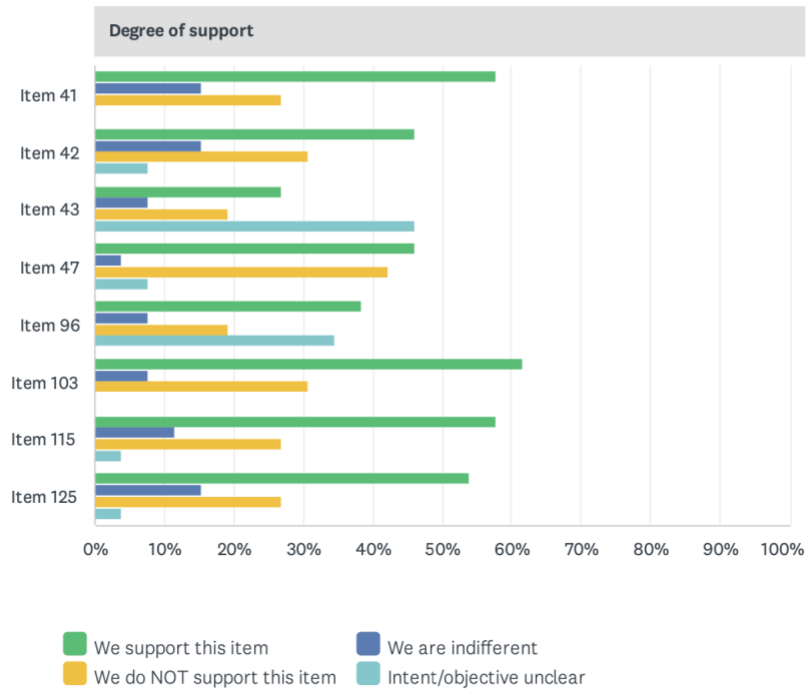
Answered: 26 Skipped: 1



Degree of support					
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL
Item 62	46.15% 12	15.38% 4	38.46% 10	0.00% 0	26
Item 67	38.46% 10	11.54% 3	50.00% 13	0.00% 0	26
Item 68	38.46% 10	3.85% 1	57.69% 15	0.00% 0	26
Item 81	61.54% 16	7.69% 2	26.92% 7	3.85% 1	26

## Q7 Nutshell: Create a DNR Wolf Advisory Committee that reflects views of all stakeholders to assist DNR in implementing Wolf Management Plan

Answered: 26 Skipped: 1

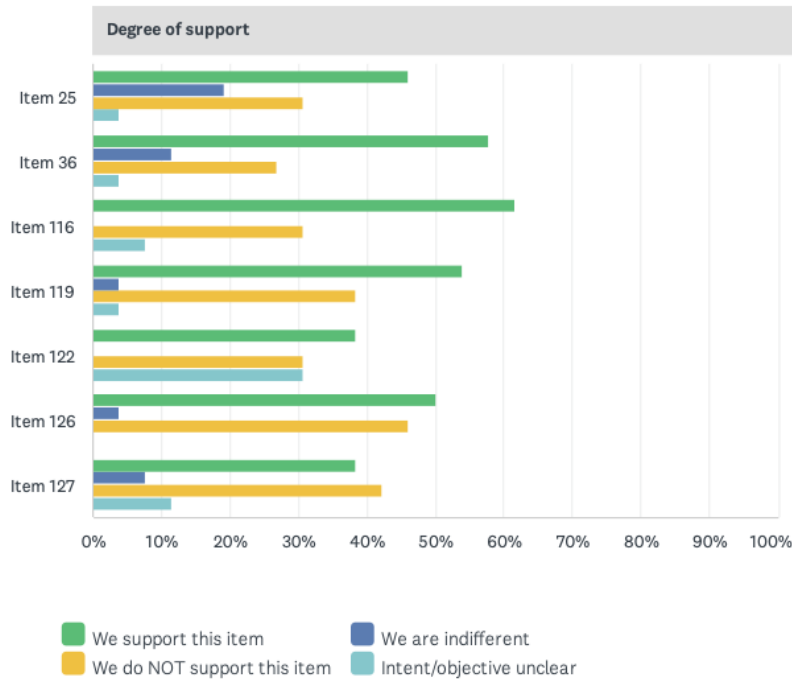


Degree of support					
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL
Item 41	57.69% 15	15.38% 4	26.92% 7	0.00% 0	26
Item 42	46.15% 12	15.38% 4	30.77% 8	7.69% 2	26
Item 43	26.92% 7	7.69% 2	19.23% 5	46.15% 12	26
Item 47	46.15% 12	3.85% 1	42.31% 11	7.69% 2	26
Item 96	38.46% 10	7.69% 2	19.23% 5	34.62% 9	26
Item 103	61.54% 16	7.69% 2	30.77% 8	0.00% 0	26
Item 115	57.69% 15	11.54% 3	26.92% 7	3.85% 1	26
Item 125	53.85% 14	15.38% 4	26.92% 7	3.85% 1	26



### Q8 Nutshell: Create zones of low/no wolf harvest based upon factors such as Tribal boundaries, conflict levels, and research

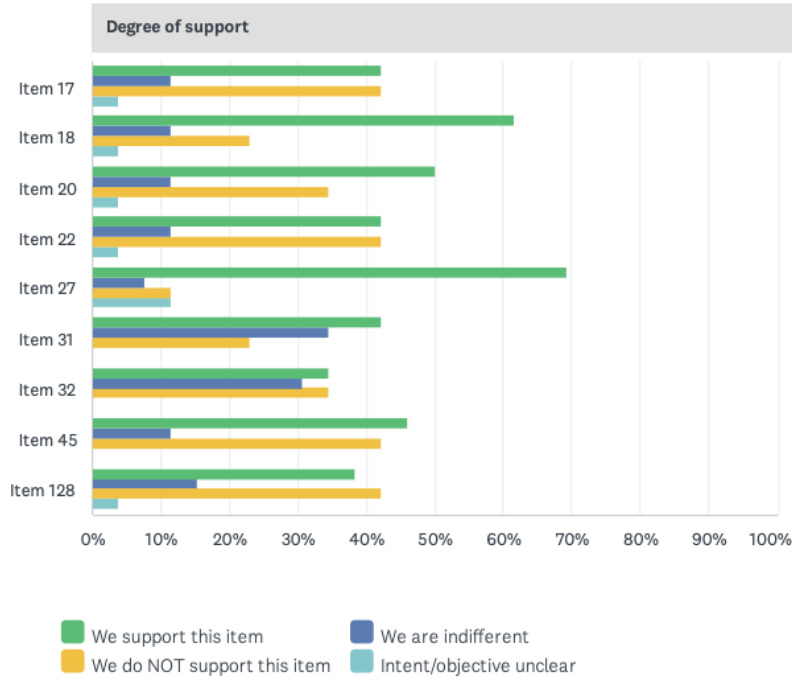
Answered: 26 Skipped: 1



Degree of support					
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL
Item 25	46.15% 12	19.23% 5	30.77% 8	3.85% 1	26
Item 36	57.69% 15	11.54% 3	26.92% 7	3.85% 1	26
Item 116	61.54% 16	0.00% 0	30.77% 8	7.69% 2	26
Item 119	53.85% 14	3.85% 1	38.46% 10	3.85% 1	26
Item 122	38.46% 10	0.00% 0	30.77% 8	30.77% 8	26
Item 126	50.00% 13	3.85% 1	46.15% 12	0.00% 0	26
Item 127	38.46% 10	7.69% 2	42.31% 11	11.54% 3	26

### Q9 Nutshell: Evaluate season structure to improve season implementation/regulation

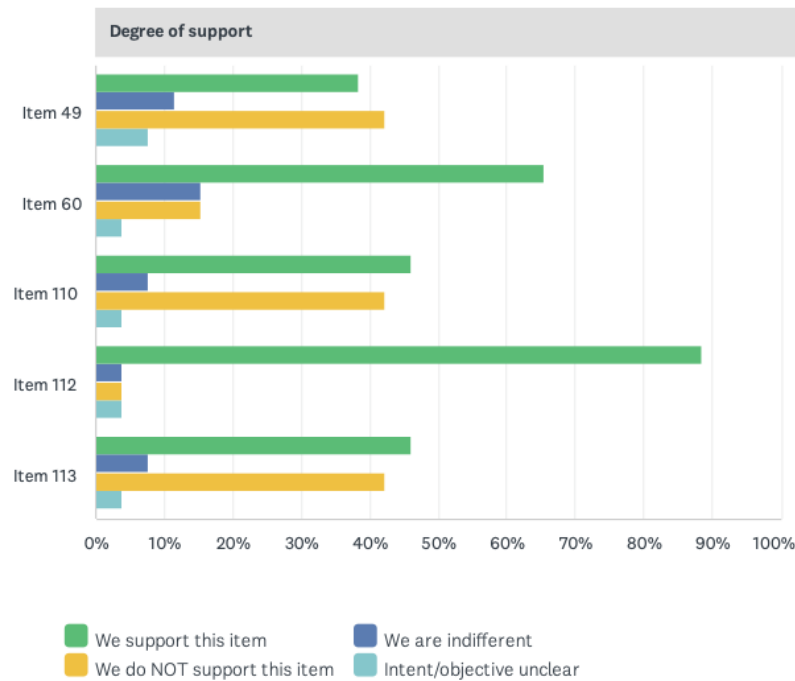
Answered: 26 Skipped: 1



Degree of support					
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL
Item 17	42.31% 11	11.54% 3	42.31% 11	3.85% 1	26
Item 18	61.54% 16	11.54% 3	23.08% 6	3.85% 1	26
Item 20	50.00% 13	11.54% 3	34.62% 9	3.85% 1	26
Item 22	42.31% 11	11.54% 3	42.31% 11	3.85% 1	26
Item 27	69.23% 18	7.69% 2	11.54% 3	11.54% 3	26
Item 31	42.31% 11	34.62% 9	23.08% 6	0.00% 0	26
Item 32	34.62% 9	30.77% 8	34.62% 9	0.00% 0	26
Item 45	46.15% 12	11.54% 3	42.31% 11	0.00% 0	26
Item 128	38.46% 10	15.38% 4	42.31% 11	3.85% 1	26

### Q10 Nutshell: Include the overall ecosystem health and sustainability of the wolf population as a stated goal of the Wolf Management Plan

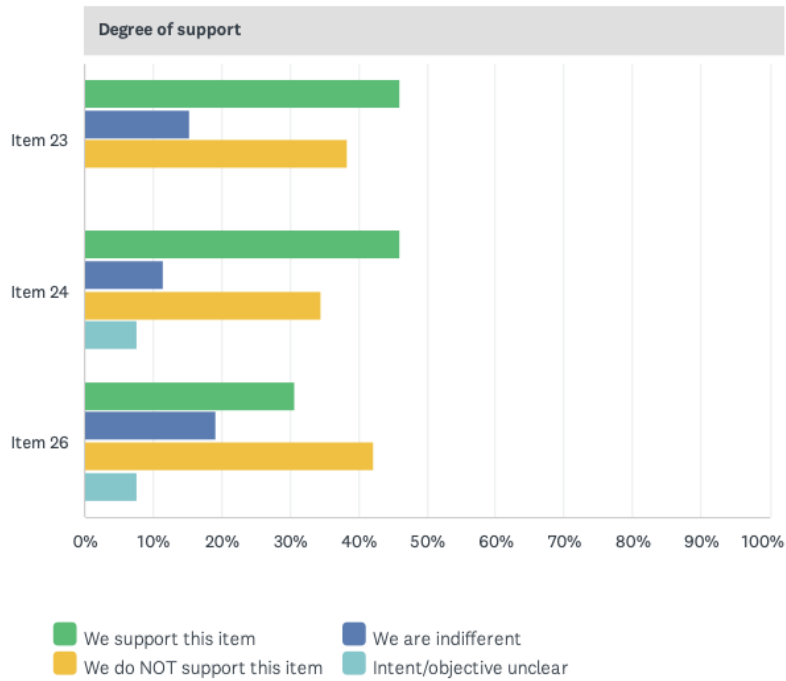
Answered: 26 Skipped: 1



Degree of support					
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL
Item 49	38.46% 10	11.54% 3	42.31% 11	7.69% 2	26
Item 60	65.38% 17	15.38% 4	15.38% 4	3.85% 1	26
Item 110	46.15% 12	7.69% 2	42.31% 11	3.85% 1	26
Item 112	88.46% 23	3.85% 1	3.85% 1	3.85% 1	26
Item 113	46.15% 12	7.69% 2	42.31% 11	3.85% 1	26

### Q11 Nutshell: Increase regulations on use of hounds to hunt/train on wolves

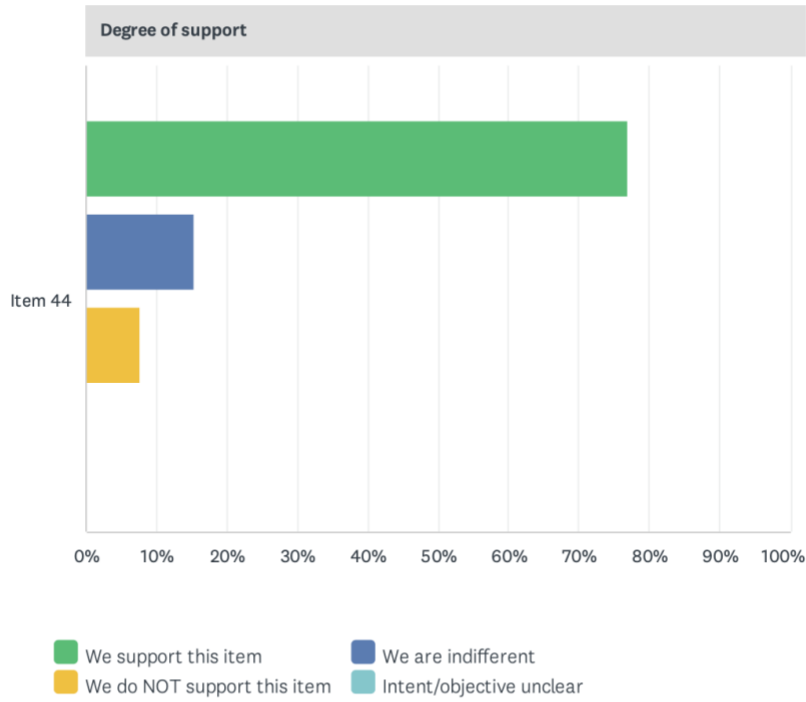
Answered: 26 Skipped: 1



Degree of support					
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL
Item 23	46.15% 12	15.38% 4	38.46% 10	0.00% 0	26
Item 24	46.15% 12	11.54% 3	34.62% 9	7.69% 2	26
Item 26	30.77% 8	19.23% 5	42.31% 11	7.69% 2	26

## Q12 Nutshell: Promote volunteer efforts in monitoring wolf population

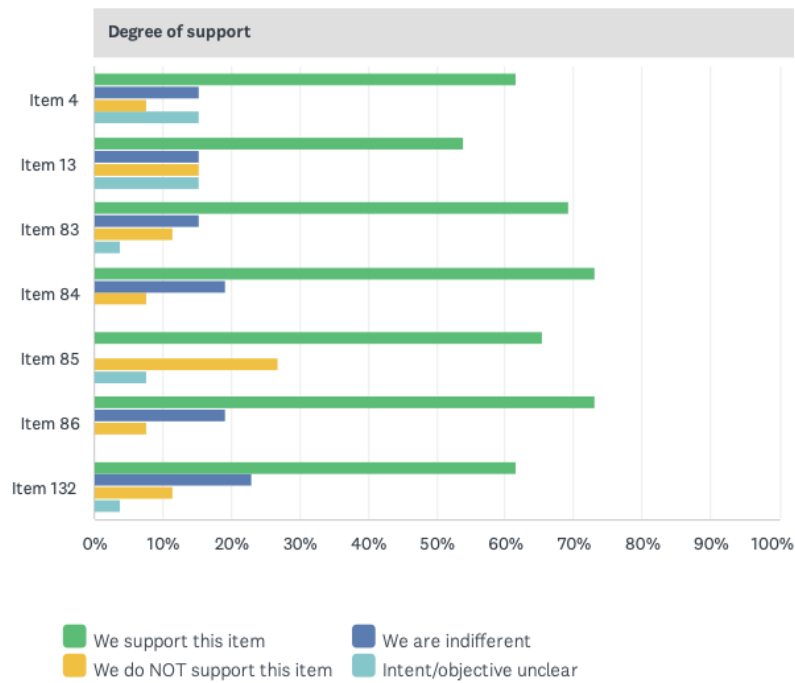
Answered: 26 Skipped: 1



Degree of support					
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL
Item	76.92%	15.38%	7.69%	0.00%	
44	20	4	2	0	26

### Q13 Nutshell: Provide science-based educational material on wolves

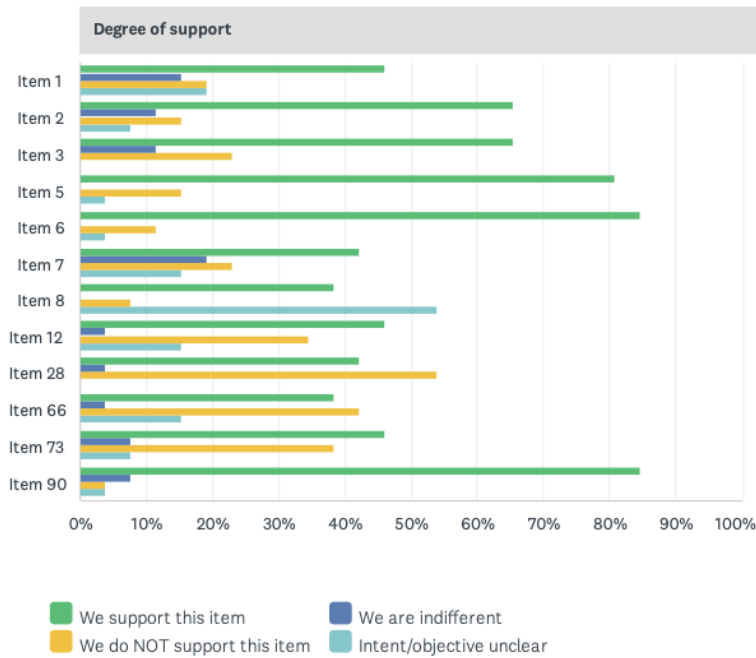
Answered: 26 Skipped: 1



Degree of support					
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL
Item 4	61.54% 16	15.38% 4	7.69% 2	15.38% 4	26
Item 13	53.85% 14	15.38% 4	15.38% 4	15.38% 4	26
Item 83	69.23% 18	15.38% 4	11.54% 3	3.85% 1	26
Item 84	73.08% 19	19.23% 5	7.69% 2	0.00% 0	26
Item 85	65.38% 17	0.00% 0	26.92% 7	7.69% 2	26
Item 86	73.08% 19	19.23% 5	7.69% 2	0.00% 0	26
Item 132	61.54% 16	23.08% 6	11.54% 3	3.85% 1	26

### Q14 Nutshell: Pursue options to minimize human/wolf conflicts

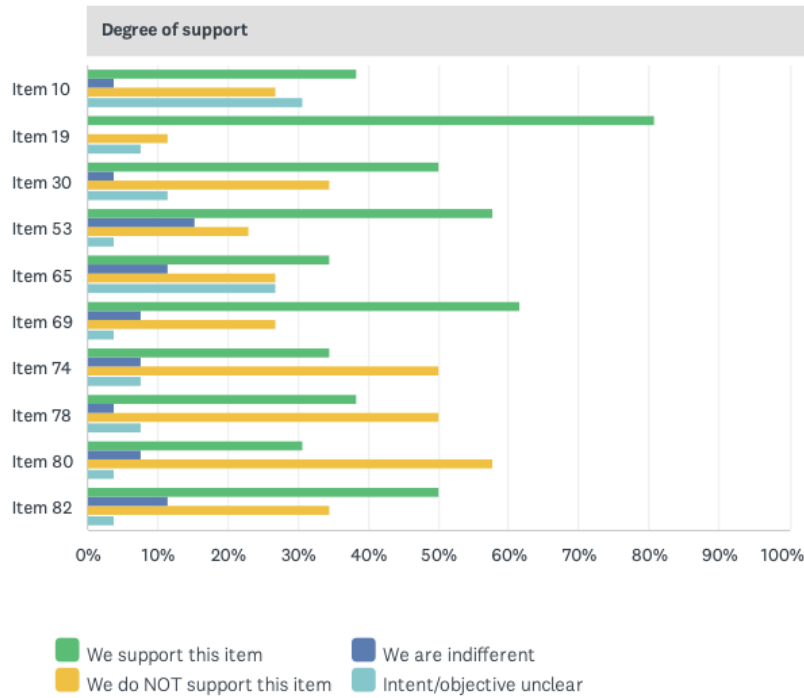
Answered: 26 Skipped: 1



Degree of support						
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL	
Item 1	46.15% 12	15.38% 4	19.23% 5	19.23% 5	26	
Item 2	65.38% 17	11.54% 3	15.38% 4	7.69% 2	26	
Item 3	65.38% 17	11.54% 3	23.08% 6	0.00% 0	26	
Item 5	80.77% 21	0.00% 0	15.38% 4	3.85% 1	26	
Item 6	84.62% 22	0.00% 0	11.54% 3	3.85% 1	26	
Item 7	42.31% 11	19.23% 5	23.08% 6	15.38% 4	26	
Item 8	38.46% 10	0.00% 0	7.69% 2	53.85% 14	26	
Item 12	46.15% 12	3.85% 1	34.62% 9	15.38% 4	26	
Item 28	42.31% 11	3.85% 1	53.85% 14	0.00% 0	26	
Item 66	38.46% 10	3.85% 1	42.31% 11	15.38% 4	26	
Item 73	46.15% 12	7.69% 2	38.46% 10	7.69% 2	26	
Item 90	84.62% 22	7.69% 2	3.85% 1	3.85% 1	26	

## Q15 Nutshell: Set zone-specific population objectives based on scientific data and criteria

Answered: 26 Skipped: 1

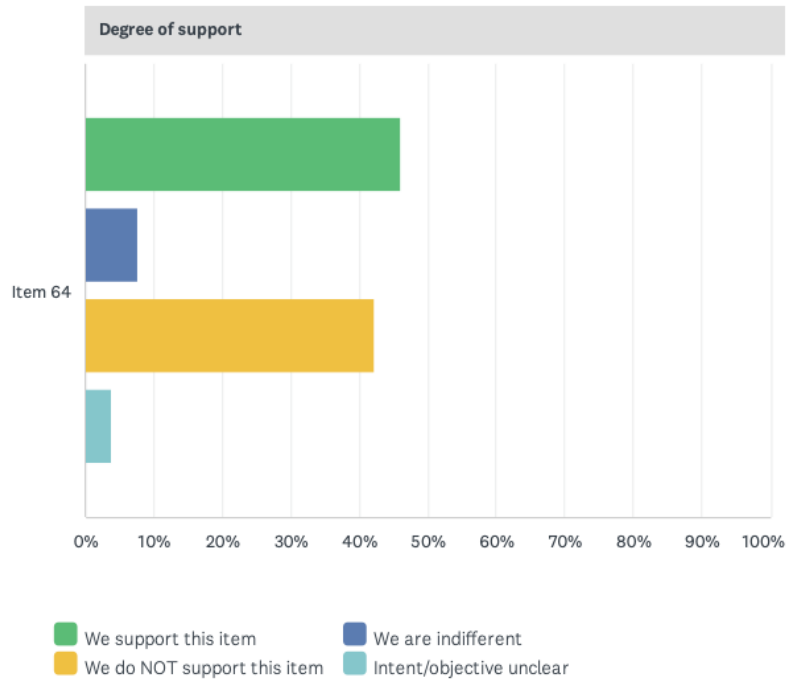


Degree of support					
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL
Item 10	38.46% 10	3.85% 1	26.92% 7	30.77% 8	26
Item 19	80.77% 21	0.00% 0	11.54% 3	7.69% 2	26
Item 30	50.00% 13	3.85% 1	34.62% 9	11.54% 3	26
Item 53	57.69% 15	15.38% 4	23.08% 6	3.85% 1	26
Item 65	34.62% 9	11.54% 3	26.92% 7	26.92% 7	26
Item 69	61.54% 16	7.69% 2	26.92% 7	3.85% 1	26
Item 74	34.62% 9	7.69% 2	50.00% 13	7.69% 2	26
Item 78	38.46% 10	3.85% 1	50.00% 13	7.69% 2	26
Item 80	30.77% 8	7.69% 2	57.69% 15	3.85% 1	26
Item 82	50.00% 13	11.54% 3	34.62% 9	3.85% 1	26



### Q16 Nutshell: Support state-based management of wolves including regulated hunting/trapping

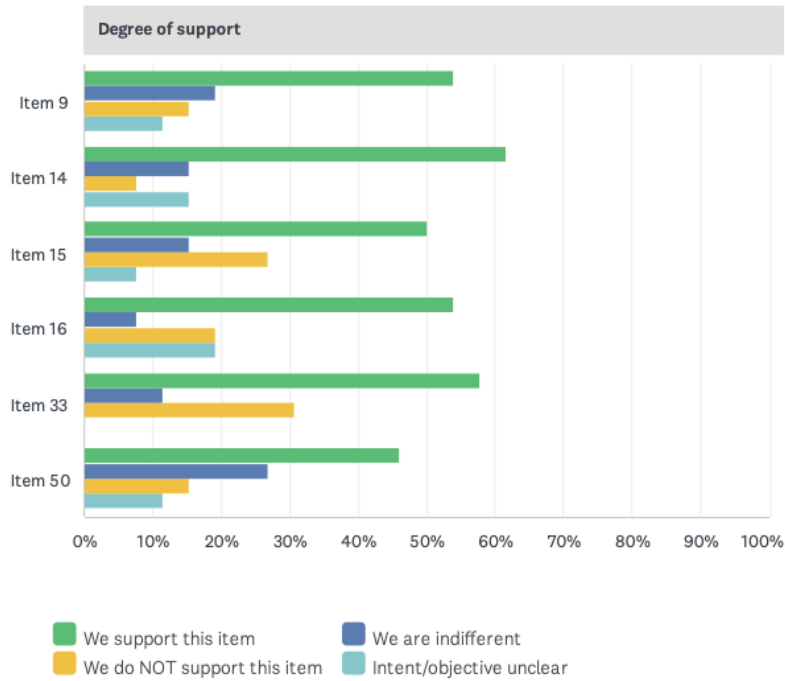
Answered: 26 Skipped: 1



Degree of support					
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL
Item 64	46.15%	7.69%	42.31%	3.85%	
	12	2	11	1	26

## Q17 Nutshell: Update wolf depredation compensation program

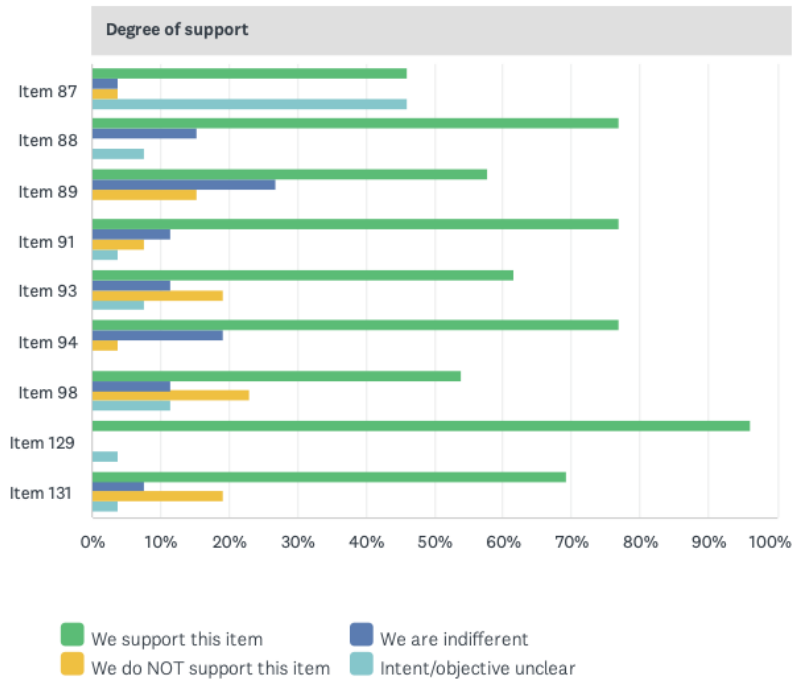
Answered: 26 Skipped: 1



Degree of support					
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL
Item 9	53.85% 14	19.23% 5	15.38% 4	11.54% 3	26
Item 14	61.54% 16	15.38% 4	7.69% 2	15.38% 4	26
Item 15	50.00% 13	15.38% 4	26.92% 7	7.69% 2	26
Item 16	53.85% 14	7.69% 2	19.23% 5	19.23% 5	26
Item 33	57.69% 15	11.54% 3	30.77% 8	0.00% 0	26
Item 50	46.15% 12	26.92% 7	15.38% 4	11.54% 3	26

### Q18 Nutshell: Use science-based input and methodology to monitor/estimate wolf population

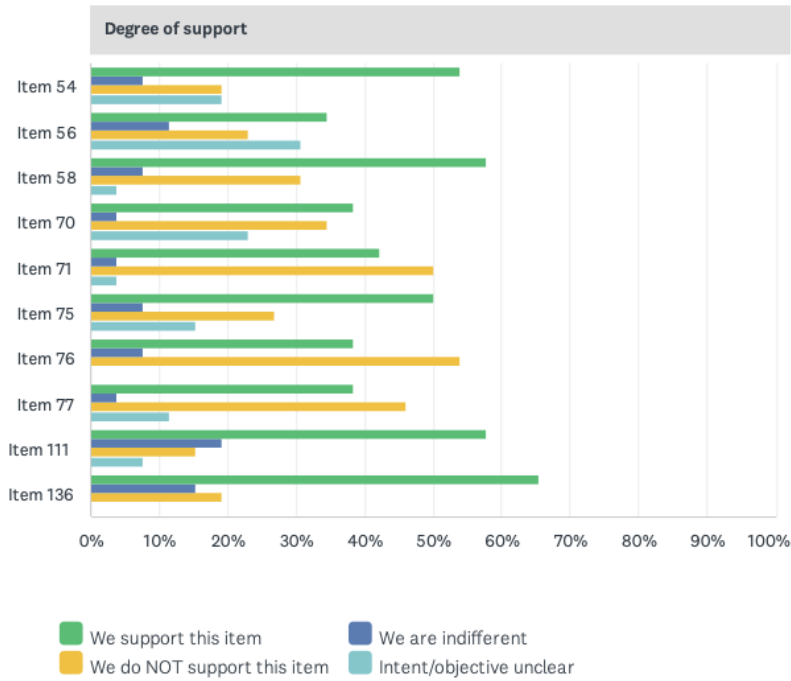
Answered: 26 Skipped: 1



Degree of support						
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL	
Item 87	46.15% 12	3.85% 1	3.85% 1	46.15% 12	26	
Item 88	76.92% 20	15.38% 4	0.00% 0	7.69% 2	26	
Item 89	57.69% 15	26.92% 7	15.38% 4	0.00% 0	26	
Item 91	76.92% 20	11.54% 3	7.69% 2	3.85% 1	26	
Item 93	61.54% 16	11.54% 3	19.23% 5	7.69% 2	26	
Item 94	76.92% 20	19.23% 5	3.85% 1	0.00% 0	26	
Item 98	53.85% 14	11.54% 3	23.08% 6	11.54% 3	26	
Item 129	96.15% 25	0.00% 0	0.00% 0	3.85% 1	26	
Item 131	69.23% 18	7.69% 2	19.23% 5	3.85% 1	26	

### Q19 Nutshell: Use science-based input to set clear population goals that may vary over time based on latest data

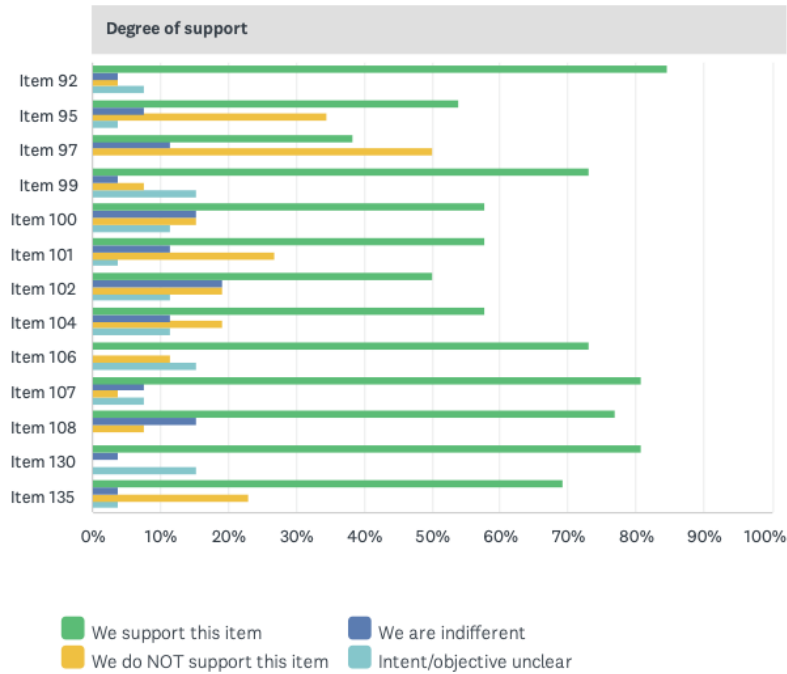
Answered: 26 Skipped: 1



Degree of support					
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL
Item 54	53.85% 14	7.69% 2	19.23% 5	19.23% 5	26
Item 56	34.62% 9	11.54% 3	23.08% 6	30.77% 8	26
Item 58	57.69% 15	7.69% 2	30.77% 8	3.85% 1	26
Item 70	38.46% 10	3.85% 1	34.62% 9	23.08% 6	26
Item 71	42.31% 11	3.85% 1	50.00% 13	3.85% 1	26
Item 75	50.00% 13	7.69% 2	26.92% 7	15.38% 4	26
Item 76	38.46% 10	7.69% 2	53.85% 14	0.00% 0	26
Item 77	38.46% 10	3.85% 1	46.15% 12	11.54% 3	26
Item 111	57.69% 15	19.23% 5	15.38% 4	7.69% 2	26
Item 136	65.38% 17	15.38% 4	19.23% 5	0.00% 0	26

## Q20 Nutshell: Use scientific research to improve our understanding of the wolf population

Answered: 26 Skipped: 1



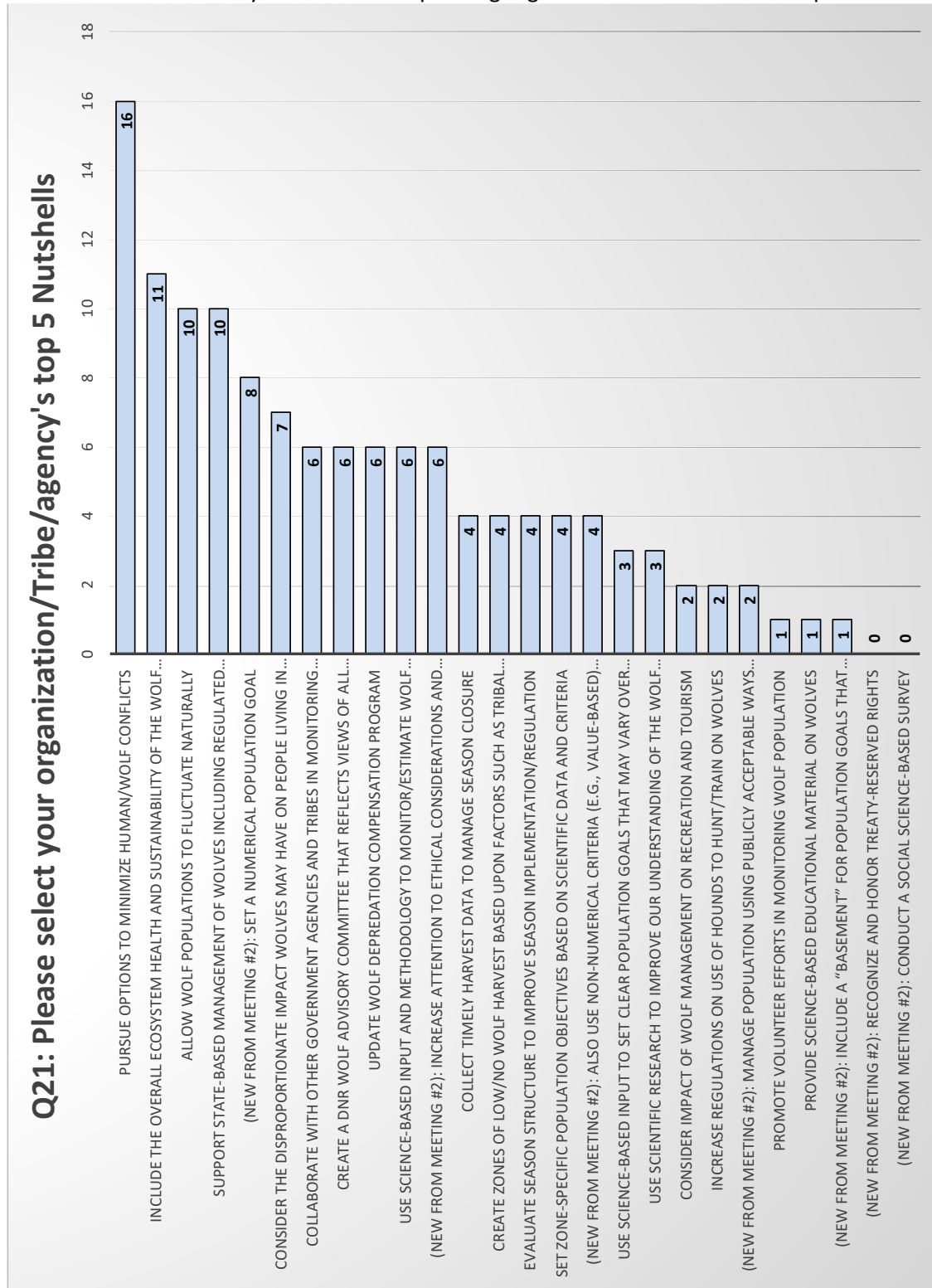
Degree of support					
	WE SUPPORT THIS ITEM	WE ARE INDIFFERENT	WE DO NOT SUPPORT THIS ITEM	INTENT/OBJECTIVE UNCLEAR	TOTAL
Item 92	84.62% 22	3.85% 1	3.85% 1	7.69% 2	26
Item 95	53.85% 14	7.69% 2	34.62% 9	3.85% 1	26
Item 97	38.46% 10	11.54% 3	50.00% 13	0.00% 0	26
Item 99	73.08% 19	3.85% 1	7.69% 2	15.38% 4	26
Item 100	57.69% 15	15.38% 4	15.38% 4	11.54% 3	26
Item 101	57.69% 15	11.54% 3	26.92% 7	3.85% 1	26
Item 102	50.00% 13	19.23% 5	19.23% 5	11.54% 3	26
Item 104	57.69% 15	11.54% 3	19.23% 5	11.54% 3	26
Item 106	73.08% 19	0.00% 0	11.54% 3	15.38% 4	26
Item 107	80.77% 21	7.69% 2	3.85% 1	7.69% 2	26
Item 108	76.92% 20	15.38% 4	7.69% 2	0.00% 0	26
Item 130	80.77% 21	3.85% 1	0.00% 0	15.38% 4	26
Item 135	69.23% 18	3.85% 1	23.08% 6	3.85% 1	26

## Top 5 Nutshells

**Question #21** asked each WMPC organization to select its top 5 nutshells from the 26 nutshells. The table below shows how many times each nutshell was chosen by 27 respondents in their top 5.

Nutshell	Times in “top 5”
Pursue options to minimize human/wolf conflicts	16
Include the overall ecosystem health and sustainability of the wolf population as a stated goal of the Wolf Management Plan	11
Allow wolf populations to fluctuate naturally	10
Support state-based management of wolves including regulated hunting/trapping	10
(New from meeting #2): Set a numerical population goal	8
Consider the disproportionate impact wolves may have on people living in wolf range	7
Collaborate with other government agencies and Tribes in monitoring wolf population and developing Wolf Management Plan	6
Create a DNR Wolf Advisory Committee that reflects views of all stakeholders to assist DNR in implementing Wolf Management Plan	6
Update wolf depredation compensation program	6
Use science-based input and methodology to monitor/estimate wolf population	6
(New from meeting #2): Increase attention to ethical considerations and to public attitudes and values concerning wolf management, co-existence and hunting norms	6
Collect timely harvest data to manage season closure	4
Create zones of low/no wolf harvest based upon factors such as Tribal boundaries, conflict levels, and research	4
Evaluate season structure to improve season implementation/regulation	4
Set zone-specific population objectives based on scientific data and criteria	4
(New from meeting #2): Also use non-numerical criteria (e.g., value-based) and goals for wolf population management	4
Use science-based input to set clear population goals that may vary over time based on latest data	3
Use scientific research to improve our understanding of the wolf population	3
Consider impact of wolf management on recreation and tourism	2
Increase regulations on use of hounds to hunt/train on wolves	2
(New from meeting #2): Manage population using publicly acceptable ways that reduces the likelihood of litigation	2
Promote volunteer efforts in monitoring wolf population	1
Provide science-based educational material on wolves	1
(New from meeting #2): Include a “basement” for population goals that are aligned with Federal standards	1
(New from meeting #2): Recognize and honor treaty-reserved rights	0
(New from meeting #2): Conduct a social science-based survey	0

**Question 21: Interpreting the chart – example:** The nutshell “Pursue options to minimize human/wolf conflicts” was selected by 16 of the 27 responding organizations as one of their top 5 nutshells.



## D. Appendices

### 1. WMPC Charter and Participants

#### Wisconsin Department of Natural Resources Wolf Management Plan Committee Charter

**Date Adopted:** April 2021

**Committee Chair:** Large Carnivore Specialist

**Committee Sponsor:** Big Game and Furbearer Section Chief

**Committee Charge:** The Wolf Management Plan Committee will assist in the development of an updated Wisconsin Wolf Management Plan by providing input and guidance to the Department during plan development. These inputs are to be science-based with consideration for the social, biological, and statutory landscapes in which wolf management is administered. The desired outcome of the committee is respectful dialogue among members representing the diversity of interest areas regarding wolf management ultimately resulting in a wolf management plan with broad public and scientific support.

**Committee Membership:** The committee will be an inclusive and diverse group consisting of individuals representing a variety of organizations with interests in wolf management. Seats available to stakeholder organizations are by application and categorized as follows:

- **Hunting/Trapping Organizations (up to 6 seats):**
  - Organizations whose mission includes ensuring the hunting and trapping heritage in Wisconsin remains strong while embracing changing societal values, specifically promoting the use of regulated harvest as a primary tool to manage wildlife species.
- **Wolf Advocacy/Education Organizations (up to 6 seats):**
  - Organizations whose mission includes ensuring the humane/ethical treatment of wildlife in Wisconsin, specifically promoting the continued use and advancement of educational tools to increase the public's understanding of wolves and fostering human/wolf coexistence.
- **Agricultural/Ranching Organizations (up to 6 seats):**
  - Organizations whose mission includes ensuring the rural agricultural or ranching lifestyle in Wisconsin remains strong, specifically promoting the use and advancement of a wide array of abatement measures to effectively resolve wolf conflicts.

In addition to these stakeholder seats, representatives of certain government agencies, tribes and the Wisconsin Conservation Congress will be invited to participate.

- **Other Government Agencies (GLIFWC, federal, county)**
- **Tribal Representatives (11 tribal invitations)**



The wolf management plan committee will dissolve at the time the management plan is approved by the Natural Resources Board. The structure of the traditional Department wolf advisory committee will be reviewed and specified within the updated wolf management plan and resume its role as an advisory body to the Department following plan approval by the Natural Resources Board.

Additional committee specifications:

- To qualify an organization must be: 1) a Wisconsin-based 501(c)(3) non-profit organization, 2) with a minimum of 10 active members at time of application, and 3) must have an effective means of two-way communication with membership.
- To encourage broad committee participation while also keeping the committee to an effective size, there will be up to 6 seats available per category.
- If applications for a category outnumber the available seats, preference will be given to stakeholder organizations on the wolf advisory committee that most recently worked to update the wolf management plan. The Department will then select the organizations with priority (in no particular order) given to organizations: 1) with larger memberships, 2) with broader geographic representation within the state, 3) based on an evaluation of responses on the application.
- Applicant organizations will provide a primary and secondary representative from their membership. Only one representative will participate in WMPC functions. If the primary representative is unable to participate, the secondary representative will be asked to participate instead. The primary representative will serve as the point of contact between the Department and the organization.
- The WMPC will operate solely as an advisory body to the Department.

**Tribal Involvement:** The Department will work with all eleven federally-recognized Native American tribes in the state, along with the Great Lakes Indian Fish & Wildlife Commission (GLIFWC), to identify representation on the committee, if so desired.

**Meeting Schedule:** It is anticipated that committee membership will be finalized in April 2021. Four meetings of the committee are planned for summer/fall 2021, with additional committee work potentially assigned before, between, or after the four scheduled meetings. Meetings may occur remotely as necessary, and efficiencies may be gained by assigning topic-specific technical team(s) to work on specific tasks.

**Member Expectations:** Members are expected to attend all scheduled meetings and be prepared by reviewing supporting materials and the agenda prior to the meeting. If unable to attend, committee members will be expected to let the chair know whether their alternate member will attend or provide their concerns, issues, comments that are related to the agenda prior to the meeting. Members should keep comments brief, not dominate the discussion, and allow other members to speak. Members may politely disagree with ideas, but may not be disrespectful to others. Disrespectful behavior or comments towards any other committee member, facilitator, attendees or citizens may lead to removal of the individuals displaying such behavior from the meeting and possibly from the committee.

**Meeting Structure and Public Input:** Committee chairs will prepare agendas so that members can solicit comments and feedback prior to meetings, publicly notice and facilitate meetings, and post the minutes within 30 days. Public attendees are not allowed to participate in advisory committee discussions unless they are called upon by the chair. A public comment period may be scheduled during meetings to allow statements to be made by those attending who are not members. Alternatively, written comments may be accepted prior to scheduled meetings and provided to committee members. Non-members have an opportunity to provide testimony to the Natural Resources Board on items that go before the Board for approval. For some issues, mail, telephone or web surveys may be designed to gather additional public input.

**Decision-making Process:** Chairs and facilitators will strive to reach substantial effective agreement on decision items. Areas of disagreement and the basis for disagreement will be captured in the meeting notes, clearly stating the member name and organization or agency they represent. The area of disagreement and preferred recommendation from that committee member will be shared by the chair with the Wildlife Leadership Team for consideration in the Department's decision-making process.

## DNR Wolf Management Plan Committee Roster

August 2021

\*DNR staff will chair the committee and participate in a supporting role providing information and expertise as needed. More information on this committee’s work is available on the DNR wolf management plan webpage.

<u>Government/Tribal Partners (by invitation)</u>	<u>Primary Representative</u>	<u>Alternate Representative</u>
Bad River Band of Lake Superior Ojibwe	Abigail Fergus	Ben Connors Sr.
Forest County Potawatomi	Elizabeth Mullen	-
Great Lakes Indian Fish and Wildlife Commission	Peter David	Tanya Aldred
Ho-Chunk Nation	Brandon Bleuer	Tina Brown
Lac Courte Oreilles Band of Lake Superior Ojibwe	Henry Bearheart	Melissa Lewis
Menominee Tribe	Don Reiter	Douglas Cox
Red Cliff Band of Lake Superior Ojibwe	Chase Meierotto	Andy Edwards
Stockbridge-Munsee Community	Randall Wollenhaup	Joe Miller
US Fish and Wildlife Service	Megan Kosterman	Laura Ragan
US Forest Service	Dan Eklund	Brian Heeringa
USDA Wildlife Services	Dave Ruid	Dan Hirchert
Wisconsin County Forest Association	Jake Walcisak	Rebekah Luedtke
Wisconsin Conservation Congress	Ed Harvey Jr.	Steve Budnik
 <b><u>Stakeholder Organizations (seats by application)</u></b>		
<i><u>Hunting/Trapping Organizations</u></i>		
Safari Club International Wisconsin Chapters	Dan Trawicki	-
Wisconsin Bear Hunter's Association	Lucas Withrow	Todd Bina
Wisconsin Bowhunter's Association	Mike Brust	Richard Kirchmeyer
Wisconsin Chapter of Backcountry Hunters & Anglers	Miles Thompson	Dean Elbe
Wisconsin Trapper's Association	Mike Wilhite	Arnold Groehler
Wisconsin Wildlife Federation	Matt Lallemon	Kevyn Quamme
 <i><u>Wolf Advocacy/Education Organizations</u></i>		
Sierra Club Wisconsin Chapter	Jodi Habush Sinykin	Diane Cain
The Great Lakes Wildlife Alliance	Kevin Renley	Sarah Bergstrom
Humane Society of the United States - Wisconsin	Megan Nicholson	Melissa Tedrowe
Timber Wolf Alliance	Erik Olson	Randy Jurewicz
Wisconsin Conservation Voices	Jim Feldman	Jennifer Giegerich
Wisconsin Green Fire	Adrian Wydeven	Timothy R. Van Deelen
 <i><u>Agriculture/Ranching Organizations</u></i>		
Wisconsin Cattleman's Association	Jack Johnson	Eric Johnson
Wisconsin Farm Bureau Federation	Ryan Klussendorf	Tyler Wenzlaff
Wisconsin Farmer's Union	Laurie Groskopf	Grace McLaughlin
Wisconsin Wolf Facts	Steve Suchomel	Pat Quaintance

**All Invitations and Applications for the DNR Wolf Management Plan Committee**

\*For more information about committee charge, membership, application, and selection criteria, please see the committee charter on the DNR wolf management plan webpage.

**Invited Tribal Nations**

Bad River Band of Lake Superior Ojibwe  
 Forest County Potawatomi  
 Ho-Chunk Nation  
 Lac Courte Oreilles Band of Lake Superior Ojibwe  
 Lac du Flambeau Band of Lake Superior Ojibwe  
 Menominee Tribe  
 Oneida Nation  
 Red Cliff Band of Lake Superior Ojibwe  
 Mole Lake Sokaogon Band of Lake Superior Ojibwe  
 Saint Croix Chippewa Indians of Wisconsin  
 Stockbridge-Munsee Community

**Invited Government Agencies**

Great Lakes Indian Fish and Wildlife Commission  
 US Fish and Wildlife Service  
 US Forest Service  
 USDA Wildlife Services  
 Wisconsin County Forest Association  
 Wisconsin Conservation Congress  
*Total = 17*

**Stakeholder Organization Applications**

Alliance for Animals  
 Carnivore Coexistence Lab  
 Cornell Lake Sportsman’s Club  
 Fox Valley Technical College  
 League of Humane Voters-Wisconsin  
 LoveTree Farmstead  
 National Wolfwatcher Coalition  
 Private Individual  
 Private Individual  
 Safari Club International Wisconsin chapters  
 Sheboygan County YMCA - Camp Y-Koda  
 Sierra Club Wisconsin Chapter  
 The Great Lakes Wildlife Alliance  
 Humane Society of the United States - Wisconsin  
 Timber Wolf Alliance  
 Timber Wolf Information Network  
 Wisconsin Bear Hunter's Association  
 Wisconsin Bowhunter's Association  
 Wisconsin Cattleman's Association  
 Wisconsin Chapter of Backcountry Hunters & Anglers  
 Wisconsin Conservation Voices  
 Wisconsin DNR Volunteer Carnivore Tracking Program  
 Wisconsin Farm Bureau Federation  
 Wisconsin Farmer's Union  
 Wisconsin Federated Humane Societies  
 Wisconsin Green Fire  
 Wisconsin Outdoor Communicators Association  
 Wisconsin Trapper's Association  
 Wisconsin Wildlife Federation  
 Wisconsin Wolf Facts  
 Wisconsin Wolf Front United  
 Wolf Info Now  
 Wolf Patrol  
 Alliance for Animals  
 Carnivore Coexistence Lab  
 Cornell Lake Sportsman’s Club  
 Fox Valley Technical College  
*Total = 33*

**2. Pre-work #1 sent to WMPC**

**Due July 9, 2021 via email to [rkamal@credensLLC.com](mailto:rkamal@credensLLC.com)**

Dear Wolf Management Plan Committee (WMPC) members,  
Please submit your completed pre-work via email directly to the meeting facilitator, Raj Kamal, who will compile and bring all responses to the first WMPC meeting on July 22. Please send only **ONE** response per organization, Tribe or agency; only the response from the primary representative will be included in the compilation.  
This pre-work has **3 parts** – please **type** in the boxes below.

**Part 1: Introduction**

Provide a **short (1-paragraph) introducing the primary and the alternate representative** to the other WMPC members. Please include your name, the organization, Tribe or agency you represent, and one thing about you that you would like other members to know.

**PRIMARY REPRESENTATIVE**

Name:  
Organization, Tribe or agency, & title:  
One thing about you:

**ALTERNATE REPRESENTATIVE**

Name:  
Organization, Tribe or agency, & title:  
One thing about you:

**Part 2: Top 5 issues or concerns** – combined response from primary AND the alternate representatives.

Please **briefly** list the **top 5 issues or concerns** related to wolf management that you would like to bring to the WMPC. You will have additional opportunities to discuss these issues during the meetings – this list will help the facilitator get a jump start.

- 1.
- 2.
- 3.
- 4.
- 5.

**Part 3: Your opinion on the draft mission statement of the Wolf Management Plan** – combined response from primary AND the alternate representatives.

The text below comes from the **2015 unfinished Wolf Management Plan**, and we would like to hear your opinion on it. The DNR will consider your input in updating the Wolf Management Plan. We will likely not have much time to discuss the mission statement during the meeting.

*“The Wisconsin Department of Natural Resources will maintain a healthy and sustainable wolf population, providing ecological, cultural and recreational benefits while recognizing the diverse perspectives of our citizens and addressing conflicts.”*

Please type any suggestions in the box below.

### 3. Pre-works #1 and #2 – Combined Input

#### Context

This appendix provides the verbatim input from WMPC for their top 5 issues and concerns related to wolf management in Wisconsin, collected through pre-works #1 and #2. The number in front of each item is the same as the “ref. #” in the Excel table.

#### Bad River Tribe

116. Honoring tribal buffer zones to adequately protect reservation Ma’iinganag (wolves)
109. Clear values that uphold the public trust and Indian trust responsibilities of the State be articulated and followed in state wolf conservation  
Pre-work #2: Tribes are not stakeholders they are sovereigns holding treaty rights and a government to government relation so ref #109 needs a more fitting category.
99. Information used to shape the plan draws from the best available Western and indigenous sciences and must be substantiated
1. Carnivore coexistence on livestock farms
100. Safeguards embedded in plan against conservation decisions being made by lobbyists and politicians rather than tribes, scientists, and public trust

#### Forest County Potawatomi Tribe

The following 5 inputs were received in August 2021 and subsequently incorporated in this document

134. Safeguarding and enforcing all Wisconsin tribes’ treaty-reserved rights regarding wolf hunting.
135. Assurance that Wisconsin’s citizens, Tribes, and the scientific community are the primary decision makers regarding wolf harvest methods and quotas, and not lobbyists.
136. Increased public awareness and engagement regarding carnivore coexistence methods.
137. Improvements in harvest reporting to reduce “over harvesting” events.
138. Enhance and/or create opportunities for non-consumptive, wolf eco-tourism with the state. This could establish enhanced funding for the state of Wisconsin.

#### Great Lakes Indian Fish and Wildlife Commission

117. Ensuring that the tribes’ treaty-reserved rights are recognized and protected so that the tribes may fulfill their responsibility to ma’iingan, and gain the benefits wolves provide.  
Pre-work #2: You would need to ask the others in this group, but I don't like the title "tribal perspective" as many of these issues go well beyond perspectives, and entail application of federal law, etc. Perhaps "Intergovernmental" could be added to the "interagency and stakeholder collaboration" theme, and these moved to that area.
110. Maintaining a ma’iingan population which maximizes the ecological and social benefits wolves provide.  
Pre-work #2: This should be listed under the population objective theme.
101. Any wolf harvest proposed in the plan needs to have explicitly stated purpose and justifications, and be supported by the best available science; harvest regulations need to effectively prevent quota exceedances.  
Pre-work #2: This does not fit neatly into a single theme, intersecting with Science, "harvest management" (a shorter version of hunting and trapping management), and (I think a new) "public transparency".
2. Establishing and implementing effective programs to keep livestock and pet depredations at acceptable levels.

- Pre-work #2: This could be refined to "Establish and implement effective programs to keep livestock and pet depredations at or below acceptable and defined levels, while applying the most recent science on depredation management." Change the theme to Conflict Management.
83. Ensure active and ongoing research and public education programs to enhance our knowledge of wolf ecology and share that understanding with the public.
- Pre-work #2: This point could be split into separate Research and Education theme listings.

### **Great Lakes Wildlife Alliance**

111. Manage the wolf population as a public trust natural resource prioritizing preservation for future generations over current uses. DNR must maintain a healthy and sustainable population of Wisconsin wolves, which are a public trust natural resource, at a level high enough to make the risk of reaching the state listing level nearly zero. This is codified in Wisconsin statute and common law. We do not believe in managing wolves to a numerical goal or cap, but managed to fulfil their ecological role on the landscape.
- The DNR's Mission Statement is "To protect and enhance our natural resources: our air, land and water; our wildlife, fish and forests and the ecosystems that sustain all life. To provide a healthy, sustainable environment and a full range of outdoor opportunities. To ensure the right of all people to use and enjoy these resources in their work and leisure. To work with people to understand each other's views and to carry out the public will. And in this partnership consider the future and generations to follow."
- The text below is from the 2015 unfinished Wolf Management Plan. DNR is requesting the 2021 Wolf Management Plan members' "opinions" on this statement. "The Wisconsin Department of Natural Resources will maintain a healthy and sustainable wolf population, providing ecological, cultural and recreational benefits while recognizing the diverse perspectives of our citizens and addressing conflicts." We reject the 350 management plan as it is not scientifically reached but a political compromise
102. Use of science: The best available science has not been represented in the last 10-12 years of WI wolf decision making relating to livestock predation, hunting quotas, poaching, and mortality estimates, according to independent scientists. The science used by both the FWS and the DNR since 2010 is not the best and certainly not the most recent. DNR has not consulted the independent scientists even here in Wisconsin, so it appears the DNR is not following the most important principles of scientific integrity relating to transparency, independent review and reproducibility. The committee should call its own scientific experts. The DNR should transparently respond with peer-reviewed evidence research when they contradict outside experts' recommendations. DNR should use reliable data and methodology when determining how to measure wolf mortality and population parameters.
- Pre-work #2: Reference #102  
Theme OK
- The DNR should follow the principles of scientific integrity--transparency, independent review, reproducibility--and use the best available science when making decisions related to livestock predation, poaching and population/mortality estimates.
103. Good governance: When recommending management and policy to the DNR and the Natural Resources Board (NRB) processes should be designed with principles of good governance of natural resources and protection for native ecosystems. Good governance for public participation means legitimate representatives of future generations should be invited, the broad public in Wisconsin should be represented equitably, and no preferential treatment of interest groups will be given. The DNR should remember that it's role is a trustee of the natural resources, and the DNR should not abuse it's authority to tell the public what to do.
- Pre-work #2: Reference #103



Theme should be "Stewardship for all stakeholders" category because the intent is to ensure broader interests are represented and considered in wolf management planning and policies. Wolf Management policies and practices should be designed under the principles of good governance and the DNR should act as a trustee of the natural resources for all. The interests of the broader public, including future generations, should be represented and special interests should not be given preferential consideration.

17. Although the Great Lakes Wildlife Alliance opposes any wolf hunting on scientific and moral grounds, if the DNR proceeds with this unpopular and needless killing, then tightening the regulations and substantially reducing the quota would be needed. Regarding tightening regulations, the Wisconsin February 2021 wolf trophy hunt was conducted with inadequate hunting regulations. The kill quota was exceeded by 83% over the state-licensed quota, with 218 wolves registered as legally killed. Unethical and unregulated hunting practices were allowed. If Wisconsin wolf hunting is allowed in the future, to prevent these over-kills and unregulated and unethical activities, the WDNR must exercise its existing regulatory authority and prevent exceeding future quotas by - prohibiting the hunting of wolves by any breed of dog. Prohibit the use of "hound trailing" or "hound hunting" of wolves;
- Establish consistent shooting hours for wolf hunting, prohibit night hunting and the use of motorized vehicles, establish clear limits on the size and rules for hunting parties, and limit group hunting. Only hunters with a valid wolf kill permit should be allowed to participate in a wolf hunt;
  - Issue fewer licenses for each kill quota, establish zone specific tags, issue licenses for specific zones; and shorten the registration window for legal kills. Require the registration to occur within 6 hours;
  - And require in-person carcass registration. DNR must require that carcasses be submitted for registration in person. DNR must consistently and systematically collect population parameter data and biological samples from every animal;
  - Close the statewide hunt when the state quota is met regardless of whether zone quotas are met;
  - Consult with tribal co-sovereign governments at least 2 months prior to setting a quota.

Pre-work #2: Reference # 17

Theme OK

Previous update is good:

- The Great Lakes Wildlife Alliance opposes any form of wolf hunting. Understanding current WI law and the proposed hunt we must tighten regulations, and review means and methods of the hunt.
104. Social science: The state universities are full of experts (Broussard, Shaw) who have and can design systematic, scientific studies of public attitudes without the biases present in the effort from long ago (2015?) and avoid the many problems with the 2021 opinion capture presented to the Wolf Harvest Advisory Committee on June 22, 2021. Problems with the latter include:
- No idea of the sampling frame means the DNR has no idea of whether it is representative of which segment of the public (could be extreme in both directions) -- what control was there against the same individual using multiple IP addresses to fill out multiple surveys, or interest groups flooding the database with uniform responses? No email addresses were required of any survey participant.
  - Without the above sampling frame the quantitative comparisons are MEANINGLESS
  - Consider if I got my soccer buddies to fill out a survey about America's favorite sport -- and they outnumbered baseball fans who happened to encounter the survey by chance when surfing the internet. The quantitative result might be that soccer is more popular than baseball in America. This bias is why scientists do systematic sampling.



- The wording of some questions created a slant towards certain answers. This is a problem in all surveys (acquiescence bias, salience bias, etc.), but social scientists protect against that by various principles of survey design that were apparently not followed by the DNR.

Pre-work #2: Reference #104

Theme OK

When measuring public attitudes and opinions regarding wolves and wolf management, the DNR should apply best social science practices for polling/survey design and administration in order to protect against bias and generate useful and meaningful data.

### **Ho-Chunk Nation**

53. Modified during the meeting as: Population targets should be specific to regions / zones, not the entire state.

Pre-work #2: OK

84. Public/tribal outreach and education on wolf management and wolf biology behavior

Pre-work #2: OK? Could be under Tribal Perspective as well. Would like an emphasis on educating tribal members on all aspects of wolf management. Also would like to educate public and other stakeholders on the tribal perspectives on wolf management.

87. Wolf monitoring techniques and future monitoring objectives (population, landscape use, depredation, hunting impacts, land carrying capacity)

Pre-work #2: OK

18. Hunting season timing and length. (breeding season, weather, conflicts with other hunting seasons)

Pre-work #2: OK

19. Harvest zone boundaries and quotas for zones (factor in amounts of public, private and tribal land in each zone)

Pre-work #2: Hunting/Trapping Management

### **Lac Courte Oreilles Band of Lake Superior Ojibwe**

125. Get back to the TWO committee planning group, one committee is science the other is stakeholders.

126. Support and ENFORCE Tribal buffer zone (goal of 20 miles from reservation).

127. Build a CWD “No Kill Zone” where no hunting can happen as well as a “Research Zone”.

128. If hunting permits are issued it should be only a 1:1 ratio, no higher.

Pre-work #2: Please change it to state, “If hunting permits are issued it should be a LESS than 7:1 ratio.”

129. True transparency about population numbers and how they were reached.

### **Menominee Indian Tribe of Wisconsin**

118. Recognize tribal sovereignty and respect for the cultural views of wolves held by Tribes through meaningful collaboration.

119. Consult with Menominee Tribe within wolf range to designate 6 mile buffer zones around reservation that would prohibit wolf harvest to better protect wolf packs on tribal and lands and contribute to wolf conservation

120. Consult and include Menominee Tribe and Wisconsin Tribes in developing Wisconsin wolf management plans and maintain regular and meaningful government to government consultation

54. Change and Update Timber Wolf Management Goal.

121. Update current Wisconsin Timber Wolf Management Plan

### **Red Cliff Band of Lake Superior Ojibwe**

35. Coordination w/Tribes re: management, seasons, quotas, data sharing

36. Biologically meaningful no-harvest buffer around reservation for interested tribes.
20. Earlier season closure to avoid peak February breeding season disruption.
55. No numeric population cap, let population fluctuate and expand naturally where possible, establish a minimum population number at which point protections would resume/increase if wolf numbers fell below that level either at a zone or statewide level.
21. Better harvest management through changes in registration procedures and issuance of harvest permits on a zone basis.

#### **Safari Club International Wisconsin Chapter**

88. Making sure we have an accurate count of wolves currently in the State.  
Pre-work #2: Theme is OK
56. Understanding the # we have as a goal.  
Pre-work #2: Theme is OK
112. Making sure wolves remain in Wisconsin.  
Pre-work #2: Theme is OK
22. Maximizing hunter opportunity.  
Pre-work #2: Theme is OK
37. Working with State, Federal, Tribal and other conservations groups including non-hunters.  
Pre-work #2: Theme is OK

#### **Sierra Club - Wisconsin Chapter**

105. In setting a vision for Wisconsin wolf management that is science-based and forward thinking, the state's wolf plan should prioritize wolves' ecological value to forest health, biodiversity, WI's deer herd (CWD containment), and public health and safety (reduction in Lyme Disease and deer-automobile collisions).  
Pre-work #2: Keep existing verbatim language. Themes OK.
45. Consistent with scientific analysis, economic considerations, and ethical standards, Wisconsin's wolf management plan should curtail and/or eliminate recreational wolf hunting and trapping to the fullest extent possible within existing statutory constraints by designating core wolf habitat as protected and by barring controversial methods, while also recommending that Act 169 be amended or revoked.  
Pre-work #2: Keep existing verbatim language. Themes OK.
3. Wisconsin's wolf management plan should recognize and promote the demonstrated value of non-lethal livestock depredation measures--including fencing, fladry, carcass removal, and guard dogs--and support education and funding of their implementation in areas where wolf conflicts may occur.  
Pre-work #2: Keep existing verbatim language. Themes OK.
23. Wisconsin's updated wolf management plan should entail strict regulation of hound hunting of wolves, addressing private property trespass and nuisance issues, hound vaccination, and needed limitations on timing, place, and duration of hound training on wolves.  
Pre-work #2: Keep existing verbatim language. Themes OK.
89. Wisconsin's wolf management should take care to account for the additive mortality experienced by wolves as a cumulative result of hunting and trapping, lethal removals, automobile collisions, poaching, starvation, and disease, and implement conservation safeguards accordingly.  
Pre-work #2: Keep existing verbatim language. Themes OK.

#### **Stockbridge-Munsee Community**

122. Impact of Wisconsin harvest on "reservation packs".
24. The use of dogs on small parcels to pursue wolves leading to increased conflict with land owners.

- Pre-work #2: Determine locations where dogs/hounds can be used to pursue wolves. Allowing dogs/hounds to pursue wolves on small parcels will lead to increased conflicts with land owners.
25. The creation of low harvest zones in areas with little to no depredation problems.
38. Information shared between governments being used to target “reservation packs”.
123. The lack of consultation with Wisconsin tribes during the creation and implementation of the wolf harvest.

### **The Humane Society of the United States - Wisconsin**

46. We oppose the yearly hunt that is mandated by statute. It has zero scientific, ethical, or economic justification. It permits cruel and unpopular wolf-killing practices, including the use of packs of hounds, neck snares, leghold traps, night hunting, unregulated group hunting and hunting from motorized vehicles.
- Pre-work #2: We oppose the yearly hunt that is currently mandated by statute. It has zero scientific, ethical, or economic justification and permits cruel and unpopular practices, including the use of packs of hounds, neck snares, leghold traps, night hunting, unregulated group hunting and hunting from motorized vehicles. These practices do not represent fair-chase or sustainable hunting. The draft must make co-existence the primary driver of the finalized plan. This should be categorized under Hunting/trapping management.
47. The draft management plan was written without input from a diverse group of Wisconsin stakeholders due to the removal of certain committee members by former DNR Secretary Cathy Stepp in 2014. The result is a draft plan that contradicts the desires of supermajorities of Wisconsin voters, who do not support the trophy hunting, trapping or hounding of Wisconsin’s wolves, and who believe that wolves do not “pose a serious threat” to livestock, according to a June 2021 poll by Remington Research. Instead of representing and valuing the majority public’s desires, the draft plan is heavily weighted towards “recreational hunting opportunities,” and made worse by trying to justify a trophy hunt based upon a handful of livestock conflicts. A reasonable draft plan should be based upon the best available science and Traditional Ecological Knowledge, as well as ethics. It should include public education such as methods of wolf co-existence, and the myriad positive ecological benefits wolves bring to their Wisconsin ecosystems located on public and private lands. The draft plan should reflect more than a single-minded focus for justifying an exceedingly unpopular trophy hunt. For example, the livestock losses section states that in 2014, a total of 29 farms experienced verified wolf conflicts. An unbiased statement would be “out of the nearly 30,000 beef and dairy farms in Wisconsin, 29 farms experienced a verified conflict.”
- Pre-work #2: The draft management plan was written without input from a diverse group of Wisconsin stakeholders. A reasonable plan must be based on the best available science and Traditional Ecological Knowledge, as well as ethics. It must include robust sections on public education, methods of wolf co-existence and the myriad positive ecological benefits wolves bring to their Wisconsin ecosystems located on public and private lands. This should be categorized under Stewardship for all stakeholders.
57. End the arbitrary population goal of 350 wolves. The best available science shows wolves naturally regulate their own numbers, and are influenced by bottom-up forces, (e.g., the size of deer populations). In turn, wolves keep deer healthy and CWD-free—if they are permitted to flourish in ecologically functional numbers. Wolves also prevent deadly and expensive vehicle-deer collisions, saving human lives. Other state wildlife agencies continue to move away from this practice of setting arbitrary population goals (e.g., the Michigan Wolf Management Plan).
- Pre-work #2: No change
26. A hound-training season is unacceptable to the majority of Wisconsin voters, according to a June Remington Research poll that found that 67% of voters are convinced that hound hunting of wolves—that is, using packs of radio-collared hounds to track, chase and ambush wolves—is not

sound policy and is akin to state-sponsored dogfighting. Most Wisconsin voters (66%) oppose hounding. (See section of the draft plan titled “Hunting, Trapping and Registration Regulatory Changes.”)

Pre-work #2: The use of hounds to track and pursue wolves is not supported by the majority of Wisconsin citizens. The draft management plan should address the numerous ecological impacts hounding has on target and non-target animals, including livestock, methods to report trespassing and how the department will address the negative impact of hounds coming into contact with hikers, wildlife watchers and campers. This category is correct.

113. Wolves are sentient, highly intelligent, familial beings, and have intrinsic value. They need stability and not constant persecution by human forces in order to remain resilient. The draft management plan should reflect this.

Pre-work #2: No change

### **Timber Wolf Alliance**

58. The wolf population is maintained – or allowed to maintain itself – at healthy, ecologically functional levels, occupying all areas of suitable habitat. Management goals are not focused on maintaining the population within a narrow numeric range, but on promoting acceptance and co-existence. The problems some wolves cause (e.g., injuring or killing livestock or pets) are addressed in a targeted and humane manner.
59. The size of the wolf population is not regulated by humans in large areas of wild land where levels of conflict are minimal. In these areas, wolves maintain their normal pack structure and size and fulfill their ecological function as an apex predator. Wolves in these areas are protected for conservation, cultural, scientific, and non-consumptive purposes. The public comes to these areas to track, listen for howls, observe, and photograph wolves and wolf sign. These areas also serve as important scientific research areas, where wolves are studied under conditions less manipulated by humans.
39. State and Tribal Governments operate flexible management/stewardship systems that address farmers’ and pet owners’ concerns when they have verified harm to their domestic animals. Government personnel assist the public in identifying wolf and other wildlife damage, provide advice on co-existence and abatements, address the rare instances of human safety concern, and when necessary, provide lethal control on problem wolves.  
Tribal and state governments work cooperatively to establish management goals within tribally ceded lands, and to protect and steward wolves within tribal reservations and buffer areas around those reservations for wolves whose territories span both state and tribal lands. State and federal government agents consult with tribal conservation departments before conducting lethal controls in recognized buffer areas around reservations.
4. The public is “wolf wise,” due to ongoing efforts by governments and non-government organizations to provide information and outreach on wolf biology, their ecological function, the benefits they provide, and the problems they can cause. Polarization of the public is reduced through the dissemination of accurate, balanced, and thoughtful information and by using the best available science as a foundation for making management decisions. Educational materials help us, as a society, to coexist with, enjoy and benefit from wolves without habituating them to human presence.
60. Regulated hunting and trapping. Regulated-take is not a necessary component of management, but it is compatible with the TWA vision if properly implemented. Decisions regarding possible regulated-take are made only after the State Departments of Natural Resources gather extensive public input and consult with area Tribes.  
Where a regulated-take does occur, harvest is limited so that the benefits wolves provide are not reduced. Regulated-take is spatially-focused, adaptive, and designed to reduce current and future

conflict, and take is done in a humane, sustainable, and socially acceptable fashion. Some core areas, including tribal reservations or large blocks of public land, remain closed to hunting and trapping for conservation, cultural, and scientific reasons.

Hunting and trapping seasons end before the wolves begin to breed, and dogs cannot be used to hunt wolves. Regulations regarding the training of hunting dogs and the baiting of wildlife are designed to minimize the negative impacts of such activities on wolves, other wildlife, and hunting dogs.

Overall, the Timber Wolf Alliance believes that wolf conservation should be based on recognition of the broad understanding of the benefits of a healthy wolf population, while minimizing the problems wolves sometimes cause.

### **U.S. Fish & Wildlife Service**

133. We have no issues/concerns to highlight currently.

Pre-work #2: U.S. Fish and Wildlife Service did not have any issues/concerns for pre-assignment #1.

### **USDA APHIS Wildlife Services**

5. Protect Wisconsin's agricultural community from impacts due to gray wolves  
Pre-work #2: Protect Wisconsin's agricultural community from impacts caused by gray wolves using an integrated program that includes lethal and non-lethal methods based on experience and science. Conflict Management
90. Develop tools/methods to reduce gray wolf depredation to livestock  
Pre-work #2: Develop tools/methods to reduce gray wolf depredation to domestic animals.
6. Respond and address threats to human health and safety  
Pre-work #2: Conflict Management
40. Assist DNR with monitoring wolf populations  
Pre-work #2: Good

### **USDA Forest Service**

61. The status of wolves is important as it dictates our response and management of National Forest managed lands (NFS).  
Pre-work #2: Ref# 61a: Keep in mind how the Department of Natural Resource's wolf management plan will influence the status of the wolf and how this will affect other agencies.  
Ref# 61b: Theme OK
91. Current understanding of wolf habitat requirements that would help guide, influence, or constrain management of NFS. One example might be road densities within active wolf territories.  
Pre-work #2: Ref# 91a: comment is adequate  
Ref# 91b: Theme OK
27. Issues surrounding hunting (ex. baiting, hounds, night hunting, etc.) and associated motorized access.  
Pre-work #2: Ref# 27a: Consider issues that may arise from hunting methods and techniques; surrounding hunting (ex. baiting, hounds, night hunting, etc.), associated motorized access, and public safety.  
Ref# 27b: Theme OK
92. Interactions between habitat management, game management and prey availability.  
Pre-work #2: Ref# 92a: Understanding the connections and interactions between habitat management, game management, and prey availability.  
Ref# 92b: Theme OK

### Wisconsin Bear Hunters Association

62. Review and evaluate the use of social science, specifically info collaborated and collected from people outside wolf range.  
Pre-work #2: Add (per WBHA): Specifically input from residents living, working and heavily recreating in active wolf range should ALWAYS be weighted above input from residents living with only the idea of wolves and living outside of active wolf range
93. Evaluate and rectify the ways and areas where wolves are counted.  
Pre-work #2: Rewrite (per WBHA): Evaluate, improve, and expand the ways and areas wolves are counted and quantified as a whole population in Wisconsin. Including wolves on reservations, and better acquisition of lone wolf population across the undefined wolf range in Wisconsin.
63. Assess the loss of opportunity for hunters and hound hunters across the state of Wisconsin due to concentrations of wolves.  
Pre-work #2: Add (per WBHA): The loss of opportunities for recreation in many forms in active wolf range, especially hunting dog activities protected by state statute including but not limited to upland game birds, rabbit, bear, bobcat, coyote, fox , waterfowl and Some due to depredation and some due to fear of wolves themselves.
7. Continue to discuss and deliberate options to deter wolves from depredations across WI.  
Pre-work #2: Rewrite (per WBHA): Continue to discuss, deliberate and create options and methods to not only deter wolf depredations but to stop reoccurrence. Keeping all options for harvest , lethal control and deterrence methods legal to maximize any efforts to slow depredations or reduce the population in areas where depredations occur.
64. Maintain a position that wolves must be managed by forms of hunting and trapping to establish, not only population goals but also pressure tolerance for wolves in wolf range.  
Pre-work #2: Rewrite (per WBHA): Maintain a position that wolves must be managed by forms of hunting and trapping to establish, not only population goals but also preserve tolerance for wolves in wolf range.

### Wisconsin Bowhunters Association

65. Concern that the WI DNR has continued in bad faith to "move the goalposts" on those of us that supported and authorized funds for wolf reintroduction in the first place.  
Pre-work #2: Theme OK. Text incomplete, refer to verbatim
66. We were told that wolves would only thrive in "vast tracts of roadless wilderness". Now, due to absolute protection, wolves have been pushed into unsuitable or marginal habitat, exacerbating conflicts and depredation.  
Pre-work #2: Theme should be Conflict Management. Text incomplete, refer to verbatim
67. The concerns of those directly affected by wolves are overruled by "feel good" groups and others that don't have to deal with the constant "nightmares" that wolves can create.  
Pre-work #2: OK
68. The DNR seems willing to simply disregard the will of the people in the wolf range (those directly affected by wolves) where a majority of county boards have voted to manage the state wolf population at 350 wolves, or less in some cases.  
Pre-work #2: Theme OK. Text incomplete, refer to verbatim
28. In unsuitable habitat, where the DNR has said in the past that wolves "don't belong", over-the-counter hunting and trapping tags need to be available to prevent conflicts that are detrimental to not only the affected citizens but also the general attitudes towards wolves.  
Pre-work #2: text OK, Theme also belongs in Conflict Management

### Wisconsin Cattlemen's Association

8. Depredation of livestock



9. Compensation for loss of income and time due to presence of wolves
10. Wolves being dispersed into populated areas.
11. Human safety—*Merged into another input*
48. Money spent defending litigation that should be used for management.

#### **Wisconsin Chapter of Backcountry Hunters & Anglers**

94. Population Numbers – accuracy and transparency are paramount to getting stakeholders into the conversation.  
Pre-work #2: Represents our view. Theme OK.
85. Increased education outreach on the ecological values of wolves on the landscape as well as the need to effectively manage wolves as a game species like deer, bears, and elk are in WI.  
Pre-work #2: Represents our view. Theme OK.
29. Updating registration requirements to insure more timely harvest data required for tracking harvest numbers and managing season closures.  
Pre-work #2: Represents our view. Theme OK.
69. What is our new minimum population objective?  
Pre-work #2: Represents our view. Theme OK.

#### **Wisconsin Conservation Congress**

70. Development and maintenance of accurate population metrics and minimum and maximum goals for wolf levels.  
Pre-work #2: We are okay with the goals which were presented by the Conservation Congress, and which survived the July meeting, as they have been restated by the facilitator.
106. Establishment of consistent and long termed science-based management for wolves in Wisconsin.  
Pre-work #2: We are okay with the goals which were presented by the Conservation Congress, and which survived the July meeting, as they have been restated by the facilitator.
114. Maximization of wolf related recreational opportunities.  
Pre-work #2: We are okay with the goals which were presented by the Conservation Congress, and which survived the July meeting, as they have been restated by the facilitator.
12. Protection of other resources and human property from improperly controlled wolf populations and from individual problem wolves through properly controlled harvests and year around emergency controls.  
Pre-work #2: We are okay with the goals which were presented by the Conservation Congress, and which survived the July meeting, as they have been restated by the facilitator.
71. Like deer, management of wolves relies on support from Wisconsin Residents who share space with wolves. For this reason, it is important that wolf population goals, like deer population goals should represent population ceilings, not the lowest allowable population levels, like bobcat and fisher goals. It is important that populations goals be both sustainable, and socially tolerable. We suspect that a proper goal would be less than 1000.  
Pre-work #2: We are okay with the goals which were presented by the Conservation Congress, and which survived the July meeting, as they have been restated by the facilitator.

#### **Wisconsin Conservation Voices**

107. Management decisions should be based on sound scientific principles
124. Tribal rights and perspectives should be validated
49. Sport hunting is not a viable population control tool for wolves  
Pre-work #2: Sport hunting and population control are not the same. Maintaining a healthy wolf population should be the goal of the wolf management plan. Sport hunting might be required by law, but should not be the policy goal, and any decisions made about sport hunting of wolves

should be subsidiary to the goal of maintaining a healthy population. In very specific times and places, a sport hunt for wolves might overlap with the need for population control, but again, these should be recognized as different policy goals and outcomes.

Recommend that this be moved to population.

- 41. Citizen input on environmental decision making is crucial, especially on this issue
- 13. Social carrying capacity can be increased by smart management and education  
Pre-work #2: Combined label for coexistence / conflict management is acceptable

#### **Wisconsin County Forest Assn.**

- 130. A necessity to rely on sound wildlife management and progressive research.  
Pre-work #2: All three themes ok.
- 131. Increase funding to provide for increased wolf monitoring, research, and education.  
Pre-work #2: All three themes ok.
- 132. Educate the public regarding wolf threats and impacts to game species. Many assumptions are over-stated or grossly embellished.  
Pre-work #2: All three themes ok.

#### **Wisconsin Farm Bureau Federation**

- 95. What is the social carrying capacity of Wolves in Wisconsin? Looking at the different survey's completed by WI DNR, it would seem to be far less than the current population. A majority of resident respondents have requested fewer wolves on the landscape.  
Pre-work #2: Population objective criteria - The social carrying capacity should be considered when considering the wolf population of Wisconsin.
- 14. Depredation payments. What will those look like depending on the number of licenses sold? Will they cover actual value of the loss of livestock and pets, including the time spent on abatement practices along with pain and emotional toll on livestock and pet owners?  
Pre-work #2: Theme Ok
- 30. Can Wisconsin do a better job of limiting wolf populations in certain zones? Instituting zone specific permits will go a long way in being able to limit population levels in certain areas. Eliminating wolf depredations and harassments for the people who live in rural Wisconsin.  
Pre-work #2: Theme Ok
- 72. Wisconsin seems to have reached a wolf carrying capacity as population growth has slowed, how does a maxed out environmental population do to other sports and the tourism associated with them?  
Pre-work #2: Theme Ok
- 96. By all reports, the DNR was complacent in being ready for the 2021 Wolf Hunt. How can the DNR better plan and anticipate possible problems in the future?  
Pre-work #2: Theme Ok

#### **Wisconsin Farmers Union**

- 73. Reducing with a goal of eliminating livestock depredations, harassments, threats by wolves.  
Pre-work #2: Could also go into the new theme of Conflict Reduction/Conflict Mitigation. But this theme is OK too.
- 74. Manage wolves sustainably for continued occupation only in areas considered optimal wolf habitat and largely absent human presence and agricultural presence. This will require extensive revision of wolf management zones.  
Pre-work #2: OK



97. Improve positive agreement with wolf management program on the part of residents of wolf range, particularly by farmers, and measure these opinions annually and appropriately to measure success.  
Pre-work #2: OK
15. Provide actual value reimbursement in wolf conflicts to include farm operator time to install and maintain non-lethal abatement, time spent recovering animals that have escaped, time spent on healing injured animals, actual value for ultimate market value of animals lost, and no lost animal cap. Provide reimbursement in a timely manner.  
Pre-work #2: The theme of coexistence is not the place for this goal. Payments provide a necessary method of giving partial relief to victims of wolf conflicts, but are not capable of promoting coexistence. This should be in a completely new theme called Conflict Reduction/Conflict mitigation.
50. Eliminate funding for wolf conflicts from hunter fees and establish a stable fund from general revenues to adequately cover all costs to agricultural producers and others who experience wolf conflicts.  
Pre-work #2: This item also needs to go into a new theme of Conflict Reduction/Conflict Mitigation
42. Provide true inclusiveness by creating an ongoing advisory group to include victims of wolf conflicts and agricultural producers familiar with wolf conflicts as well as representatives of local government where wolves have a presence.  
Pre-work #2: OK

#### **Wisconsin Trappers Association**

75. Determine the population goal for wolves in the State of Wisconsin. It is the single most important number, from which most all other issues will reference. I believe that the number is currently at 350. We will likely need to adjust that number.  
Pre-work #2: theme OK
98. Finding a way to accurately count the number of wolves in the State of Wisconsin. The current counting mechanism is not accurate, and viewed as being suspect at best. There are wolves residing in many parts of the state which are not being counted.  
Pre-work #2: theme OK  
Find a method to accurately count the number of wolves residing in Wisconsin.
31. We need to announce the harvest tag selection earlier in the year (not September, with a November season start), similar to what is being done with the black bear season. This will allow successful applicants the time needed to properly prepare.  
Pre-work #2: theme OK
32. To make it fair for all user groups, the wolf harvest season should be split into two time periods (similar to the Bobcat season structure). A November season start will have the entire quota being quickly achieved by trappers before the dog hunters have any snow to start.  
Pre-work #2: theme OK
43. There are several other "wolf committees" which have started up (other than this DNR sponsored committee), how much input will any have on the final policy and procedures, or are they all just "advisory?"  
Pre-work #2: theme OK

#### **Wisconsin Wildlife Federation**

*Pre-work #1 and #2 inputs were identical.*

76. Population management goal of 350 or less.
- This is the official position of the Wisconsin Wildlife Federation. 36 county boards support between 350 or less down to 50 or less. 6 cattle organizations support between 350 or less

- down to 80 (the original recovery goal). 4 hunting/trapping organizations support 350 or less down to 100. The WCC official position is 350 or less.
- Reduce and stabilize the population to assure no more than 350 wolves and above the 250 threatened level.
  - Depredation on native species (moose, elk, whitetail deer, black bear, sharptailed grouse, snowshoe hare, etc.), and domestic animals (livestock and pets) will reduce with the alignment of the wolf population of 350 or less.
77. Regaining the credibility of the DNR wolf management program.
- 1980's goal was 80 wolves, then 100, then 250, then 350, now entertaining increasing it again.
  - Setting quotas fully aware the tribal harvest permits would not be filled.
  - Start to weigh the opinions of those in wolf territory dealing with wolf conflicts higher than those removed from it.
  - Build better confidence in population estimates and modeling with the public.
78. Limit wolf territory.
- Proportionate wolf population between the 5 zones based on human inhabitation, farmlands, wild areas, etc.
  - No quota in zone 6
  - Use the same management zones as deer for simplicity. Farmland areas are no quota areas.
33. Connect hunters/trappers with landowners having wolf issues.
- This needs to be more visible and available to hunters/trappers
  - Include wolves in the Wildlife Damage and Abatement Claims Program (WDACP) to target problem wolves and allow hunters/trappers to harvest vs calling in Wildlife Services APHIS.
34. Manage harvest quotas correctly.
- Set management quotas with the intent of filling the full quota. This is proper management.
  - If tribal harvest permits are not being filled, then they are not part of managing the resource.

### Wisconsin Wolf Facts

Note for another input from Wisconsin Wolf Facts: Confirm the wolf sustainable population at no more than 350—deemed in scope of Harvest Committee, not WMPC

51. Set hunting kill quotas as a quota number after tribal allotments, not before  
Pre-work #2: No changes to either.
80. Limit the wolf territory to semi-wilderness areas which are actual prime wolf habitat – not the entire state  
Pre-work #2: No changes to either.
81. Consider the societal impact and incorporate opinions of residents living in wolf areas  
Pre-work #2: No changes to either.
16. Depredation reimbursement must include total economic loss and not be limited by hunting revenues money pot  
Pre-work #2: No changes to either.

### Wisconsin's Green Fire

82. Establish population goal that allow wolves to fulfill functional ecological role, allow secure numbers to exist on tribal lands, maintains healthy populations, and minimize conflict. As with deer and bears, I would like to see wolf goals be non-numeric and based on managing levels of conflict and ecological benefits that allow periodic (e.g. yearly, every 5 years, etc.) determination of whether the population or certain zones should be reduced, stabilized, or allowed to increase.

52. Recommend to the legislature changes in the wolf harvest season that would allow DNR with public input, determine if a wolf hunting and trapping season should occur, and determine starting and ending dates, areas open and closed, and methods of take.  
Pre-work #2: This should be under hunting/trapping management. Currently under this theme no. 18, 20, 23, 24, 26 & 32 will all need legislative changes to implement.
108. Establish and adaptive management approach to wolf management that takes advantage of new research as it becomes available and allows adjustment to management as new things are learned.
44. Support effort by volunteers to assist with winter tracking, summer howl surveys, and collection of wolf observations such as Snapshot WI and private trail cams.
86. Support outreach and education to improve co-existence of wolves and humans on the landscape, and educate people on ways to reduce wolf/human conflicts.
115. Management under a public trust understanding that is more inclusive of the diverse concerns of Wisconsin residents.

## 4. WMPC Meeting #1 notes

### Wolf Management Plan Committee

Summary Notes from Meeting #1 - July 22, 2021, 9:00 AM – 3:00 PM

Online via Zoom

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#### Introduction

The first meeting of the Wisconsin Department of Natural Resources (DNR) Wolf Management Plan Committee (WMPC) was held virtually on July 22, 2021 via Zoom. The meeting was attended by representatives from all committee member organizations as well as invited DNR staff. Facilitation and meeting notes were provided by Credens LLC.

#### Opening Remarks, Committee Chair Randy Johnson

DNR Large Carnivore Biologist and Committee Chair Randy Johnson welcomed the committee and thanked all for joining. He noted that this is a public meeting which is being recorded and livestreamed on DNR's YouTube channel and the Wisconsin Eye Network. This meeting was posted to the DNR public calendar and emailed to DNR wolf topic email subscribers. He introduced the independent facilitator and notetaker for the meeting.

The WMPC was formed as an inclusive and diverse committee, created in a 2-step process. First, DNR invited Wisconsin's 11 tribal nations, Conservation Congress and related government agencies. Second, an open application period was held for public stakeholders including advocacy, hunting/trapping, agriculture, and ranching organizations. The process resulted in the WMPC with 28 stakeholder organizations. The committee's purpose is to provide input to the DNR for an updated Wolf Management Plan.

#### Opening Remarks, DNR Division Administrator Keith Warnke

DNR Division Administrator Keith Warnke thanked members for participating and taking on the responsibility of this committee. He noted that this is a difficult task as there are a lot of interests represented. The work of the WMPC will influence future wolf management for years to come. DNR joins Mr. Warnke in extending its appreciation for the committee's commitment to sustainable wolf management, hunting and agriculture in Wisconsin.

Mr. Warnke explained that there is a lot of information to digest and share about this topic, as well as information that the DNR needs from the committee. The responsibility and commitment of WMPC are well-recognized; DNR appreciates what the committee is going to do. He stated that DNR values sound scientific and social management. Mr. Warnke noted that he looks forward to the committee's input and appreciates its commitment and dedication to the natural resources of Wisconsin.

#### Attendance

All committee organizations were in attendance. Each member organization was asked to designate a primary and alternate representative. Only the primary representative may participate in meetings. Organizations will alert Mr. Johnson if their alternate is standing in for their primary. The names of primary and secondary representatives were shared with the committee in advance as "WMPC Representatives list." Member organizations are:

##### Tribal and Government Organizations

Bad River Tribe

Great Lakes Indian Fish and Wildlife Commission

Ho-Chunk Nation

Lac Courte Oreilles Band of Lake Superior Ojibwe

Menominee Indian Tribe of Wisconsin

Red Cliff Band of Lake Superior Ojibwe  
Stockbridge-Munsee Community  
U.S. Fish and Wildlife Service  
USDA APHIS Wildlife Services  
USDA Forest Service  
Wisconsin Conservation Congress  
Wisconsin County Forest Association

#### Stakeholder Organizations

Great Lakes Wildlife Alliance  
Safari Club International Wisconsin Chapters  
Sierra Club, Wisconsin Chapter  
The Humane Society of the U.S. — Wisconsin  
Timber Wolf Alliance  
Wisconsin Bear Hunters Association  
Wisconsin Bowhunters Association  
Wisconsin Cattlemen’s Association  
Wisconsin Chapter of Backcountry Hunters & Anglers  
Wisconsin Conservation Voices  
Wisconsin Farm Bureau Federation  
Wisconsin Farmers Union  
Wisconsin’s Green Fire  
Wisconsin Trappers Association  
Wisconsin Wildlife Federation  
Wisconsin Wolf Facts

#### DNR Support Staff

Brad Koele (Wildlife Damage Specialist)  
Lindsey Long (Wildlife Veterinarian)  
Jennifer Price-Tack (Carnivore/Elk Research Scientist)  
Linda Oliver (Customer and Outreach Services)  
Dustin Gabrielson (Conservation Warden)  
Brian Dhuey (Population/Harvest Assessment Specialist)  
Scott Karel (Regulation Policy Specialist)  
Production Staff – Katie Grant, Brent Alderman, Wes Ellarson, Jonna Mayberry

### **Opening Remarks, Facilitator**

The facilitator welcomed the committee. He expressed appreciation for their meeting pre-work assignment and explained that staff compiled their inputs to be used today. He is an independent facilitator contracted by DNR; he is not a subject matter expert. His role is to guide the committee’s conversation and write a final report that reflects all WMPC perspectives. He noted that it is an honor to be part of this complex topic that carries a lot of passion on all sides. His colleague will take notes to track key themes that will be used as input to the final report.

### **WMPC Process, Facilitator**

This committee will meet four times between July and October 2021. The anticipated final product of the committee will be a report containing a description of the work completed, all items/ideas discussed, and a final list of ranked inputs. Then DNR staff will draft an updated wolf management plan considering the

WMPC's work, along with the latest wildlife science and other public input. WMPC and public input on the draft management plan will be gathered in February 2022, after which an updated draft will be written. The revised draft management plan is planned to be presented to the Natural Resources Board in June 2022, which will provide another opportunity for public input at that time. This is an inclusive, deliberate process, designed to hear all inputs. Meeting materials will be posted to the committee's website so that members have access to them.

The facilitator explained the plan for WMPC's process which includes goals for each meeting, meeting pre-work, meeting topics and post-meeting work. Each meeting will result in input to the next meeting and to the final report. He will guide the committee through the process, so that all are comfortable with what is happening and coming next.

During the four meetings—today, August, September, October—the committee will move from identifying key issues to identifying potential solutions. Then they will organize and consolidate those inputs, and then finalize and prioritize them. This will provide committee members ample time to review information with colleagues after each meeting, and suggest any edits.

Today the committee will review the pre-work submitted, identify emerging themes from the pre-work, and clarify issues. Members should consult with their colleagues before sharing input so it represents the full organization.

A question was raised about the flexibility of adding more meetings if needed. The facilitator explained that a lot of work will be done between meetings which will facilitate progress during meetings. He is confident in the process and the group's ability. There may be a fifth meeting or work via email after the draft management plan is written.

Q: Are there any criteria or benchmarks for our organizing issues and concerns, such as access to the best science? Are there criteria that the group will operate under, such as stakeholder respect, commitment to coexistence?

A: Based on the pre-work completed we have nine categories of inputs. Today we will review and clarify the inputs, including identifying suggested criteria for developing the Wolf Management Plan (WMP).

## **Wolf Management Plan Online Public Input, DNR Research Social Scientist Ben Beardmore**

Dr. Beardmore gave a presentation about how the DNR collected public input on wolf management. Across 30 days in April and May 2021, DNR administered an online public questionnaire. A total of 18,399 records were captured; of those, 15,660 records were appropriate for analysis.

Dr. Beardmore explained that public input is not a survey, but rather an open access process. The form was available to anyone who clicked the link. It was not a scientific, representative survey because there was no sample, and anyone could provide input multiple times. Therefore, no statistical inferences should be made about the frequency of the opinions. Rather, this tool is used to identify issues and find commonalities and points of difference within the range of attitudes and opinions. It provides a general insight into public sentiment about wolves.

Wolf management is a contentious issue, resulting in a bimodal pattern of strongly held opinions, and is not statistically representative of the general population. Opinions are strongly divided about more or fewer wolves in Wisconsin. Key values that relate to wolves are bequest value, ecological value, existence value, use value, and use / option values.

A latent cluster analysis of the results identified 6 clusters of respondents that share attitudes and opinions similar to each other.

Clusters 1, 4, 6:

- These respondents are 85% male, over 90% WI residents, hunters/trappers/outdoor enthusiasts/landowners

- Written comments focused on hunting/trapping: they emphasized wolf population reduction, more tags, higher quotas and longer seasons. They wanted to ensure that hunting/trapping opportunities remain, such as using dogs and timing relative to trapping seasons.
- Calls for decision-making based on science focused on the credibility of wolf population size estimates.

Clusters 2, 3, 5:

- These respondents are more female, out of state, more likely to be urban, self-identify as a concerned member of the public. This is a more diverse group than Clusters 1, 4, 6.
- Written comments from Clusters 2, 3, 5 focused on coexistence with wolves: they raised issues about reducing or eliminating the wolf harvest, ecological concerns related to wolf harvests, ethical concerns about methods of hunting and animal welfare concerns.
- Calls for decision-making based on science focused on broader understanding of wolf biology and the ecological role of wolves.

All groups expressed strong opinions on lethal response to conflict with wolves, circumstances when it is acceptable for wolves to be humanely killed through targeted removal in response to conflict with domestic animals or human safety. Other common points of interest are population monitoring and population levels. The role of the Wolf Advisory Committee was highly rated among all groups.

Divisive issues include depredation conflicts and depredation compensation, as well as impacts on deer and elk, wolf hunting and trapping. Responses were mixed on the issues of educational efforts, cultural and tribal perspectives.

Overall, there are two very different value systems at play regarding wolf management, leaving lots of room for productive conversations.

### **Questions/Answers with Dr. Beardmore**

Q: Is the DNR planning to do a social survey of just Wisconsinites?

A: *DNR last did a general survey in 2014, and a comprehensive literature review is in production. More recent surveys were done in Minnesota with results consistent with our 2014 results. We've seen that there is a lot of consistency in the general public surveys. There is no plan now to do another one in the immediate future.*

Q: The Humane Society would love to see that done. Can we get the exact number of responses per question? Break the responses down by in-state and out-of-state?

A: *We have chosen not to do that because the numbers are not statistically representative. We can compare groups, but we cannot say a specific percentage answered one way because it is not representative of any particular group. So, we did not do a frequency analysis based on numbers. We're not focusing on the exact numbers because it is not statistically meaningful. We see a lot of division with the bimodal distribution. It's more valuable to compare within responses than without. Public input is useful for information within commentators, but not for making inferences about the broader public.*

Q: Percentages indicate independent responses, and yet we can't say it's an independent response. How did the DNR account for the fact that someone could have filled it out 200 times?

A: *We can do some cleaning of the data, for example, I removed 60 that were duplicates. But that's one of the problems with an open access form because it is not fully representative. The resulting percentages are percentages of results, not the general public. Actual numbers aren't as important because there could be people who filled it out multiple times. We are more interested in what the opinions are rather than how many people have those opinions. This is a probabilistic approach: based on the pattern of responses they have a percentage of being in a particular cluster. The percentages here can be interpreted like frequencies, but they are conditional probabilities.*

Q: Is it fair to say that the majority of residents support increased management of wolves?



*A: Yes, but there is another potential source of misrepresentation: as the DNR, we maintain customer lists, gov lists of folks interested in wolf management, and have more ready access to hunters than we do to the general public. We can expect more hunters to take an interest because they are more likely to have gotten an email invitation to participate. This is less of an emphasis on how many people responded one way versus another, and more about how people feel about the different issues related to issues. This is about identifying concerns and interests rather than using them as a mandate in decision-making.*

Randy Johnson: We wanted to see a reflection of what is important to the members of the public that were interested enough to take this survey. We will see that the issues of the committee mirror the issues of the survey.

Q: This is not useful in making inferences to the broader Wisconsin public and has shortfalls in reliability. Making a formal request that the DNR commit to an actual public survey. We are owed better than this and we can do better than this. The time is now, it is important to democracy and an important consideration. We need a plan with the social science equal in importance to other issues.

Q: We've taken the total number of respondents, divided them into groups, and merged them into two groups and analyzed them. Is there a way to know what responses were likely to place them in one group or the next? Is it a fact that there are individuals were placed in more than one of those groups?

*A: The majority have potential placement in more than one group. The modeling uses a weighted probabilistic method. These results represent the weighted probabilities associated with cluster membership and speaks more to the varying data set than identifying one individual. The study appendix goes into more details about the statistical analysis. WMPC received the 850-page report that accompanies this data.*

## **Wolf Management in Wisconsin, Randy Johnson**

Mr. Johnson presented the history and current state of wolf management in Wisconsin.

### **Population and History**

Wolves have been a native species to Wisconsin for 10,000 years. Settlers' attitudes to wolves were negative, leading to widespread killing of wolves. By the mid-1900's the wolf population was significantly reduced. By 1960, wolves were extirpated in Wisconsin and most of the U.S. In 1967 wolves were put under federal protection and listed as state endangered in 1975. By the mid-1970's wolves had returned and recolonized naturally. In 1979 wolf monitoring began. In 1989 the Wisconsin Wolf Recovery Plan was written; the wolf population in Wisconsin was 31. In 1999 the Wisconsin Wolf Management Plan was written; the wolf population in Wisconsin was 205-211. In 2007 that plan was reviewed and updated; the wolf population in Wisconsin was 540-577. In 2009-2014, attempts were made to develop a new management plan, but none was finalized.

In 1974, gray wolves were listed as endangered under the Endangered Species Act. Wolves experienced a rapid population growth from the 1990s to 2012. In 2020, over 1000 wolves were counted in Wisconsin for the first time.

In 2021 gray wolves were delisted from the Endangered Species Act and regulated wolf hunting seasons were instituted to reduce the population.

A graph of wolf territory from 1980 to 2020 shows wolf range expansion from northern into southern and eastern Wisconsin. Today, most areas of suitable habitat are occupied as pack numbers have leveled off. Wisconsin is part of a larger wolf ecological metapopulation including Minnesota, Michigan and Canada. A video graphic demonstrates that collared wolves move widely across Wisconsin and jurisdictional boundaries. Wisconsin has a well-connected wolf population that extends beyond state borders.

### **Monitoring and Education**

In 1979 the DNR began formally monitoring wolves and continues to do so annually with radio and GPS collars. Other monitoring tactics include winter snow track surveys, reporting of wolf mortality, and public observations. In 1995 the Volunteer Tracking Program was established which resulted in significant



contributions to Wisconsin. Volunteers host wolf educational courses, such as Wolf Ecology and Track Training, with several partner groups.

Dnr.wisconsin.gov is updated with timely information, including a page dedicated to this committee, its process and materials. Since 1979, territory mapping efforts show where and how many wolves are in the winter. This tool has been used across the country and results in a midwinter minimum count. In recent years the population has grown in numbers and distribution. The midwinter count became more intensive, so DNR partnered with UW-Madison to measure wolf abundance using a scaled occupancy model. This model estimates the wolf population by estimating the area occupied by wolf packs and combining average pack territory size with average wolves per pack to estimate wolf population abundance. It is a statistical approach which results in yearly confidence intervals. The DNR will use this scaled occupancy model going forward.

### **Conflict and Depredation**

Wisconsin state statute directs reimbursement for damages to humans and pets caused by wolves. The program is implemented by USDA APHIS Wildlife Services and the DNR. Toll-free phone numbers capture public complaints. Every complaint is investigated to determine if wolves were the source of the problem. The average number of reported wolf conflicts is 135 per year. In 2020, 148 conflicts were reported, and upon investigation, 98 were verified as wolf conflicts.

Abatement options depend upon federal and state listing standards. When not listed, both lethal and non-lethal methods can be used to deter depredation. Administrative Code NR 10.02 allows private landowners to kill wolves in the act of depredation. Non-lethal methods include turbo fladry, visual deterrents, scare radios, RAG boxes, electric fencing, predator fencing and public education.

DNR's Wolf Conflict Management webpage has maps of verified wolf conflicts. Annual summary depredation tables are updated in real time. Caution area maps depict areas around hunting dog and pet depredations. The Wisconsin Gov Delivery system emails and texts alerts to subscribers of Livestock and Pet Depredation updates.

### **Questions/Answers with Randy Johnson**

Q: Are the wolf caution maps only used for canine issues? Are they utilized for cattle issues as well?

A: *Cautionary maps are specific to dogs.*

Q: Request for notifications of conflicts on private property as well.

Q: There is a difference between minimum and scaled occupancy counts, is that correct?

A: *Yes, we are accounting for that difference. The minimum count is a known abundance estimate, and we know it is biased low. The occupancy count produces a range of estimates. Confidence intervals of the occupancy models include the minimum counts. The minimum count attempts to count every pack animal in the state, but there are areas in which it is difficult to count. The occupancy count is a total count based on probability, and we know it is higher than the minimum count.*

Q: Based on the depredation report have studies been done to show how wolves are adapting to human presence?

A: *Yes, recent research has been done in the central forest zone looking at that.*

Q: Any overall comments or conclusions?

A: *When wolves and human activity overlap, there is higher potential for conflict, which has been demonstrated.*

Q: We support more access to data about where depredations are happening on farms. It would be helpful to have comparable data regarding depredations by other animals, such as coyotes, to help put into perspective the effect wolves have on livestock. The DNR should survey Wisconsin farmers about how effective or ineffective state coexistence efforts are. The DNR needs to understand what government support would help small farmers reduce depredation. Now the USDA comes in after a depredation. Instead of being based on listing status, the tools should be based on what science shows to be effective. It

would be helpful to have characteristics of the farms that are experiencing depredation, such as husbandry types and surrounding habitats. I research carnivore coexistence on farms and hope to be a resource to the committee.

*A: Thank you. Here we are providing background to what is being done right now.*

Q: Do notifications say if it is a hound, pet, or out-of-state hunters or in-state hunters?

*A: We want in-state and out-of-state hunters to sign up for email notifications.*

Q: When livestock depredation notices go out, does it state if they've tried nonlethal or lethal methods?

*A: No, that is not relevant, these are to be cautionary notices, but that specific information is available in the reports.*

## **Process Discussion, Facilitator and Randy Johnson**

The facilitator suggested that in the interest of time, committee members submit questions via email to Mr. Johnson.

Q: This is being streamed live to public and we need to include all questions in the meeting.

*Facilitator: Everything in being done in the spirit of transparency. Emailed questions would be collected, addressed and shared. I don't want to curtail the questions, just manage the time.*

Q: Today's objective is to share information, and we will revisit these issues for discussion as we develop the plan. Is this portion of the meeting background information or discussion?

*Facilitator: We were trying to give background information here; a lot of information was sent ahead of this meeting.*

Mr. Johnson noted that he was trying to capture the work of the entire Wolf Management Program in a few slides, and that it is important to keep the meeting moving.

*Facilitator: We need to use committee time to move the agenda forward and use offline time to collect and share responses. Unfortunately, we don't have time to address all questions live.*

Q: Is the focus of this meeting to provide background for those who haven't been involved in wolf committees before? Will we revisit these points in future meetings?

*A: No, we recognize the amount of work that has been done over the past 10 years. Our next step is to review the pre-work. As we move along, the process will become clearer. We understand there are lots of strong opinions, we will recognize them and over the next meetings we will share them.*

## **Pre-Work Discussion, Facilitator**

Prior to this meeting, 124 ideas were shared by 25 organizations. The DNR had identified preliminary "buckets" as initial prompts for organizations when completing the pre-work regarding identifying key issues. Those buckets will not be used moving forward. Based on the pre-work submitted, staff organized the issues into relevant themes:

1. Coexistence
2. Hunting/trapping management
3. Interagency & stakeholder collaboration
4. Parking lot
5. Population objective criteria? (to be clarified)
6. Public education
7. Research needs & monitoring
8. Science-based decision-making
9. Stewardship for all stakeholders
10. Tribal perspective

Q: Organizations were asked to identify their top five issues but could have more than that. This list would change if more were allowed.

*A: This list was to get us started; it is a working document that will evolve and change.*

Q: Regarding the minimum count versus pack occupancy count, we need to know how many wolves there are in Wisconsin. That is something everyone in this meeting agrees on. Pack occupancy is based on average pack size which is difficult to verify and usually underestimated. We need to get a handle on how many wolves are in Wisconsin. I don't see how you have credibility in your count; people don't believe it.

*A: You will see that this point is clearly reflected in the details of issues submitted. My request is to work with the process—many of your comments may already be there. We will go line by line and work through all submissions.*

The facilitator explained these guiding principles of his work:

- Every organization's participation and voice are needed and equally important
- This is a transparent process with an independent facilitator
- These are working documents and we will keep updating and sharing documents until we get to the final report.

Yesterday committee members received a document "Pre-work 1 VERBATIM issues from WMPC" with all inputs as they were received, verbatim. Staff used that input to create a spreadsheet of issues, simplified and organized by theme, "Meeting #1 output 07 22 2021." Longer comments were shortened in the hope that the summary represents the original point. The committee will review this document line by line and edit as necessary during this meeting. This will ensure committee members discuss all the views.

This process has been accomplished successfully in the past on projects such as the DNR Chronic Wasting Disease Response Plan and Deer Advisory Committee. This process is successful because it brings forward all opinions.

Q: Will there be a science and technology committee to accompany this plan, so we have academic/scientific information to ground us? Prior wolf efforts had a separate expert committee. It bears on the confidence we will have in this process.

*A: This committee is not looking at the desired number of wolves, but rather key principles and priorities. We are deliberately not focusing on the number, but rather, the objectives that we are trying to achieve. In the future, the objectives will likely stay the same while the number may vary. We are focusing on the why, not the number.*

*A: There is legal and scientific background provided in the committee introductory materials. Our work must be based on science, based on state law, and we want to hear everyone's opinions. We want to hear the "what."*

Q: I am looking for a resource that provides the best available science, research and data, to inform this analysis. I'm not interested in hyper-focusing on specific number. People want an understanding of the research and data.

*A: Information provided in the committee pre-packet included what is known today.*

Q: If we're talking about management, will we be talking about population management goals?

*A: That is captured in the population objective criteria. We want to focus on the criteria that inform the population goal. This is long-term management.*

Q: At some time that plan must say a number, otherwise, we will have unlimited wolves. I hope we are not going that way. I want to ensure we don't have as many wolves as can breed in the state.

*A: We are focusing on criteria, what is important to citizens. The bear management plan has non-numeric goals based on distribution, damage levels, hunting quality, that will continue to change through time. Objectives should stay consistent through time, but those other items can accommodate them.*

*Facilitator: You will see that the WMPC includes very different perspectives and almost everyone had input into these themes. The DNR will have to balance those perspectives as it comes up with its recommendations.*

Q: Will current scientific data will be used?

*A: The DNR's job is to use provide stakeholder input using best available science.*

## **Process Discussion, Facilitator and Randy Johnson**

Committee members raised the following questions and feedback about the process.

Q: Judgements have been made about what organizations are trying to say, trying to pigeonhole them into categories that may become restrictive. It is distressing to those of us who have been working on this for 25 years to be pushed aside. The science is important, and we need to look beyond ill-defined terms like ecological themes. We need to use numbers.

A: *We are happy to think about what the best way is to rephrase the input, or what is the emerging theme if there are changes to be made. Staff had to organize the information to give us a starting point, and to summarize very long paragraphs submitted as pre-work #1. This is a draft for us to work through together as a group. The verbatim document is exactly what was submitted by organizations, shared for all to see. If we have misconstrued something, we are happy to get your input to figure out the best way to edit it. We are not subject matter experts, so we don't bring any biases. If we misunderstood something, help us straighten it out.*

Q: I still feel a lack of clarity in how science is informing the plan versus stakeholder groups. I would like to clarify that there should be differentiation between a stakeholder group and a sovereign tribe. How is input that is not substantiated going to inform the plan, versus scientific literature?

A: *We have a plan from 2015. We want a report from this committee that captures diverse opinions, values, etc. The committee members will rank issues and then the DNR will update the plan informed by the inputs from this committee. Science comes into the implementation. But first we have to identify what we want in this plan. We invited governmental organizations, stakeholders and tribes to participate. Tribal perspectives are explicitly recognized as a theme.*

Q: Will this plan make legislative recommendations?

A: *Species management stays away from legislative recommendations, since DNR does not make legislation.*

Q: Legislation grows out of state management plans.

A: *This committee is not writing the final plan, but rather providing inputs to the plan. The DNR is writing the final plan.*

Q: Several of us expect a specific management goal. We should not be starting from the 2015 plan, the 2007 plan is the current plan. I object to starting with 2015 plan. It is a non-binding starting point.

Q: Science has changed over time. Some members were removed from the previous committee. Social attitudes and science have changed.

A: *Do not worry about the starting point, let us complete the task in front of us. As a large group representing many different facets, what are the key objectives of this committee? Let us focus on that. The key thing is to ensure that we represent different perspectives as input to the DNR. I understand there is a lot of history and emotion connected to this. We are sensitive to that, and if we work together, showing that we have differing opinions, that will be a valuable input to the DNR.*

Q: I want to recognize that many have put in a lot of work to the 2015 plan.

A: *Let's call it a "reference document" instead of a "starting point."*

Q: The wolf committee has always been a committee that made recommendations. It was never a voting process; we had to agree to disagree. We have always made scientifically factual decisions. This committee will allow everyone to address all these issues; we are headed in the right direction. The goal has always been to get to something that we can agree on; this is our opportunity to get management for the betterment of wolves.

A: *The preliminary themes are distributed across all organizations.*

## **Brainstorming Key Themes, Facilitator**

The Excel document with the combined WMPC input from Pre-Work #1 was updated in real time during the meeting, while being projected to all the attendees via Zoom. Key discussion points not reflected in the Excel document are presented below.

**Co-existence theme:**

- Some WMPC members would prefer to use a different word since this word is emotionally charged. An option was shared suggesting conflict management, which better represents the total economic value of depredation. The preliminary theme labels were intentionally broad and can be modified. The exercise of clarifying each label is intentional. The facilitator will seek input from the WMPC on this topic through pre-work #2.
- There was a brief discussion about criteria for managing wolves versus a specific target wolf population number. WMPC is tasked with providing input to DNR on the criteria to be used in managing the wolf population, and not with recommending a specific number of wolves. Rather, identifying the important criteria in making that decision will inform what the DNR's numeric goal should be. Many numeric recommendations were submitted with Pre-Work #1, and committee staff will track them in an appendix of the final report.

**Population Objective Criteria Theme**

- Items with recommendations for specific wolf population numbers were captured in the appendix.

At this point, the end of the scheduled meeting time was near and the facilitator explained the rest of the issues will be confirmed with the committee as Pre-Work #2 before the next meeting.

Questions from the above discussion are consolidated here:

Q: Will we have an opportunity to contribute to the conversation even if our ideas are not in each theme?

A: *Everyone will have ample opportunity to contribute via pre-work and in-meeting discussions.*

Q: Are these statements vetted? What is the adherence to science, law?

A: *We want things grounded in science, and we also want value statements which are harder to quantify.*

Q: This is not a fair, transparent process if we don't go over it all in a recorded meeting.

*Facilitator: We will continue to work on these inputs. Pre-work #2 will include the work we did today, and organizations will be able to confirm where their input is included. We will review pre-work #2 in the second meeting where it will be recorded and publicly discussed.*

**Next Steps and Process Discussion, Facilitator and Randy Johnson**

A discussion evolved about educating committee members on relevant topics like treaty rights and access to subject matter experts. Some requested expert speakers to present information at future meetings. Specific topics were suggested. Some members noted there is lots of information provided in the pre-meeting informational packet and that information can be shared offline for member reading or viewing. The facilitator suggested that the WMPC will need to balance the scheduled time between external speakers and time for committee discussions. Others agreed that information should be shared offline or the committee work will not get completed and it is the responsibility of committee members to do their due diligence and own research.

Committee members are requested to email to Mr. Johnson one or two topic ideas they want presented at a future meeting. The facilitator and staff will compile a full list of topic suggestions. Details of the discussion are below.

Q: We need an official opinion to guide this group, for example, how this issue relates to tribal rights. We need to know what those standards are. This is about the law, not opinion.

Q: I feel much of this process could have been done individually rather than in the group. The process work could be done individually. This is the problem with the DNR not allowing us to meet for seven years; now we are playing catch-up. I request education and to hear from victims of depredations during our meetings.

Q: I support the idea of doing education offline. The population model is complex. Treaty rights need to be in front of the entire committee. The State does not have unfettered rights to the wolf population.

Q: I agree with topics of carnivore presence on farms, treaty rights, the science behind population monitoring. Every year since 2015 the available research has expanded; I would ask again to reconsider fitting this into four meetings, especially regarding this Fall’s hunt.

A: *That committee has finished its work.*

Q: We were sent here to look at a benchmark plan, and it is not the priority of this committee to educate people about things. I agree my time is not best spent educating people on things they can learn on their own. Our goal is to look at management plan and make recommendations. Goalpost just moved to include education. That is not what this committee is set to discuss.

Q: Any presentations could be provided offline, outside of meetings. It’s important to try to follow the agenda and meeting schedule, but how we will get it done in four meetings? I am skeptical of the interaction. We’re only beginning to pull ingredients together. Think hard about if we have to stick to four meetings.

Q: The credibility of the numbers is a problem. There are very few people in the hunting community who believe it is right. That has to be fixed or there will still be problems. Educating public about the numbers by the DNR is important. The credibility issue is a big one.

A: *There is a theme of public education.*

### **Appreciation and Adjournment, Facilitator and Randy Johnson**

The facilitator thanked the committee members for their engagement. He noted that at times he has to take a firm line to keep the conversation on track and he does not mean any disrespect when he does so. He is facilitating a complex issue and a large group. With four meetings and four pre-work assignments, the committee has eight opportunities for engagement. He believes if the WMPC can stick to its agenda they will arrive at a set of strong inputs for the DNR. He suggested a review of the committee’s progress after the third meeting and to evaluate then if more meetings were needed. There are many recommendations coming from organizations, and staff will continue to organize and consolidate all inputs. The committee needs to maintain its focus on providing inputs to the DNR.

One committee member stated that he has worked with this facilitator and has confidence in the process as designed. He noted that offline pre-work as well as committee self-education is important.

Mr. Johnson thanked committee members for their time, their respectful discussion, and for working together in good faith.

The meeting ended at 3:15 pm.

### **APPENDIX: Items that included a specific population number**

Original Reference #	Pre-work #	Input	Source
71	1	We suspect that a proper goal would be less than 1000	Wisconsin Conservation Congress
76	1	Population management goals of 350 or less	Wisconsin Wildlife Federation
79	1	Confirm the wolf sustainable population at no more than 350	Wisconsin Wolf Facts



## 5. Pre-work #2 sent to WMPC

**Due Aug 6, 2021 via email to [rkamal@credensLLC.com](mailto:rkamal@credensLLC.com)**

Dear Wolf Management Plan Committee (WMPC) members,  
Please submit your completed pre-work via email directly to the meeting facilitator, Raj Kamal ([rkamal@credensLLC.com](mailto:rkamal@credensLLC.com)). Raj will confirm receipt of your pre-work. If you do not receive confirmation, follow up again or call Raj @ 608-576-0442. Raj will compile and bring all responses to the 2nd WMPC meeting on Aug 19.

Please send only **ONE** response per organization, Tribe or agency; only the response from the primary representative will be included in the compilation.

The enclosures listed below are described in Randy Johnson’s email.

### Pre-work #2:

**Name of your organization:**

This pre-work has **3 parts:**

#### **Part 1: Clarifying the emerging theme called “Co-existence”**

During the meeting on July 22, some WMPC members expressed a desire to use a different label for the theme of “co-existence.” In the box below, please tell us if you:

- (a) are ok with using a combined label of “co-existence / conflict management”, OR,
- (b) would like to separate them. If you choose (b), state which of the two you prefer and provide a clear definition of each label showing the difference between them. Please limit your response to 2-3 sentences.

**Box for Part 1:**

#### **Part 2: Excel table:** file name: “Pre-work #2 EXCEL table.xlsx”

As discussed during the July 22 meeting, this table was created by the facilitator based on the pre-work #1 input you provided. Most pre-work #1 comments were placed exactly as written; very long comments were summarized by the facilitator to conserve space. All original comments are preserved in the “Verbatim” document.

This table is sorted by column D, “Source”, to make it easier for you to find your input.

All cells are locked except **column E, “Pre-work #2 Input”** with orange header – please type your input for the Excel table ONLY in this column.

**Alternative:** If you prefer to not type in Excel, you can use the PDF version of the same content, and type your response in the box below – please write the row # related to your input.

Please do the following two tasks:

- a. **Confirm your input in column C:** Please review the comment in column C for your organization. If it adequately represents your view, no action is needed.  
If it does not adequately represent your view, then in Column E, type up to 1-2 brief sentences to clearly reflect the issue you want to highlight.
- b. **Confirm “Emerging Theme” label in column B:** For your organization’s input in column C, check the draft “Emerging Theme” shown in column B. If the Theme shown is ok, please type “Theme OK” in Column E. If not, please type which Emerging Theme you prefer for that input, and why.
- c.

**Box for Part 2 (only if you choose not to type directly into the Excel table):**

**Part 3: Mission Statement**

Please see the PDF file “*Pre-work #2 MISSION STATEMENT input.pdf*” - it includes verbatim input received on or after Jul 22.

After reading comments from other WMPC members, please type in the box below any edits you wish to make to your organization’s initial comments.

**Box for Part 3:**

WMPC input on Mission Statement from pre-works #1 and #2 is combined in one appendix.



## 6. WMPC Meeting #2 notes

### Wolf Management Plan Committee

Summary Notes from Meeting #2  
August 19, 2021, 9:00 AM – 3:00 PM  
Online via Zoom

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#### Introduction

The second meeting of the Wisconsin Department of Natural Resources (DNR) Wolf Management Plan Committee (WMPC) was held virtually on August 19, 2021 via Zoom. The meeting was attended by representatives from committee member organizations as well as invited DNR staff. Facilitation and meeting notes were provided by Credens LLC.

#### Opening Remarks, Committee Chair Randy Johnson

DNR Large Carnivore Biologist and Committee Chair Randy Johnson welcomed the committee and thanked all for joining today. He noted that this is a public meeting which is being recorded and livestreamed on DNR's YouTube channel and the Wisconsin Eye Network. This meeting was posted to the DNR public calendar and emailed to DNR wolf topic email subscribers.

The WMPC was formed as an inclusive and diverse committee, created in a 2-step process. First, DNR invited Wisconsin's 11 tribal nations, Wisconsin Conservation Congress and related government agencies. Second, an open application period was held for public stakeholders. The process resulted in the WMPC with 28 total organizations.

Committee discussion and inputs are to be science-based, and in consideration of the social, legal and statutory landscape within which wolf management operates. The committee's final product will be a report that includes the ranked inputs of this committee for the DNR to consider as it drafts an updated wolf management plan. There will be opportunities to review the plan this winter.

A separate wolf harvest committee met earlier this year to provide input on the fall wolf season. The WMPC committee will not discuss this fall's season; instead, it will focus on the management plan effort. The DNR hired Credens, LLC, an independent facilitator to design and implement the process and to capture detailed notes.

#### WMPC Progress to Date, Randy Johnson

Mr. Johnson reviewed the progress WMPC has made to date. First, meeting materials, notes, slides and recordings were posted online available to public on DNR's WMPC webpage. Second, the committee completed a second round of pre-work prior to this meeting. Mr. Johnson recognized those efforts and the time put in between meetings. Third, the facilitator and the DNR offered three optional opportunities for members to meet via Zoom to discuss the committee's process between the first two meetings.

In the last meeting, members requested educational information on relevant topics: laws and tribal treaty rights, wolf population monitoring, and the social science of wolf management. The WMPC received reference materials about many of these topics. Mr. Johnson invited DNR Carnivore Research Scientist Jennifer Price Tack to deliver a presentation about wolf population monitoring today.

#### Attendance

All committee organizations were in attendance except Menominee Indian Tribe of Wisconsin. Each member organization was asked to designate a primary and alternate representative. Only the primary representative may participate in meetings. Member organizations are:

#### Tribal and Government Organizations

Bad River Tribe

Great Lakes Indian Fish and Wildlife Commission

Ho-Chunk Nation  
Lac Courte Oreilles Band of Lake Superior Ojibwe  
Menominee Indian Tribe of Wisconsin  
Red Cliff Band of Lake Superior Ojibwe  
Stockbridge-Munsee Community  
U.S. Fish and Wildlife Service  
USDA APHIS Wildlife Services  
USDA Forest Service  
Wisconsin Conservation Congress  
Wisconsin County Forest Association

#### Stakeholder Organizations

Great Lakes Wildlife Alliance  
Safari Club International Wisconsin Chapters  
Sierra Club, Wisconsin Chapter  
The Humane Society of the U.S.— Wisconsin  
Timber Wolf Alliance  
Wisconsin Bear Hunters Association  
Wisconsin Bowhunters Association  
Wisconsin Cattlemen’s Association  
Wisconsin Chapter of Backcountry Hunters & Anglers  
Wisconsin Conservation Voices  
Wisconsin Farm Bureau Federation  
Wisconsin Farmers Union  
Wisconsin’s Green Fire  
Wisconsin Trappers Association  
Wisconsin Wildlife Federation  
Wisconsin Wolf Facts

#### DNR Support Staff

Brad Koele (Wildlife Damage Specialist)  
Jennifer Price Tack (Carnivore/Elk Research Scientist)  
Linda Oliver (Customer and Outreach Services)  
Brian Dhuey (Population/Harvest Assessment Specialist)  
Scott Karel (Regulation Policy Specialist)  
Robert Nack (Big Game Section Chief)  
Production Staff – Katie Grant, Brent Alderman, Wes Ellarson, Jonna Mayberry

### **Opening Remarks and Plan for the Day, Facilitator**

The facilitator welcomed the committee. He expressed appreciation for their meeting pre-work assignment and explained that staff compiled their inputs to be used today. He reviewed the day’s agenda which includes a process discussion, presentation about population estimation methodology, review of the updated Excel table of inputs, and discussion.

The committee has done a lot of work to date including two pre-works, the first meeting and today’s meeting. The facilitator reviewed the documents prepared by staff, including detailed verbatim inputs submitted in pre-works #1 and #2. Their input has been organized and numbered to facilitate easy reference between documents. All members of the WMPC have the Excel document (PDF version) for full transparency and reference.

## **WMPC Process and Nutshells, Facilitator**

WMPC staff organized the 133 original inputs into 10 high-level themes to help group similar ideas together. Then staff created Nutshells, which are a summary of similar, actionable ideas. Nutshells are somewhere between detailed inputs and high-level themes and will facilitate ranking and consolidating the inputs. The facilitator noted that 28 organizations submitting input across multiple meetings and pre-works generated a lot of content.

Today and in the next meeting, the committee will refine all inputs and Nutshells. In the fourth meeting the committee will finalize and rank the Nutshells, which will comprise the core of the input provided to DNR. Each organization will rank each Nutshell in two ways: one that indicates support or opposition for the Nutshell and accompanying detailed inputs, and another that indicates the degree of importance of that Nutshell. Each organization will see all inputs from all organizations to ensure full transparency.

A final post-work and a fifth meeting may be used if needed. Then, staff will put together a draft report, including all inputs, meeting notes and process steps, and send that to WMPC for their input.

The Excel spreadsheet will track which detailed input relates to which theme and Nutshell. This is to keep the essence of each input but reduce 133 ideas to a manageable number which WMPC can rank. Every input can be tracked by reference number, Nutshell, and theme on the Excel. WMPC members will have all information for complete transparency and traceability.

The current list of 21 Nutshells includes a parking lot and legislative items, and many Nutshells are aligned with multiple inputs. There is lot of interest across the committee in similar ideas. Today, the committee will review the Nutshells and make necessary edits.

## **WMPC Process Discussion**

These key points were discussed by WMPC members and staff:

- Clarification that in today's meeting there will be opportunity to discuss the Nutshells and ensure they are written as committee members want them.
- Request for ample time to review the final draft report.
- Reminder that the committee's input is one of several items that will factor into DNR's plan.
- The plan will be comprised of 1) committee input, 2) wildlife science and 3) public input.
- The diagram shown is conceptual, not an exact representation of the weighting of each item. It depicts that the three elements overlap and connect together. A notation was added that the circle sizes do not denote specific weight.
- Science is crucial, though there may be different opinions about what is "best" science.
- WMPC input is not independent of science. It is an addition to the science and research the WMPC members know about and bring to the committee.
- After WMPC finishes its work, DNR will draft an updated wolf management plan. Then, committee feedback and public input will be solicited.
- Terms that sound vague like "coexistence" and "inter-governmental" can be explained in detail in the Excel document.
- Staff will think about capturing recommendations / comments that committee members might have on input from other WMPC members.
- Members represent their organization and constituents.
- Best available wildlife science is a combination of all sources, including peer-reviewed literature, DNR experts, Tribes and universities.
- The public attitude survey has shown to be generally consistent over time.
- Formal request for an updated social science-based public survey.

## **Estimating Wisconsin’s Wolf Population, DNR Carnivore Research Scientist Jennifer Price Tack**

Mrs. Price Tack delivered a presentation on how the DNR estimates Wisconsin’s wolf population. Counting animals is often impossible and instead, populations are estimated using an advanced statistical model. The DNR’s previous model was a wolf territory mapping model which used howl surveys, pilot observations, snow-tracking and telemetry information to determine an over-winter minimum count. This model became more challenging as the wolf population grew. DNR staff reviewed several methodologies and decided to change to a scaled occupancy model. DNR used this method for three years in conjunction with the older minimum count method to validate and calibrate the model.

The scaled occupancy model produces a reliable total estimate rather than a minimum count, provides a realistic measure of uncertainty, and increases the efficiency of state resources. The model defines pack-occupied core ranges and pack activity annually. It produces intermediate estimates using area-occupied, zone-specific average pack sizes and range-wide average pack territory size. Then, it uses intersections to produce population estimates. Data sources include annual snow tracking and telemetry data from radio-collared wolves. This method was developed in conjunction with DNR Office of Applied Science and UW-Madison and subsequently published in a peer-reviewed journal.

Mrs. Price Tack summarized the benefits of the occupancy modeling approach by stating that it produces reliable estimates, is robust and accounts for detection probability. With it there is no need to map all pack territories. It provides more realistic measures of uncertainty and includes statistical uncertainty in its intermediate and final estimates. Finally, it is a cost-effective approach to monitoring the wolf population across large areas.

### **Questions/Answers with Jennifer Price Tack**

Q: How many collared wolves do we have? How much overlap is there between pack ranges? Is harvest data included in the wolf population estimate?

A: *The number of collared wolves changes daily; 39 is the latest number. The range is 25-50. GPS collars are a bit touchy and can fail. Territories are well-defended, so territory overlap is minimal. Harvest data is being considered as a future covariate in the occupancy model, to evaluate if harvest is affecting the blocks occupied by wolves.*

Q: We use an average of 4 animals per pack but in my area there are more than 4 animals per pack. We didn’t start having depredation problems before there were 6-7 animals per pack, in the last few years. Would it be feasible to keep a particular pack down in size, to keep depredation down?

A: *We use average pack territory size, but we account for the uncertainty around that. We know there are larger and smaller packs, and we are accounting for areas that have more or fewer wolves. That’s why there is uncertainty around the estimate.*

Mr. Johnson: *This is an estimate of the average pack size during the winter. In August, packs are larger due to pups. I refer you to the depredation program, which addresses conflicts on a case-by-case situation. We can’t apply harvest rules in a particular area to address the size of a specific pack.*

Q: It would be nice to know that information so we can determine that coexistence is not working well within the 6-mile zone around the Red Cliff tribe. How are we going to coexist with packs when they are on and off reservation? How will I make decisions to support or not support some of this?

A: *You are expressing that an important item to you is collaboration with other agencies, and we want to capture that. We can’t answer that specific question in this meeting because there are many other specific questions. We want to capture that this is an important topic to include in this process.*

Q: There is no accounting for lone and dispersing wolves. Do they exist? Are they part of the total population or not?

A: We do not explicitly target loners. We developed this method to meet the research needs of policy decisions. We do not have empirical evidence on loners. Their existence is captured, and that is why we present population ranges. But we do minimize the inclusion of loners.

Q: You stated a 5% decrease in over-winter population this last winter, and what accounts for that? It's been a steady increase for years, so why is there a 5% drop last winter?

A: Because the domain of inference changed between years (occupied-pack ranges change), this is not an "apples to apples" comparison. 5% is not statistically significant but rather stable over the last few years.

Q: I've been a volunteer tracker for years in two areas that were not included in the blocks. Are mortalities or public sightings incorporated into your model?

A: We would have to go into those blocks specifically to address your question. We do consider additional evidence that shows confirmed pack activity, such as a photo of multiple wolves.

Q: Lone wolves not being counted is my concern. Every dog hunter I know only releases dogs on lone wolves. Are pairs of wolves considered a pack? Why are lone wolves not being counted, and should they be counted? Are wolves on reservations being accurately counted?

A: We developed this model to target pack-associated wolves. Loners are not explicitly added into the estimate. We don't have data to accurately count loners. Also recall that a wolf tracked while alone is different and not necessarily a lone wolf.

Q: Other states are counting lone wolves; why would you not count lone wolves?

A: This was a policy decision to manage pack wolves. Other states are making assumptions; they are not empirically deriving a number every year. Other states report 15-20% of lone wolves, but our territory map estimates 2.5% lone wolves. We differentiate what is an empirically derived estimate.

Q: Are pairs of wolves counted as a pack?

A: Yes, a pair is counted as a pack.

Q: I am trying to understand the lone wolf. How are we not accounting for lone wolves, especially if it's tracked by humans? When we count tracks, could we be over-estimating?

A: We do know that an individual can be detected multiple times, then it becomes a pack-occupied grid cell. However, there are also times when packs are traveling in each other's tracks. Ranges are important, and we are producing a robust estimate that accounts for that uncertainty.

Q: Could the collars' GPS signals be intercepted?

A: We work with a German company, Vectronics, that does telemetry and wildlife research. Collar data is communicated to their servers through a secure portal.

Q: How much do the collars cost?

A: Around \$2000.

Q: If a lone wolf is detected in more than one area, that is counted. This captures the residential population. There is a difference between lone wolves and a wolf traveling by itself. Most pack members do get separated at some point and travel separate from the pack. The population was mostly stabilized from 2017-2019, decreased in 2020, then went up slightly in 2021. Remember that a severe winter for wolves is the opposite of a severe winter for deer.

Mr. Johnson: Most blocks have multiple trackers, and wolves are tracked multiple times. The carnivore tracking program is looking for volunteers to help track these blocks. Anyone interested in tracking the data through our protocols is welcome to help.

Q: Do you have data on breeding pairs? The federal minimum recovery definition is 10 breeding pairs. How did you come up with average pack size of 4? The range is 4-37 per pack. Are we underestimating?

A: We can provide the committee with histograms showing how many individuals we are getting per pack. We have far more packs of 2 than 10 and our estimate is not biased low. We don't have direct estimate on breeding packs, but the total number of packs. We have seen the pack size hover around 4 in winter for decades. Larger packs exist, but in western states and Alaska, due to their prey population.

## **Nutshell Review, Facilitator**

Nutshells are staff definitions of the essence of each input. The Facilitator reviewed the Nutshells assigned to each input, and each organization indicated if the Nutshell represented their input's essence. The Excel table captured all edits reviewed during the meeting. Minor edits were made to the themes, which are captured in the Excel file, not repeated here.

The following organizations indicated that no changes were needed to Nutshells applicable to their input:

- Ho-Chunk Nation
- Stockbridge-Munsee Community
- USDA APHIS Wildlife Service
- USDA Forest Service
- Wisconsin Bear Hunters
- Wisconsin Chapter of Backcountry Hunters and Anglers
- Wisconsin Conservation Voices
- Wisconsin County Forest Association
- Wisconsin Trappers Association
- Wisconsin Wildlife Federation
- Wisconsin's Green Fire

Review of the following Nutshells yielded no changes:

- Allow wolf populations to fluctuate naturally
- Collect timely harvest date to manage season closure
- Consider impact of wolf management on recreation and tourism
- Consider the disproportionate impact wolves may have on people living in wolf range
- Create a DNR Wolf Advisory Committee that reflects views of all stakeholders to assist DNR in implementing Wolf Management Plan
- Evaluate season structure to improve season implementation/regulation
- Increase regulations on use of hounds to hunt/train on wolves
- Promote volunteer efforts in monitoring wolf population
- Provide science-based educational material on wolves
- Set zone-specific population objectives based on scientific data and criteria
- Support state-based management of wolves including regulated hunting/trapping
- Update wolf depredation compensation program
- Use science-based input and methodology to monitor/estimate wolf population

Review of the following Nutshells included edits or indicated that further discussion was needed:

- **Collaborate with other government agencies and Tribes in monitoring wolf population and developing Wolf Management Plan**
  - # 109: Bad River Tribe: This is about transparency and DNR's values in its conservation approach; non-numeric goals related to wolf population. Separate from science, it is about values and ethics being transparent. Edit to "Also use non-numerical criteria (e.g. value-based) and goals for wolf population management."
  - # 117: Great Lakes Indian Fish and Wildlife Commission: need to discuss later.
  - # 118: Menominee not in attendance; need to discuss later.
  - # 120: Menominee not in attendance; need to discuss later.
  - # 121 Menominee not in attendance; need to discuss later.



- **Create zones of low/no wolf harvest based upon factors such as Tribal boundaries, conflict levels, and research**  
# 119: Menominee not in attendance; need to discuss later.
- **Evaluate season structure to improve season implementation/regulation**  
# 20: Red Cliff Band: this is related to the need for having a season during breeding. Need to consider and discuss. This Nutshell includes biologic impacts. There are concerns that should be evaluated within current law. Or, recommend a season structure change specifically and the idea gets moved to the parking lot. There are ways to design a season which accomplish closing the season prior to end of February.  
# 45: Sierra Club – Wisconsin: nutshell is okay. Move to “hunting/trapping management” theme.
- **Include the overall health and sustainability of the wolf population as a stated goal of the Wolf Management Plan**  
Nutshell edited to add “ecosystem” to the title.
- **Legislative item**  
# 46: The Humane Society: need to discuss and clarify in pre-work #3. Co-existence is a main point, and it is important to include “non-lethal” and “co-existence” and “working together.”  
# 51: Wisconsin Wolf Facts: discussion about misinformation and if it is legislative/Treaty rights.  
*Supplemental email from Wisconsin Bowhunters Association:* Item #51 does not belong in the legislative process. This is a decision that has been made by the DNR and because of it, a lot of misinformation was disseminated after the 2021 wolf harvest season.
- **Parking lot**  
# 48: Wisconsin Cattlemen’s Association: need to return to this for discussion. If the management plan was done appropriately, there would be no litigation, and therefore more money for management.
- **Pursue options to minimize human/wolf conflicts**  
Wisconsin Bowhunters Association: #28 and #66 moved to this Nutshell.
- **Use science-based input to set clear population goals that may vary over time based on latest data**  
# 54: Menominee not in attendance; need to discuss later.  
# 58: Timber Wolf Alliance: will discuss and clarify. As written, it does not match the intent which is managing more for coexistence and less on population goals.  
# 76: Wisconsin Wildlife Federation: will review and edit.
- **Use scientific research to improve our understanding of the wolf population**  
# 96: Wisconsin Farm Bureau Federation: move to “create DNR wolf advisory committee.”  
# 101: Great Lakes Indian Fish and Wildlife Commission: need to discuss and clarify.

### **New Nutshells Offered**

The following new Nutshells were offered by WMPC members during the preceding discussion; staff will organize them for further input from the WMPC.

- Also use non-numerical criteria (e.g., value-based) and goals for wolf population management
- Increase attention to ethical considerations and to public attitudes and values concerning wolf management, co-existence and hunting norms
- Set a numerical population goal
- Recognize and honor treaty-reserved rights
- Manage population using publicly acceptable ways that reduces the likelihood of litigation
- Include a “basement” for population goals that are aligned with Federal standards
- Conduct a social science-based survey

## **Nutshell Discussion Summary**

The following key discussion topics and points were raised during the preceding Nutshell discussion; the statements reflect what was said by WMPC members during the discussion, and are not intended to convey final or scientifically verified conclusions of the WMPC at this point:

### **WMPC Process**

- There has been no opportunity to correct or discuss differences of opinion between organizations, but rather just clarify each organization's own statements.
- Past committees included discussion, agreement and disagreement about biology, habitat, etc., but this committee is different with its focus on process and Nutshells.
- A lot of time could be spent with organizations agreeing or disagreeing, and consensus might not be reached among such diverse organizations.
- In this process, the first step is to clarify every organization's input. Then, dialogue will take place.
- Staff will consider the most productive way to incorporate feedback and discussion among committee members.

### **Hound Regulation**

- It was suggested the topic of hound hunting regulations related to wolf management was not included in WMPC reference materials.
- Request for the regulations governing hound hunting, especially training on wolves.
- Committee members need to do some amount of their own homework. Sufficient foundational information was provided.
- More information from DNR is needed on this.
- The public needs to know the impact of hound hunting on wildlife populations.

### **Legislative Recommendations**

- Hope and concern that legislative and statutory recommendations will be part of WMPC's work.
- No items will be removed from WMPC's final report.
- WMPC needs to stay within the scope of current law.
- No intent to include legislative recommendations in WMPC's final report.
- Mr. Johnson will ask DNR leadership about WMPC offering suggestions related to legislative topics.
- Request addition of legislative recommendations as part of this committee's work.
- Request that these notes be brought forward to the management plan.

### **Nutshell Prioritization**

- Nutshells might overlap and one Nutshell could be divided into smaller Nutshells.
- The number of inputs in a Nutshell is not indicative of its importance. In a separate step, organizations will rank the importance of each Nutshell.

### **Population Size of 350**

- A discussion about the 350-population goal is needed. There is disagreement on what 350 means; it was identified as a threshold target.
- WMPC's work is to move forward by identifying population criteria.
- Quotas are a tool for managing population.
- We are trying to get at the "why" behind the recommended population size so we can have a plan that addresses objectives and values, and focuses less on a specific number, because that is a proxy for management.
- Science says that after 350 wolves, we start having major depredation problems.



- We have a study that says that 350 wolves is the carrying capacity of Wisconsin.
- If conflict is the reason for 350, then, conflict is a criterion to be evaluated as a population objective.
- Request for information on the Federal Recovery Definition to provide a baseline.
- We are considering post-delisting monitoring criteria.
- Could include basements in population objectives, stating we will not go below a certain level.
- Could make our plan more consistent so we don't fall below federal standards.
- Wisconsin has a basement of 250 wolves and then they go on the state list.
- Encourage all to read the DNR Wolf Management Plan of 1999 and the 2007 addendum.
- There have been misstatements made on both sides.
- Goal of 350 was a threshold for wildlife services' lethal response in case wolves were delisted.
- Need to evaluate public acceptance and conflict reduction.
- Population goal numbers will change over time as factors vary over time.
- There is no statement that says 350 is a cap; that was in a plan based on estimates of 500 wolves as population carrying capacity.
- The population of 1200 is considerably higher now.
- Depredations can come down without drastic reductions in wolf population.
- The 1999 plan is outdated; in 1999 there was no chronic wasting disease.
- Request to reduce the number of Nutshells rather than increase.
- Request for another social science survey to address these questions.
- WMPC should not rubber stamp what was done in 1999 but improve upon it.

### **Next Steps, Facilitator**

The facilitator explained that staff will compile the committee's input from today's discussion and design the next pre-work to gather input on pending Nutshells and issues raised today. Ultimately members will rank their support of each Nutshell as well as their most important Nutshells. That will be valuable input for the DNR as they write the new Wolf Management Plan. The facilitator reminded members that their charter is to suggest factors and criteria for the DNR to consider, not propose a specific number.

The facilitator noted that the committee has come very far in just two meetings and two pre-works. Many inputs have been collected and organized, and there is good agreement on many of them. Only 14 (about 10%) out of 133 inputs need clarification at this time, of which five need to be reviewed with one WMPC organization that could not attend the 2<sup>nd</sup> meeting.

In response to questions, the facilitator explained that Nutshell ranking will be conducted via Excel or SurveyMonkey. The ranking will be transparent with each organization having visibility to the others' votes. There will be a round of preliminary ranking, and then, a final round of ranking. This is a complex issue without full consensus, so the committee will provide diverse perspectives to the DNR.

### **Appreciation and Adjournment, Randy Johnson**

Mr. Johnson expressed appreciation to staff and WMPC members. He noted that all did excellent work, and this is a passionate topic.

Committee members expressed concern about the Natural Resource Board's history of acting against DNR recommendations, and its potential to do so again. NRB is a stakeholder in this process with the power to follow or ignore WMPC's input. Some committee members want to understand the NRB's position to ensure that WMPC's work is aligned with NRB's criteria and more likely to be approved, without tailoring feedback or process to the NRB. NRB membership changes every six years, and the DNR's new plan could be longer-lasting than NRB members' terms. Mr. Johnson will pursue appropriate options for communicating with NRB.

Members also raised the concept of a numeric wolf population goal and noted that it could be helpful for the NRB and public to have a defined wolf population goal since that is a readily understandable metric. Mr. Johnson noted that is a big topic that will be given more attention in the remaining meetings. Mr. Johnson thanked everyone who participated and is watching, and invited people to contact him with questions or concerns.

The meeting ended at 3:09 pm.

**7. Pre-work #3 sent to WMPC**

**Due Monday, Sept 13, 2021 via email to [rkamal@credensLLC.com](mailto:rkamal@credensLLC.com)**

Dear Wolf Management Plan Committee (WMPC) members,

Please submit your completed pre-work via email directly to the meeting facilitator, Raj Kamal ([rkamal@credensLLC.com](mailto:rkamal@credensLLC.com)). Raj will confirm receipt of your pre-work. If you do not receive confirmation, follow up again or call Raj @ 608-576-0442.

Raj will compile and bring all responses to the 3<sup>rd</sup> WMPC meeting on Sept 23, 2021.

Please send only **ONE** response per organization, Tribe or agency; only the response from the primary representative will be included in the compilation.

**Pre-work #3:**

Name of your organization:

**Overview - This pre-work has 3 parts:**

- Part 1 – your input on the suggested new Nutshells ideas proposed in meeting #2; you will type in the box in this document;
- Part 2 – (a) any changes to your items, and (b) any actionable items you want to offer for your items / Nutshells; you will use the Excel table – also see alternatives to Excel, below;
- Part 3 – your input on research needs; you will type in the box in this document.

**Part 1: Suggested Nutshells from meeting #2:**

- WMPC members offered ideas for potential new Nutshells (column #1 below).
- The DNR staff & Facilitator have drafted responses about how each idea could be addressed (column #2 below).

**Your assignment for Part 1:**

In column #3 (orange heading), we want **your feedback** on the draft response shown in column #2. If you agree, please state so. If you disagree, please offer an alternative.

Column #1	Column #2	Column #3
Meeting #2 input re: Nutshells	Draft staff response	Your feedback on staff response in Column #2
<ul style="list-style-type: none"> <li>• Also use non-numerical criteria (e.g., value-based) and goals for wolf population management</li> </ul>	<p>This seems like an action item within “Use science-based input to set clear population goals that may vary over time based on latest data”</p>	
<ul style="list-style-type: none"> <li>• Set a numerical population goal</li> </ul>	<p>This seems like an action item within “Use science-based input to set clear population goals that may vary over time based on latest data”</p>	

Column #1	Column #2	Column #3
Meeting #2 input re: Nutshells	Draft staff response	Your feedback on staff response in Column #2
<ul style="list-style-type: none"> <li>Increase attention to ethical considerations and to public attitudes and values concerning wolf management, co-existence and hunting norms</li> </ul>	<p>This could be addressed through the current Nutshell “Create a DNR Wolf Advisory Committee that reflects views of all stakeholders to assist DNR in implementing Wolf Management Plan”</p>	
<ul style="list-style-type: none"> <li>Recognize and honor treaty-reserved rights</li> </ul>	<p>This is currently in “Collaborate with other government agencies and Tribes in monitoring wolf population and developing Wolf Management Plan”.</p> <p><b>Option 1:</b> Do not change Nutshell, and add specific action items within existing Nutshell (above)</p> <p><b>Option 2:</b> create a new Nutshell “Recognize and respect Tribes’ perspectives, including off-reservation treaty-reserved rights”, and transfer # 109, 117,118, 120 to it.</p>	
<ul style="list-style-type: none"> <li>Manage population using publicly acceptable ways that reduces the likelihood of litigation</li> </ul>	<p><i>We need more specific actionable items in for this one</i></p>	
<ul style="list-style-type: none"> <li>Include a “basement” for population goals that are aligned with Federal standards</li> </ul>	<p>This could be an action item for “Use science-based input to set clear population goals that may vary over time based on latest data”</p>	
<ul style="list-style-type: none"> <li>Conduct a social science-based survey</li> </ul>	<p>This could be an action item for “Use scientific research to improve our understanding of the wolf population”</p>	

**Part 2: Excel table: attached file name: “Excel table for Pre-work #3.xlsx”**

- This table includes all input received so far.
- It is sorted by column I, “Source”, to make it easier for you to find your input.
- Items highlighted in yellow were not finalized in meeting #2.

**Your two assignments, (a) and (b) for Part 2:**

- (a) In the Excel file, review items with your organization’s name. If no change is needed, please state so in **column F** of the Excel file. Type any desired edits in **column F** (orange header) **only** for items with **your organization’s name** in the Excel file. Please choose from among the **existing Nutshells**

only, listed below.

2	Nutshell	# of items
3	Collaborate with other government agencies and Tribes in monitoring wolf population and	14
4	Use scientific research to improve our understanding of the wolf population	13
5	Pursue options to minimize human/wolf conflicts	12
6	Use science-based input to set clear population goals that may vary over time based on latest	10
7	Set zone-specific population objectives based on scientific data and criteria	10
8	Use science-based input and methodology to monitor/estimate wolf population	9
9	Evaluate season structure to improve season implementation/regulation	9
10	Create a DNR Wolf Advisory Committee that reflects views of all stakeholders to assist DNR in	8
11	Create zones of low/no wolf harvest based upon factors such as Tribal boundaries, conflict levels,	7
12	Provide science-based educational material on wolves	7
13	Update wolf depredation compensation program	6
14	Consider impact of wolf management on recreation and tourism	5
15	Include the overall ecosystem health and sustainability of the wolf population as a stated goal of	5
16	Consider the disproportionate impact wolves may have on people living in wolf range	4
17	Legislative item	4
18	Parking lot	4
19	Increase regulations on use of hounds to hunt/train on wolves	3
20	Allow wolf populations to fluctuate naturally	3
21	Collect timely harvest data to manage season closure	3
22	Support state-based management of wolves including regulated hunting/trapping	1
23	Promote volunteer efforts in monitoring wolf population	1
24	<b>Grand Total</b>	<b>138</b>

(b) In column F, also offer any “actionable items” related to the Nutshell for your input.

This actionable item should be a concise action or change that you believe would have a positive result in relation to the Nutshell’s overall objective. In other words, we’ve developed the Nutshells to represent the ‘what’, now is the opportunity to suggest ‘how’ to achieve that objective. As a reminder, these inputs are expected to be science-based with consideration for the social, biological, and statutory landscapes in which wolf management is administered.

**Imaginary examples of action items:**

- Nutshell: “Evaluate season structure to improve season implementation/regulation”
  - Possible actionable item: issue fewer wolf harvest licenses to ensure the season stays open longer than a few days and quotas will not be exceeded.
- Nutshell: “Consider impact of wolf management on recreation and tourism”
  - Possible actionable item: develop an economic assessment survey to evaluate the direct and indirect impacts of wolves on Wisconsin’s economy.
- Nutshell: “Set zone-specific population objectives based on scientific data and criteria”
  - Possible actionable item: Minimize wolf harvest in areas with little to no human/wolf conflict based on annual conflict reports.

**Alternative:** If you prefer to not use Excel, please use the PDF version of the same content, and type your response in the box below – please write the item # from the Excel PDF.

**Another alternative:** You can also type your comments in an email.

**Box for Part 2 (only if you choose not to type directly into the Excel table):**

**Part 3: Research Needs:**

The following **research needs** were identified by the Wolf Advisory Committee at the time of plan development (2015). They are listed on page 23 and 24 in the 2015 draft and copied here verbatim, in no particular order.

- (u) Impacts of harvest on wolf pack size and structure, dispersal of animals, reproduction and hunting efficiency.
- (v) Analysis of wolf food habits.
- (w) Effectiveness of hunter and trapper access to depredation program properties.
- (x) Repeat a social tolerance study in 5 - 10 years to determine if management actions taken under this plan alter public tolerance of wolves.
- (y) Role of wolves in deer and elk population dynamics.
- (z) Ecological relationships between wolves and infections such as Lyme disease and chronic wasting disease.
- (aa) Impact of wildlife transmitted diseases which impact livestock and specifically the role of wolves in transmission of diseases such as neosporosis.
- (bb) Impact of hunting with the aid of dogs on the wolf population and whether it differs from other forms of recreational harvest.
- (cc) Ecological impacts of wolves on forest succession.
- (dd) Wolf hunter/trapper surveys conducted annually to establish a time series on hunter/trapper attitudes and behavior.
- (ee) The effectiveness of depredation and harassment abatement techniques.
- (ff) Genetic testing to determine rates of hybridization.
- (gg) Economic and social impact of wolves.
- (hh) Evaluate the population impact, beyond exposure levels, of disease on the wolf population.
- (ii) Evaluate and improve current monitoring techniques.
- (jj) Develop new methods for estimating wolf abundance and distribution.
- (kk) Develop more information on illegal wolf mortalities.
- (ll) Evaluate the efficacy of regulatory changes to reduce hound depredations.
- (mm) Quantify pup survival and mortality factors.
- (nn) Evaluate impact of wolf harvest activities on other recreational users, for example grouse hunters.

**Your assignment for Part 3:**

Please review these research needs and add any specific thoughts, suggestions, or modifications to these draft research needs. In addition, include any new research needs/topics you feel may be important to support management decisions. Focus on the topic/research need and not on the method of how it may be studied.

**Note:** It is ok if there is overlap between your actionable items in part 2, and your input for "research needs". You only need to write it once.

**Box for Part 3:**

## 8. WMPC Input on 7 New Nutshells

### Suggested Nutshells - WMPC responses to Pre-Work #3, Question #1

In pre-work #3, WMPC members were asked their opinion about potentially adding seven (7) new Nutshells, listed in shaded boxes below. Their responses are provided below.

Since these nutshells were not connected to the 138 items identified by the WMPC, they were included only in part (B) Question # 21 of the survey. Please see Appendix 12 for the survey instrument.

Meeting #2 input re: Nutshells	Draft staff response
Also use non-numerical criteria (e.g., value-based) and goals for wolf population management	This seems like an action item within “Use science-based input to set clear population goals that may vary over time based on latest data”

#### WMPC input:

WI Trappers Association (referring to all Nutshells)	The proposed staff responses are fine. As long as the action item is addressed within a "nutshell" is the primary concern.
Bad River Tribe	No this does not fit under using science-based input. Science answers yes or no questions about the tangible world. Science cannot help anyone decide what values they are operating under. The WDNR needs to transparently outline what their value-based goals are for wolf conservation. Science can answer questions that help point to sustainable goals. For example, studies have shown that where indigenous culture and language are intact, there is also greater biodiversity underlining how indigenous values lead to healthy ecosystems. The WDNR setting transparent values would pertain to whose input they will let influence the conservation of wolves, for example based on this committee “we will give bear hunter groups a disproportionate seat at the table and at the same table as sovereign nations as part of informing the state wolf plan update because (insert reasoning for this)”
Forest County Potawatomi	Initially, the draft response does not seem to fully capture the request of nutshell. My interpretation is more social science/cultural views should be incorporated. If “science- based input” incorporates these values, then the draft response is appropriate.
Great Lakes Indian Fish and Wildlife	OK
Great Lakes Wildlife Alliance	Agreed this could be a possible action item under the nutshell “use science-based input to set clear population goals that may vary over time based on latest data”
Ho-Chunk Nation	Agree
Red Cliff Band	Agreed, if nutshell included social considerations i.e. “Use science-based input to set clear population goals, annually or for a X-year period, that integrate biology and current population dynamics with prevailing social considerations”
Sierra Club-WI Chapt	important to retain reference to non-numerical criteria as follows: “Use science-based, non-numerical based input to set wolf population goals that may vary over time based on latest data.”
Stockbridge-Munsee	Agree

The Humane Society	We suggest tweaking the nutshell “Use science-based input to set clear population goals that may vary over time based on the latest data” to “Use science-based input, including social science, to set clear wolf conservation and population objectives that may vary over time based on the latest data.” As written, the draft staff response could be read to only encapsulate items related to a numerical population goal, which is not the intended purpose of this nutshell.
USDA Forest Service	Agree
US Fish & Wildlife	Agree
WI Bear Hunters	(Agree) as long as the value based system is accompanied by numerical goals for population , as an action item this statement is far to broad and would need to list specific things.
WI Bowhunters	Agree with staff
WI Chapter Backcountry Hunters & Anglers	We agree; need to set clearly defined goals with clear scientific assessment methods for those numbers.
WI Conservation Congress	The word “also” is important. We need to monitor both numerical data and supporting (or I suppose non-supporting) trend data. We also believe that local tolerances are as subject to change as the population is. The need to be constantly monitored as well.
WI Conservation Voices	<i>No response</i>
WI County Forest	Agree.
WI Farm Bureau Fed	It would seem that using non-numerical criteria to set goals for wolf population would be moving away from science and into making decisions based on “feelings.”This could be addressed through the current Nutshell “Create a DNR Wolf Advisory Committee that reflects views of all stakeholders to assist DNR in implementing Wolf Management Plan.”
WI Farmers Union	Staff response - use science-based and data based inputs. Specifically, what science-based criteria and values? There is an array of so-called scientific data that is very biased. The wolf conflict list is not designed as a science fact gathering tool. We have no science-based criteria and there is and no plan to implement same.
WI's Green Fire	The response does not fully capture that goals should be based on ecological, social, cultural, conflict level criteria other than just trying to achieve or hold to a certain number.
WI Wolf Facts	Non-numerical means the societal impact on human populations in wolf affected territories. This must be a key in wolf management plan.



Meeting #2 input re: Nutshells	Draft staff response
Set a numerical population goal	This seems like an action item within “Use science-based input to set clear population goals that may vary over time based on latest data”

**WMPC input:**

Bad River Tribe	Setting a population goal for an apex predator who self regulates population would not be science based.
Forest County Potawatomi	Agreed
Great Lakes Indian Fish and Wildlife	OK
Great Lakes Wildlife Alliance	Agreed this could be a possible action item under the nutshell “use science-based input to set clear population goals that may vary over time based on latest data”
Ho-Chunk Nation	Agree
Red Cliff Band	Agreed, but “set a numerical population goal” needs clarification, is that goal a minimum, a maximum, a mid-point of a range – in other words, the number itself is less important than what being at, above, or below that number means for wolf management
Sierra Club-WI Chapt	See above.
Stockbridge-Munsee	Agree
The Humane Society	We think this is better suited to the parking lot, as a numerical population goal is not science-based and therefore should not be an action item. Additionally, we would like to restate our opposition to a numerical population goal.
USDA Forest Service	Agree
US Fish & Wildlife	Agree
WI Bear Hunters	(Agree with staff)
WI Bowhunters	Don’t agree. A numerical goal is finite. What varies is just the opposite. Without a finite goal, there is no goal.
WI Chapter Backcountry Hunters & Anglers	We agree.
WI Conservation Congress	We think it is appropriately a nutshell. The time to do it is now, while the group is together, although more realistic goals would be possible after better population estimates are done.

WI Conservation Voices	Along with item one, this does seem like a subset of the overall population goal. This issue seems to have emerged as the central point to the whole issue, just how will that population goal be set? A numerical goal almost by definition can't be maintained over time, there are too many variables. We are in favor of science based and values-based goals that allow for a flexible population goal, especially if these can be varied by zone. Some areas might tolerate higher wolf numbers than others; depredations might increase in one area but that might not need to dictate state-wide population targets.
WI County Forest	Strongly agree.
WI Farm Bureau Fed	Agreed
WI Farmers Union	Feedback from all participant organizations on their official goals or lack or same needs to be gathered for the wildlife policy team. This seems to be swept under the rug, and many organizations are not happy about that.
WI's Green Fire	This is the broad category for examining this nutshell, a good science based goal might not include setting a number
WI Wolf Facts	Must have a numerical goal but must incorporate societal values on residents in wolf territory.

Meeting #2 input re: Nutshells	Draft staff response
Increase attention to ethical considerations and to public attitudes and values concerning wolf management, co-existence and hunting norms	This could be addressed through the current Nutshell "Create a DNR Wolf Advisory Committee that reflects views of all stakeholders to assist DNR in implementing Wolf Management Plan"

**WMPC input:**

Bad River Tribe	No input
Forest County Potawatomi	Agreed
Great Lakes Indian Fish and Wildlife	OK
Great Lakes Wildlife Alliance	Agreed, this appears to be an action item.
Ho-Chunk Nation	Agree
Red Cliff Band	Agreed, or could fit in "Use scientific research to improve our understanding of the wolf population" or "Use science-based input to set clear population goals that may vary over time based on latest data"
Sierra Club-WI Chapt	The draft staff response does not reflect the articulated specificity of the proposed Nutshell. Rather, the recommended Nutshell should remain as a separate, stand-alone priority guiding DNR's prospective work updating WI's wolf management plan. (see additional language proposed in box #4 below, restated here: "Manage wolf population mindful of ethical considerations and evolving public values relating to coexistence and hunting norms."

Stockbridge-Munsee	Agree
The Humane Society	We think this should be its own nutshell, as the staff’s suggestion is only one aspect of accomplishing this goal. The management plan should independently incorporate language that contributes to this nutshell.
USDA Forest Service	Agree
US Fish & Wildlife	Agree
WI Bear Hunters	(Agree with staff)
WI Bowhunters	This input is nothing more than animal-rights activists trying to impose their values on others.
WI Chapter Backcountry Hunters & Anglers	Disagree, these attitudes could be captured through scientifically valid attitude surveys as part of the overall wolf management plan research needs and methodology.
WI Conservation Congress	This task seems better assigned to the existing management committee than to a new committee.
WI Conservation Voices	Some thought should be given to having (returning to?) a model of having a scientific advisory committee and a citizen/stakeholder advisory committee
WI County Forest	Disagree with nutshell. Agree with draft response.
WI Farm Bureau Fed	Agreed
WI Farmers Union	All public impacted needs to be included, which they are not now. Invited participants have been able to add a member, while local government, victims of conflicts, and county government departments, with the exception of WI County Forest Association, are absent.
WI's Green Fire	Ethical considerations, public attitudes and values need to be part of the plan itself, not just the wolf advisory committee.
WI Wolf Facts	1) Must be more than advisory 2) Could have this for all species, don’t need separate ethics for wolves

Meeting #2 input re: Nutshells	Draft staff response
Recognize and honor treaty-reserved rights	This is currently in “Collaborate with other government agencies and Tribes in monitoring wolf population and developing Wolf Management Plan”. <b>Option 1:</b> Do not change Nutshell, and add specific action items within existing Nutshell (above) <b>Option 2:</b> create a new Nutshell “Recognize and respect Tribes’ perspectives, including off-reservation treaty-reserved rights”, and transfer # 109, 117,118, 120 to it.

**WMPC input:**

Bad River Tribe	This goes beyond population monitoring and plan development and has implications in how the state conducts wolf hunts. This also must include the recognition of buffer zones without which reservation Ma’inganag are not
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	adequately protected- a violation of treaty rights. I'm leaning toward option 2 but perspectives should be paired with the word "expertise" as the stewards of this land for 1000s of years
Forest County Potawatomi	Agreed- Option 1
Great Lakes Indian Fish and Wildlife	Option 1 is inadequate because this concept goes well beyond monitoring and plan development. Option 2 is poorly worded because it suggests treaty rights are simply a perspective. The best path is to create a new Nutshell but have it read "Recognize and respect Tribes' off-reservation treaty-reserved rights", and transfer # 109, 117,118, 120 to it (if the folks who submitted them agree).
Great Lakes Wildlife Alliance	Feel it is important to pursue Option #2- It is very clear based on the previous meetings that respecting treaty needs to be explicitly stated, and should not fall under a title classified as, "Collaborate with other government agencies and Tribes in monitoring wolf population and developing Wolf Management Plan".
Ho-Chunk Nation	Agree with option 1. Think it is important to add specific action items to this Nutshell based on committee input.
Red Cliff Band	Option 2 may be best as it specifically recognizes Tribal sovereignty and role as co-managers. However, in reality recognizing and respecting Tribal perspectives is somewhat different from adhering to legally binding processes tied to treaty-reserved rights – there should be no need for action items in the state management plan to address the treaty rights portion of management. The State and Tribes have a legally binding framework for that already – the management plan merely needs to state this in a tribal/treaty rights section.
Sierra Club-WI Chapt	Go with Option 2.
Stockbridge-Munsee	Option #1
The Humane Society	We ask that "Recognize and honor treaty-reserved rights" be created as a new Nutshell and be written as originally requested. The draft staff response does not show a full commitment by the agency to uphold treaty-reserved rights, therefore we recommend the agency use the original request of "Recognize and honor treaty-reserved rights."
USDA Forest Service	Agree – Option 2
US Fish & Wildlife	Both options are fine.
WI Bear Hunters	(Option 1)
WI Bowhunters	The current nutshell is OK. Treaty rights should be honored.
WI Chapter Backcountry Hunters & Anglers	Option 1
WI Conservation Congress	This is the law of the land. A new, less binding "nutshell" statement seems like unneeded mud in the water.
WI Conservation Voices	We support option 2, as working with tribal governments is fundamentally different than working with APHIS or other government agencies; WCV's item #124 should be included in this as well

WI County Forest	Agree. Option #2.
WI Farm Bureau Fed	Do not change Nutshell.
WI Farmers Union	Treaty rights are available for harvest only. They are not available for protectionist policies. In every other case I am aware of, when harvest rights are not used, harvest permits dwindle to nothing (previous wolf, bear, bobcat, and formerly otter).
WI's Green Fire	The second option is more reasonable. This is more than just cooperation in monitoring the wolf population.
WI Wolf Facts	<i>No comment</i>

Meeting #2 input re: Nutshells	Draft staff response
Manage population using publicly acceptable ways that reduces the likelihood of litigation	<i>We need more specific actionable items for this one</i>

**WMPC input:**

Bad River Tribe	Agree this is vague input, not helpful
Forest County Potawatomi	Are you requesting advice for actionable items? Is the term “manage” here referring to hunting strategies? If so, social science would play a large role addressing this issue. We need to understand the various value systems to help answer these questions. In addition, to better understand both the small and large scale impacts of certain hunting tactics/quota’s, ethology and landscape analysis should be heavily implemented.
Great Lakes Indian Fish and Wildlife	-
Great Lakes Wildlife Alliance	Keep nutshell as is we will develop actionable items in our meetings.
Ho-Chunk Nation	Agree that specific action items are needed. This one probably falls under “Create a DNR Wolf Advisory Committee that reflects views of all stakeholders to assist DNR in implementing Wolf Management Plan”
Red Cliff Band	No comment, examples of this from group(s) that suggested this nutshell would be helpful to evaluate.
Sierra Club-WI Chapt	Sierra Club feedback: See response to Nutshell #2 above. Recommend that the 2 nutshells be combined/integrated as follows: “Manage wolf population mindful of ethical considerations and evolving public values relating to coexistence and hunting norms.”
Stockbridge-Munsee	NA
The Humane Society	We do not see a need to include this nutshell as it is encompassed by other nutshells.
USDA Forest Service	na

US Fish & Wildlife	<i>No response</i>
WI Bear Hunters	(The WBHA recomnds in this statement all forms of wolf harvest are currently acceptable and should continue to be legall. Any and every form of wolf harvest methods are equally at risk with the organizations whom openly state "We oppose the yearly hunt that is mandated by statute. It has zero scientific, ethical, or economical justification. It permits cruel and unpopular wolf killing practices, including the use of packs of hounds, neck snares, leg hold traps, night hunting, unregulated group hunting and hunting from motorized vehicles." HSUS This statement should be in a separate nutshell (No public wolf harvest)
WI Bowhunters	Again, a definite goal would minimize these concerns.
WI Chapter Backcountry Hunters & Anglers	<i>No response</i>
WI Conservation Congress	A nice goal, but we do need a lot more specific descriptions.
WI Conservation Voices	Agreed that more information is needed, but finding lethal and non-lethal control options that are acceptable to a broad range of stakeholders seems appropriate and, in the long term, wise and efficient.
WI County Forest	Agree with this concept but I don't have any actionable suggestions at this time.
WI Farm Bureau Fed	Not possible to manage wolves to avoid litigation.
WI Farmers Union	Action item: State government needs to be proactive and enter litigation cases on the side of state management. Not just send a written brief and then act surprised when the court cases don't go our way. Take a page out of the playbook from other states. There should be no litigation as wolves in the upper Great Lakes are fully recovered.
WI's Green Fire	Perhaps a category is needed listing varies management practices, and levels of public support. A listing of actions that could result in federal relisting might be something to include in the plan.
WI Wolf Facts	You will never avoid litigation based on actions of certain groups. DNR/State of Wisconsin should be more pro-active in fighting litigation.

Meeting #2 input re: Nutshells	Draft staff response
Include a "basement" for population goals that are aligned with Federal standards	This could be an action item for "Use science-based input to set clear population goals that may vary over time based on latest data"

**WMPC input:**

Bad River Tribe	This would not be science-based, federal standards are badly outdated and not up to speed with the latest science in addition to setting number goals inherently involving value judgements
Forest County Potawatomi	Agreed

Great Lakes Indian Fish and Wildlife	These federal standards already exist and can be recognized in the plan. But we need to stop thinking about ever managing wolves at these low levels; we don't normally do this for other species.
Great Lakes Wildlife Alliance	Agreed, this appears to be an action item.
Ho-Chunk Nation	Agree
Red Cliff Band	Agreed. However, "Federal standards" are vague (referring to the 1992 recovery plan for minimum criteria to change listing status?), if so, the past several decades since that plan was written have shown that experts involved in the plan underestimated the potential population level and geographic distribution that wolves could obtain given opportunity and tolerance. We don't believe those recovery goal numbers should represent a population ceiling/objective if that is what was intended with this proposed nutshell.
Sierra Club-WI Chapt	Same rationale as Box 1, restated here: "Use science-based, non-numerical based input to set wolf population goals that may vary over time based on latest data."
Stockbridge-Munsee	Agree
The Humane Society	We do not see a need to include this nutshell as it is encompassed by other nutshells.
USDA Forest Service	Agree
US Fish & Wildlife	Agree.
WI Bear Hunters	(Agree but must include a numerical population basement or its again to broad of a statement)
WI Bowhunters	What is the USFWS requirement for a sustainable population?
WI Chapter Backcountry Hunters & Anglers	Agree, use science-based criteria for all population goals within State management processes.
WI Conservation Congress	Population should be managed at a ceiling, not a basement. Contrary to what was said at the last meeting, population goals were never represented as basement numbers. Perhaps a range would be more clear, saying for instance, a minimum of 150 animals, but not exceeding 350.
WI Conservation Voices	This is both an appropriate goal and the appropriate place to put it.
WI County Forest	Agree.
WI Farm Bureau Fed	Agreed
WI Farmers Union	The Basement is already established by federal and state rules. The federal is 80 wolves in WI for three years. The state is downlisting to endangered (state) from threatened at 250.
WI's Green Fire	Agree this is part of science based population management. It should be noted that federal delisting was based on minimum numbers to allow removal from ESA, but was not intended for a long-term sustainable, ecologically healthy wolf population,

WI Wolf Facts	This should be our population goal. By definition, this goal should keep us off endangered species list.
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Meeting #2 input re: Nutshells	Draft staff response
Conduct a social science-based survey	This could be an action item for “Use scientific research to improve our understanding of the wolf population”

**WMPC input:**

Bad River Tribe	I think social science should be a different category because social science surveys teach us about human attitudes, not the wolf population
Forest County Potawatomi	The term “scientific research” is ambiguous. I believe the nutshell is requesting the publics input/value system. Could a social science nutshell be separate from population viability research?
Great Lakes Indian Fish and Wildlife	This doesn’t fit well under that because the purpose is not to understand the wolf population but public attitudes towards wolves.
Great Lakes Wildlife Alliance	Agreed, this appears to be an action item.
Ho-Chunk Nation	Agree
Red Cliff Band	Agreed
Sierra Club-WI Chapter	the draft action item doesn’t adequately reflect the nutshell in that social science-based surveys inform wolf management priorities and approaches, not our understanding of the wolf population.  Better to merge ideas as follows: “Use scientific research, including current social science-based surveys, to inform DNR’s wolf management priorities and to improve understanding of Wisconsin’s wolf population and the public’s changing values and ethical norms.”
Stockbridge-Munsee	Agree
The Humane Society	We agree with the staff response and underscore the importance of an action item that incorporates scientifically sound methods of measuring public opinion that have been peer-reviewed by academic social scientists.
USDA Forest Service	Agree
US Fish & Wildlife	Agree.
WI Bear Hunters	(Agree with staff)
WI Bowhunters	This makes sense if it is of the people having to live with wolves daily. Including folks from Milwaukee, Chicago, St. Louis or California is like polling me about lions in Africa.
WI Chapter Backcountry Hunters & Anglers	Agree, scientifically valid attitude surveys should be included in wolf population management.



WI Conservation Congress	DNR employs two full time sociologists. Surveys leaving Giff 2 are constructed by them and are analyzed by them when they return. Although we have sent a lot of time listening to this discussion, it is just a request to maintain status quo, and is unnecessary. I knew and worked with department sociologists in the past and trusted and respected them. I do not know the current people in those positions. But was told yesterday that the positions still exist. No information that they are not entirely competent has been presented.
WI Conservation Voices	This is a good location for this important issue.
WI County Forest	Agree.
WI Farm Bureau Fed	Agreed
WI Farmers Union	The previous large survey clusters were too large to reveal wolf habitat human dimensions of public opinion. Survey annually and over sample in areas where rural folks actually come into contact with wolves. I did it this spring in 3 months with just over \$2,000 in expenses. It can be done accurately, quickly, and cheaply. My sample was 9% of the WI sample, 10% of the MN sample.
WI's Green Fire	Less to do with improving understanding of the wolf population, but public attitudes toward the wolf population and attitudes on wolf management practices.
WI Wolf Facts	Yes, but separate it as to residence in wolf territory or not. It should not include non-residents or lobbying groups.

## 9. Nutshell Action Items Input from WMPC

### Context

In pre-work #3, WMPC members were asked to identify action items related to the Nutshells. Their responses are provided below.

#### Bad River Tribe

No response.

#### Forest County Potawatomi

No response.

#### Great Lakes Indian Fish and Wildlife Commission

No response.

#### Great Lakes Wildlife Alliance

Reference #17

- Make tags for zone specific areas similar to the Bear hunting regulations. You pick the zone of your choice if you draw a tag to hunt you do not get to jump zones if the quota is met in your zone
- Revisit the way the number of tags are determined.
- Reduce the time for reporting kills, 24 hours does not work as shown in the February 2021 Hunt.
- Hunters/trappers who do not have tags are not be allowed to participate in the hunt or at minimum limit the number of hunters who do not have a tag that aid in the hunt.
- Close season and zones far earlier based on a smaller percentage of the harvest.
- Limit the number of trap locations per hunter. Make sure the locations are registered and can be monitored thru GPS coordinate locations.
- Eliminate ATV, Snowmobiles and other off road motorized vehicles to aid the hunt.
- Eliminate night hunting and establish hours of hunt similar to other species.

Reference #102

- See Prewrite #2 Input our recommendations are the action items.

For Reference #103:

- A diverse Wolf Advisory Committee should review the management plan implementation annually, noting any adjustments that need to be made based on changes to listing status, updated legislation, management outcomes, etc.
- Any Advisory Committee that is created should have representation from all Tribes, and stakeholder representation should have at least 50% non-hunting focused organizations.

Reference # 104:

- Public attitudes should be re-assessed via measurable survey data at least every 5 years.

Reference #111

- Utilize the best available science with respect to decision making relating to livestock predation, hunting quotas, poaching, and mortality estimates, according to independent scientists. Consult with independent scientists following principles of scientific integrity relating to transparency, independent review and reproducibility. The DNR should transparently respond with peer-reviewed evidence research when they contradict outside experts' recommendations. DNR

should use reliable data and methodology when determining how to measure wolf mortality and population parameters.

**Ho-Chunk Nation**

*No response.*

**Lac Courte Oreilles Band of Lake Superior Indians**

*No submission.*

**Menominee Indian Tribe of Wisconsin**

*No submission.*

**Red Cliff Band of Lake Superior Ojibwe**

Red Cliff information is in the Excel file.

**Safari Club International Wisconsin Chapter**

*No submission.*

**Sierra Club - Wisconsin Chapter**

\*Certain boxes could not be inputted into the Excel doc, see below:

REF #89. Note Nutshell modification on \*Excel doc. + include Suggested Actionable items—(1) authorize/fund disease testing and wolf necropsies to identify extent of wolf diseases like heartworm, canine parvovirus, mange, etc; (2) Require hound vaccinations; (3) Track automobile fatalities involving wolves; (4) Dedicate resources to advance wolf education/tolerance and to prosecute poaching violations.

REF # 23: Nutshell language OK. Add following Actionable items: (1) Limit timing, duration and location of hound training on wolves; (2) Prohibit hound training on wolves on public land; (3) advance regulations to require on-leash training to prevent private property trespass and fatal hound-wolf confrontations; (4) advance regulations to ban controversial hounding methods including use of snowmobiles and ATVs; (5) advance regulations to restrict numbers of licensed hound hunters and hounds allowed to participate in wolf hunting; (6) advance regulations to prohibit non-licensed hound hunters and their dogs from wolf hunting; (7) Regulate to prohibit hound “training” on wolves during hound hunting season.

REF # 45: See Nutshell and Action item entered onto Excel doc, copied below here:

Modify Nutshell: Evaluate season structure to address existing regulatory shortfalls + Action items: (1) designate core wolf habitat as protected from hunting, trapping and hounding; (2) enact regulations to limit private property trespass and nuisance complaints related to hound hunting of wolves; (3) enact regulations to govern hound hunting methods (e.g. ban use of snowmobiles/ATV) and limit numbers of non-licensed hunters and dogs; (4) limit number of licenses issued; (5) limit training of hounds on wolves during wolf mating, breeding, and rendezvous seasons.

REF # 3: Note Nutshell modification on \*Excel doc +. add Actionable items: (1) Use available funds (in lieu of hound depredation payments?) to support non-lethal preventative measures like fencing, fladry and carcass removal; (2) Support research to study long-term vs. short term benefits of lethal vs. non-lethal responses to livestock-wolf conflicts; (3) Require carcass removal via regulations and subsidies.

REF # 105: Modify nutshell: Wolf management should prioritize wolves' contributions to public health and safety (e.g. reduction of CWD, Lyme Disease, deer-car collisions) and enhanced tourism and recreational (non-lethal) opportunities.

Actionable items: (1) Support/fund research into CWD curtailment by wolves in Wisconsin; (2) Recommend/fund an economic analysis of wolves' contributions to forest health, human disease prevention (Lyme/CWD), and reduction of deer-car collisions compared to money generated by hunting/trapping.

### **Stockbridge-Munsee Community**

*No response.*

### **The Humane Society of the United States – Wisconsin**

See included Excel table for responses.

### **Timber Wolf Alliance**

*No submission.*

### **U.S. Fish & Wildlife Service**

Reference Item #133. We recommend that this item be deleted.

### **USDA Forest Service**

See included Excel table for responses.

### **USDA APHIS Wildlife Services**

*No response—see Excel.*

### **Wisconsin Bear Hunters Association**

Actionable items for nutshells

\*coexistence \*

Continue to utilize all methods in current plan to deter and harvest wolves, continue to develop and research any new potential deterrents for depredations. Offer a citizen submit option for a new deterrent ideas, draft and offer better bear baiting practices education to help reduce conflict.

\*population objective criteria\*

Draft and host , by county , a yearly in person formats for landowners of that county to express their agreement and dislikes of the wolf populations as they relate to their county. This will start to lay groundwork for weighting the idea of wolves vs the actual living and recreating with wolves. It will also offer any landowners the opportunities to give input if they don't feel represented by a current stakeholder group and likely identify some very specific needs and wants county by county, where resources can be better used.

\*population objective criteria\*

Adequately survey loss of opportunity issues with surveys for specific methods of recreation, especially hunting with the aid of dog methods

\*population objective criteria \*

Consider ALL current methods as a way to achieve harvest goals. Use season dates and structure to Adequately space and control the methods used for harvest. USE THE CURRENT UPDATED VERSION OF THE WOLF PLAN FOR HARVEST METHODS AND SEASON STRUCTURE.

\*Research needs and monitoring\*

Continue and expand to winter count all counties in Wisconsin, including reservations to identified a more appropriate wolf population estimate.

Utilize more stakeholder groups to collect summer and fall wolf pack data. Bear hunters, coyote hunters, bobcat hunters and others are adequately tracking and identifying wolves all year long.

Host more classes to be tracker certified and possibly host specific classes for organizations to reduce potential conflicts of opinions at normal tracking classes.

**Wisconsin Bowhunters Association**

Entered on spreadsheet

**Wisconsin Cattlemen's Association**

*No submission.*

**Wisconsin Chapter of Backcountry Hunters & Anglers**

*No response—see Excel.*

**Wisconsin Conservation Congress**

Research needs below look good to me.

**Wisconsin Conservation Voices**

*No response.*

**Wisconsin County Forest Association**

See attached Excel file.

**Wisconsin Farm Bureau Federation**

*No response.*

**Wisconsin Farmers Union**

The only tolerable nutshells are:

Pursue options to minimize or eliminate wolf/human conflicts.

Use data-based inputs to set clear populations goals and improve monitoring/estimate state wolf population including loners/dispersers and wolves in areas of the state that are not tracked.

Create advisory committee that includes citizens of wolf areas in government (both legislative and administrative) and victims of conflicts.

Create zones of unlimited harvest using existing landscape analysis by scientists.

Unlimited harvests in marginal and unsuitable wolf habitats (meaning road densities of > 1 km/km square).

Focus harvests on sub-optimal wolf habitat.

Provide educational materials on wolves that are honest and balanced presenting both the up side and the down side of wolves.

Consider impact of wolf management on tourism, hunting culture, recreation, children and pets to enjoy unrestrained free time outdoor activities, and psychological trauma associated with wolf threats and conflicts.

Consider disproportionate impact wolves have on people and domestic animals and wildlife.

Support state wolf harvests.

Wolf populations do not fluctuate naturally in human dominated landscapes.

We need to address the underpayment of damages to the farm community. Real expenses and conflict reductions are necessary.

**Wisconsin Trappers Association**

(b) Two of our five items have specific action item requests. Item number 31 is a request to move the harvest tag selection to a time period earlier in the year, well in advance of the actual season start date. This will allow time for successful applicants to properly plan and prepare. The current black bear tag selection process would be a good example to follow. Right now we are looking at announcing the wolf tag selection at the end of September, with a November 6th season start date. This is not enough time for successful applicants to prepare for the season.

Item number 32 addresses the need to provide equal opportunities for all user groups to harvest wolves. If the season opens in the fall, before traditional snow fall periods, then trappers will harvest the overwhelming majority of the wolves. However, should the season open later in December, when snow cover is present, hound hunters will capture the most wolves. Therefore a split season should be implemented, spreading out the season, and allowing for maximum opportunity by all groups, to include predator hunters at night. The current bobcat harvest season structure is a good example to follow.

**Wisconsin Wildlife Federation**

*No submission.*

**Wisconsin Wolf Facts**

*No response—see Excel.*

**Wisconsin's Green Fire**

*No response—see Excel.*

## 10. WMPC Meeting #3 notes

### Wolf Management Plan Committee

Summary Notes from Meeting #3  
September 23, 2021, 9:00 AM – 3:00 PM  
Online via Zoom

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#### Introduction

The third meeting of the Wisconsin Department of Natural Resources (DNR) Wolf Management Plan Committee (WMPC) was held virtually on September 23, 2021 via Zoom. The meeting was attended by representatives from committee member organizations as well as invited DNR staff. Facilitation and meeting notes were provided by Credens LLC.

#### Opening Remarks, Committee Chair Randy Johnson

DNR Large Carnivore Biologist and Committee Chair Randy Johnson welcomed the committee and thanked all for joining today. He noted that this is a public meeting which is being recorded and livestreamed on DNR's YouTube channel and the Wisconsin Eye Network. This meeting was posted to the DNR public calendar and emailed to DNR wolf topic email subscribers.

Mr. Johnson reminded all that there is a dedicated webpage for this committee on [dnr.wisconsin.gov](http://dnr.wisconsin.gov) which houses all meeting materials and recordings. He appreciates the pre-work that members did before this meeting.

#### Attendance

Each member organization was asked to designate a primary and alternate representative. Only the primary representative may participate in meetings (unless arrangements are made to have the alternate step in). Member organizations not in attendance were:

Menominee Indian Tribe of Wisconsin  
Wisconsin County Forest Association

Member organizations in attendance were:

##### Tribal and Government Organizations

Bad River Tribe  
Great Lakes Indian Fish and Wildlife Commission  
Forest County Potawatomi  
Ho-Chunk Nation  
Lac Courte Oreilles Band of Lake Superior Ojibwe  
Red Cliff Band of Lake Superior Ojibwe  
Stockbridge-Munsee Community  
U.S. Fish and Wildlife Service  
USDA APHIS Wildlife Services  
USDA Forest Service  
Wisconsin Conservation Congress

##### Stakeholder Organizations

Great Lakes Wildlife Alliance  
Safari Club International Wisconsin Chapters  
Sierra Club - Wisconsin Chapter  
The Humane Society of the U.S. — Wisconsin

Timber Wolf Alliance  
Wisconsin Bear Hunters Association  
Wisconsin Bowhunters Association  
Wisconsin Cattlemen’s Association  
Wisconsin Chapter of Backcountry Hunters & Anglers  
Wisconsin Conservation Voices  
Wisconsin Farm Bureau Federation  
Wisconsin Farmers Union  
Wisconsin’s Green Fire  
Wisconsin Trappers Association  
Wisconsin Wildlife Federation  
Wisconsin Wolf Facts

DNR Support Staff

Brad Koele (Wildlife Damage Specialist)  
Jennifer Price Tack (Carnivore/Elk Research Scientist)  
Linda Oliver (Customer and Outreach Services)  
Brian Dhuey (Population/Harvest Assessment Specialist)  
Scott Karel (Regulation Policy Specialist)  
Robert Nack (Big Game Section Chief)  
Lindsey Long (Veterinarian)  
Dustin Gabrielson (Warden)  
Production Staff – Katie Grant, Brent Alderman, Wes Ellarson, Jonna Mayberry

**Opening Remarks, DNR Deputy Secretary Todd Ambs**

DNR Deputy Secretary Todd Ambs thanked the committee for their work during and between meetings. He acknowledged that WMPC was assembled to represent diverse inputs. All deserve each other’s respect, tolerance and courtesy, even with this difficult subject matter. He thanked all for respecting the facilitator. He underscored the DNR and administration’s commitment to Wisconsin Tribal Nations.

Mr. Ambs reinforced that this committee is undertaking a long-range management plan effort, not designed to impact the fall 2021 wolf harvest season. WMPC is discussing long-term management over the next decade. Ongoing lawsuits are not part of this discussion. DNR does not plan to include statutory recommendations in its final plan, but the committee’s input will be captured.

Mr. Ambs said that this report will be one of the more important reports presented to the DNR this year, that he looks forward to reading it, and thanked members for their work and time.

**Opening Remarks and Plan for the Day, Facilitator**

The facilitator reviewed the meeting agenda and expressed thanks to the Committee about the amount of work done so far. He explained where the committee is today in relation to the complete WMPC process. He noted that 67 pages of content were created from all the work done till date including pre-work #3, in which members provided input on new Nutshells, action items, research needs and the Excel table. Next steps include a preliminary ranking, fourth meeting, and a final ranking.

**Overview of Population Management Frameworks, Randy Johnson**

Committee Chair Randy Johnson presented three population management frameworks. The theme of all wildlife management plans is to maximize species benefits while minimizing conflict potential. He asked WMPC to consider what would be the most appropriate framework for success managing wolves? Mr. Johnson asked the committee to consider this information for their subsequent discussion. The information



presented was drawn from the draft wolf management plan developed in 2014-15 and had been shared with committee members prior to the meeting.

1. Numeric Population Objective Framework

This framework's measurable objective is a specific population number. It is most similar to the 1999 Wildlife Management Plan. It uses population abundance estimates or specific numbers of breeding pairs or packs as the primary objective.

- Benefit: Clear goal, easy to understand and measure.
- Drawbacks: Limited ability to maintain precise control over a wild population. Lack of agreement on desired size. Social and biological carrying capacity are difficult to define and measure, and vary over time and space. This framework does not address population distribution. There can be lack of agreement in population data, and lack of adaptability in response to management outcomes.

2. Numeric Population Range Objective Framework

This framework's measurable objective is a range of population abundance estimates.

- Benefits: Offers greater management flexibility while maintaining clear upper and lower abundance limits to the population.
- Drawbacks: Lack of agreement in population data leads to continued disagreement about whether goals have been achieved. Disagreement on the priority of metrics used to guide decision-making. It does not address distribution of population.

3. Outcome-Based Objective Framework

This framework's primary objective is identified key metrics which reflect desired outcomes. It focuses on outcomes rather than a population range.

- Benefits: Focus is on management outcomes. Ability to adapt future management decisions based on observed conditions. Focus is on using the most effective tool to achieve outcomes.
- Drawbacks: Less defined target population levels. Disagreement on the priority of metrics used to guide decision-making. More difficult to communicate to the general public.

In addition to these frameworks, other management considerations include

- Population sustainability to keep a species outside federal listing zones
- Population numbers would refer to outside of Tribal reservation lands
- Conflict management response will vary according to population size
- Hunting and trapping opportunities and related program funding
- Human/wolf interactions
- Population monitoring using the scaled occupancy model

Implementation examples include numeric and numeric range objectives and/or specific actions to maintain specific population estimates. These could be applied statewide or per management zones. Mr. Johnson presented examples of Wisconsin's current Bear Management Plan, which eliminated numeric population goals and uses outcome-based objectives. Decisions to increase/decrease the bear population are based on criteria and outcomes such as hunter success rate, hunter satisfaction, hunter crowding or conflict, agricultural damage, nuisance complaints, bear health.

### **Comments and Q&A with Randy Johnson**

- Q: Who developed the pros and cons you listed?  
A: *This is my best interpretation of information from the plan. I added the spatial components. We want to hear feedback from WMPC on these topics.*
- Q: Are you taking into consideration ecological benefits through the landscape? Also, there is opportunity to work towards program funding with non-consumptive users.  
A: *Population sustainability should capture the ecological landscape.*

- Q: You captured the benefits and drawbacks well, and I didn't see deviation from the draft plan. As the number of wolves increases, we'll see more interactions, both positive and negative. There are other management practices that can be used to address that.
- Q: How common in DNR species management plans are numeric versus outcome goals? What is considered best practice across the country? Is management moving towards outcome-based approaches and away from numeric goals?  
*A: The bear plan recently moved to outcome based. Turkey and deer plans are outcome based.*
- Dhuey: Turkey management was the first to use outcome based management. Hunter satisfaction was a big part of the turkey management plan. We are moving that direction with furbearers like otter. We are slowly moving away from population objectives to outcome based.  
*A: During wolf recovery, many states identified specific threshold numbers. As populations become more secure they move away from numeric to outcome management.*
- Q: When we discussed moving to this new management, we were comfortable because we had a history of solid population goals and numbers. We are not there yet with wolves.
- Q: An outcome-based interpretation is actually a numbers-based interpretation, because it comes down to a numeric range. Can we use a combination of outcome-based and numeric-based? Western states refer to their minimum requirement. What are you not using those considerations? I'd like to see conflict reduction, not just conflict management.  
*A: A numeric range and conflict levels would be key criteria.*
- Q: Why we don't have ecological impacts listed as a component?  
*A: This information was drawn from the 2015 draft plan and can be modified.*

### **Round Robin Discussion, Facilitator**

Each organization was given up to 3 minutes to share their perspectives. Notice was provided to organizations prior to the meeting so they could prepare and stay within time limits. They were called upon in a random order. Here are summaries of their points.

#### **Wisconsin Wildlife Federation**

- Support 250-350 wolves.
- DNR is steering us to manage wolves as they manage black bears.
- Opportunities are lost because wolves conflict with hunting of bears, bobcat, small game, deer.
- With fewer wolves, depredations would decrease and funding would increase.

#### **Wisconsin Conservation Congress**

- Our recommendation remains a numeric objective of 350 or less.
- Objective B, a numeric winter count of 350 +/- 10%, is closest to our recommendation.

#### **Safari Club International – Wisconsin Chapter**

- Recommend numeric model with 350 count.
- DNR is ambiguous about 350; first it was a minimum and now it seems to be a recommendation.
- Still want to know how many wolves do we have in this state?
- Who sets the policy of average pack size and not counting lone wolves?
- When we know the Tribes won't use their quota, can we make the quota realistic?

#### **Wisconsin Farm Bureau Federation**

- Recommend numeric population goal of 350 wolves with crystal clear expectations.
- Northern WI farmers are under constant distress from current high wolf population.
- Limiting depredations and maintaining the lowest population number should be our goals.
- Black bear population is beyond acceptable levels. If wolves were to the same levels as black bear, it would be devastating.

### **Wisconsin Trappers Association**

- Support numeric population objective of 350 overwinter count.
- Not enough confidence in DNR's ability to count wolves to support a transition from numeric system to objective system.

### **Wisconsin Wolf Facts**

- The winter minimum count should not exceed 350 total set by zone.
- The wolf is a wilderness animal and Wisconsin is not all wilderness.
- The wolf, being an apex predator, does not coexist with man and needs wilderness habitat.
- People living in habitats impacted by wolves should have more of a say in these decisions.
- The economic impact of wolf population such as deer camps abandoned, bird hunters going to other states, is important.

### **Sierra Club – Wisconsin Chapter**

- Support outcome based objectives.
- Prioritize ecological considerations and public health/safety over hunting.
- Include a minimum population level that optimizes population stability, adaptive management, precautionary principles, all vital during climate change and mass extinction.
- Minimize potential for conflict by using proactive, non-lethal measures.
- Include other funding avenues to promote conservation.

### **Humane Society**

- Oppose a numeric objective to allow wolves to manage their own population.
- There is no science-based reason to manage wolves to an arbitrary goal.
- Management plan should protect wolves and the ecological benefits they provide.
- Minimum thresholds are often misconstrued as population targets that justify trophy hunting.
- Support outcome based objectives.
- Killing wolves does not reduce conflicts.
- Promote education and nonlethal preventative measures.

### **Bad River Band**

- Wolves should be allowed to define their own population levels.
- No research that shows specific number of wolves needed to prevent CWD or overbrowsing.
- We support outcome based rather than number based management.
- Wisconsin should help farmers install non-lethal deterrents without any obligation of allowing hunters on their property.
- Coexistence with wolves and livestock farms is possible if we put the right resources into it.

### **Bear Hunters Association**

- Acknowledge that wolves play an ecological role in Wisconsin.
- Support numeric goal of 350.
- Must have clear population goals.
- Support some outcome based discussion, as happens with the Bear Plan.

Mr. Johnson noted that DNR will continue to monitor the population by zone as it does now.

### **Great Lakes Wildlife Alliance**

- Support outcome based objectives and a holistic management approach.
- Manage wolves to their biological carrying capacity because wolves self-regulate.
- The only numeric objective is a minimum population that includes no upper limit.
- Use similar language as Michigan and Minnesota to provide consistency across the Great Lakes.
- Support a minimum population of 1034 wolves; we will not support a plan that includes a cap.
- Ensure that outcomes are determined by a diverse committee, not a majority of hunters.
- Best-available science shows that hunting does not reduce conflict.

### **US Fish and Wildlife Service**

- All options would fill the needs of post-delisting management; all include minimum population levels.

### **Forest County Potawatomi Tribe**

- Support outcome based framework with a minimum population goal.
- It includes better potential to maintain a healthy wolf population.
- Support adaptive management approaches to reduce depredation events.
- The social structure of wolves shows that certain hunting methods are more effective than others.

### **Backcountry Hunters and Anglers**

- Support outcome based framework incorporating population minimums and maximums but uses scaled occupancy models and others that look at tolerances and conflicts.
- Set zone-specific population goals and unit-specific quotas.
- Use public and private tag allocations to target specific area population changes.
- Continue to look at ecological carrying capacity.
- Strive to maintain stable populations, to avoid future conflicts and relisting.

### **Wisconsin Conservation Voices**

- Support outcome based framework with minimums that protect against population drops.
- Key considerations changed since 1999: science, wolf distribution, values, conflict zones.
- Recognize both benefits and dangers of a healthy wolf population.
- Consider deer herds, forest health, roadside collisions.
- More flexible management zones are needed.

### **Ho-Chunk Nation**

- Recommend outcome based management on a zone basis.
- Only stakeholders in that zone should have input on that zone's management.
- Recommend an analyses of stakeholder objectives and ecological impact of wolves.

### **Bowhunters Association**

- Recommend numeric framework of 350 overwinter wolves.
- Outcome based framework can be easily manipulated to produce whatever results wanted.
- Use numbers and zone frameworks.
- Outcome based framework does not provide a clear goal.

### **Great Lakes Indian Fish and Wildlife Commission**

- Allow wolves to determine their own carrying capacity.
- Tribes depend on the ecological benefits that Ma'iingan provide.
- Wolves are the best tool to reduce CWD.
- Ecological information needs to be more detailed in the plan.
- We do not support recreational hunting of wolves.
- Need for separate public/private permits for harvesting.
- Glaring need to discuss Treaty rights.

### **WI Cattleman's Association**

- Maximum of 350 wolves.
- Those whose lives and livelihood are affected by wolves should be given more say.
- Farmers and property owners should have right to use lethal methods.
- Conflict reduction should be the purpose of population management.
- Funding for livestock depredation should come from sources other than permit/license fees.
- Wolves have recovered, are not close to endangered.

### **USDA Forest Service**

- The Chequamegon-Nicolet National Forest forest plan has goals/objectives focused on restoration and recovery of threatened and endangered species.

- Committed to cooperating with DNR in achieving wildlife and fish population goals; our plan is committed to conservation and recovery.
- Wolves are classified as a regional forester sensitive species for which we must improve habitat.
- The chosen framework should balance biological, ecological, cultural and societal data.
- All three frameworks would allow the National Forest to meet its objectives.

#### **Timber Wolf Alliance**

- Support outcome based goals with a minimum floor of no less than half of carrying capacity.
- Support minimizing conflict.
- 350 is the least preferred option because it is below biological and social carrying capacity. A numeric framework would have more support if the minimum levels were higher.
- Outcome based framework is susceptible to politics. It needs to be developed in conjunction with other organizations and Tribes.

#### **Wisconsin Farmers Union**

- Support a population of 350 wolves.
- Support an outcome-based measure of decreased depredations.
- Measure public approval annually.
- Support small farms, small animals and agriculture; wolves limit that, and have a lot of impacts.

#### **Wisconsin's Green Fire**

- Support outcome based framework: 75% of carrying capacity and not to drop below 60%.
- Zones 1,2,5 should maintain near current population levels.
- Zone 3, 4, 6, should reduce population.
- Create a subzone in zone 1 where depredations are high.
- Wolves are mostly ecologically positive, reduce overcrowding, reduce CWD.
- Manage wolves sustainably to prevent drastic reductions.

#### **USDA APHIS Wildlife Services**

- We will continue to assist DNR with conflicts regardless of the model used.
- Conflict management should be prioritized.

#### **Red Cliff Band**

- Support outcome based objectives.
- Ma'iingan should fully reoccupy all suitable habitat.
- Recognize that conflicts will occur and need to be addressed.
- Important that Treaty rights and best available science be used.
- We recognize that conflicts can and will occur and need to be addressed.
- Stress the importance of Treaty Rights and best available science in developing this plan.

#### **Lac Courte Oreilles**

- The plan should be based in current and long-term science, and outcome based.
- Nature knows what a healthy Ma'iingan population is.
- Human Interference pushes things backwards.

#### **Menominee Tribe** (submitted via email during meeting)

- Wolf Population Numbers based upon science and available habitat.
- Recognize 6-mile boundaries around Reservations.
- Remove numbers from population goal target, should be based upon allowable habitat.

#### **Stockbridge-Munsee Community** (submitted via chat during meeting)

- Outcome based objective framework preferred, but dependent on the metrics used to determine if the population should be stabilized, decreased, or increased.
- Metrics should include positive ecological benefits of wolves and consider attitudes of hunters toward wolves when measuring hunter satisfaction.

- Unlike the average deer or bear hunter, who may want to see more deer/bear, there are wolf hunters who want to see the wolf eradicated in Wisconsin, considering this, it will be difficult to measure satisfaction if hunters would prefer no wolves on the landscape.

### **Open Discussion, Facilitator**

Committee members were invited to have an open discussion about in-scope items such as Nutshells, action items and science-based issues. The following topics were identified:

1. Nutshells?
2. What does an individual wolf want out of life?
3. Focus on areas of high conflict
4. Tribal treaty rights
5. Ecological importance of wolves
6. How to increase public involvement, participation and trust in the process
7. What outcomes do we want to measure?
8. What is the most accurate number of wolves? Can the DNR recommend a minimum # of wolves?
9. Social and economic aspects of the issue in addition to the biological aspect of the population
10. Next steps-process of creating the Wolf Management Plan; science-based input; social science input
11. Social science input for setting the population goal; Why focus on # of 350 compared to other options?
12. Rural vs urban perspectives on wolf population; voice of those impacted most should weigh more
13. Other funding sources for depredation program

Key points from the committee's discussion follow.

**Groskopf (Farmer's Union):** What do wolves want out of life? Plenty to eat and absence of human persecution. Focusing on areas of high conflict is essential to improving the public views of this program and targeting the right wolves to reduce depredations. We need to look at high-priority areas for eliminating wolves.

**Trawicki (Safari Club):** We all agree that wolves belong here. The question is, how many? I was hoping this committee would determine the most accurate number of wolves and get buy-in from DNR that this is what they believe. I understand that DNR does not believe in 350, that it is arbitrary. I want us to get a number from DNR of the minimum number of wolves we should have.

**Quaintance (Wolf Facts):** With 25 years of experience as a conservation warden, I've seen conflicts over population goals happen, and people will take care of depredations if we allow them. Landowners with depredation permits do away with wolves. We can create rules and restrictions, but people only tolerate so many wolves. It's not just about the wolf population but being able to keep a minimum number on the landscape without them being depredated themselves.

**Habush Sinykin (Sierra Club):** What is the process and transparency of the ensuing management plan creation? How is scientific understanding, biological carrying capacity, and the creation of a scientific technical advisory committee being handled? We want to know that vetted science will be coming from outside DNR.

**David (GLIFWC):** For the groups that support it, what is so magical about 350 wolves? There are two areas with high livestock conflict: Northern Douglas County and north of Zone 5. Those could be addressed in a zoning reconfiguration with more harvest in those areas.

**Fergus (Bad River):** The literature doesn't support hunting as an effective tool to address conflict with livestock, in fact there can be detrimental impacts, such as when an individual or pack is killed, because another wolf will fill that niche, and it's more likely that younger wolves will go after livestock. Based on my research, targeted hunting isn't a good solution for conflict.

**Nicholson (Humane Society):** What is the definition of "high conflict" and what are the chronic farms doing to address it? Are they encouraging more non-lethal means? I'd like to learn about that.

**Lallemont (Wisconsin Wildlife Federation)** Is any depredation tolerable?



**Nicholson (Humane Society):** Wisconsin covers livestock loss. Recreational hunting and trapping does not decrease depredations. Depredations are minimal in number. Randomly taking out different members of a pack can actually encourage depredation. What is being done to address depredations, besides promoting hunting and a population reduction?

**Koele (DNR):** A chronic farm is two or more depredations in the past five years. We had lethal and non-lethal controls in 2012-2015, and from 2015 to last year we were limited to non-lethal controls. If we verify a depredation, we look at what can the farmer do, what can the producer do to alter husbandry practices, and look at what controls can we provide to prevent it from happening again. To the greatest extent possible we use non-lethal abatement to the best of our financial ability. Now that wolves are delisted, where non-lethal methods have failed, we have the flexibility to implement lethal. The timing of depredations is important as the majority happen spring calving through October, before any harvest could occur. Site-specific depredation controls are more effective than harvest quotas.

**Lallemont (Wisconsin Wildlife Federation):** Non-lethal measures just move the problem down the road.

**Koele (DNR):** Yes, with non-lethal you end up just moving that pack around, so lethal control helps.

**Jack Johnson (Wisconsin Cattlemen’s Association):** On my farm we had a depredation in 2014, so we moved the cattle, and it devastated the areas they were in. We do rotational grazing, and the depredation ruined that plan because we can’t graze the way we want to. It’s driving us to confine our animals more, and no one wants that.

**Suchomel (Wolf Facts):** Areas of high conflict include reduced deer hunting and property values—those are economic conflicts. We have to set numeric goals, or population density, in specific zones.

**Withrow (Wisconsin Bear Hunters Association):** Can we collect validated information from Wisconsin landowners and residences, similar to the county-by-county deer program? So landowners can give input on how wolf management is addressing their concerns? It would help us weigh the opinions of people living in the wolf range versus people living with the idea of wolves. We would ask different questions to get better information.

**Fergus (Bad River):** Much of rural Wisconsin is Indian country, many people living with wolves are Indigenous. Social science shows that Indigenous attitudes about living with wolves is very positive. It is problematic to give a disproportionate voice to people who own land.

**Withrow (Wisconsin Bear Hunters Association):** That process would give everyone a voice, it would allow us to compare social data differently than we have in the past. It would provide a different outlook to people’s attitudes. I believe in having wolves on the landscape, but I believe they should be managed through every potential way. It is my opinion that certain communities do not believe in harvesting wolves, and this process would bring dynamic discussions so that all people in Wisconsin have a voice. Landownership ensures it is the voices of people living in Wisconsin. There are voices in this discussion that have no place in deciding what happens in Wisconsin.

**Groskopf (Farmer’s Union):** What does an individual wolf pack want? They need the people they live with to accept their presence and be happy about it. Unfortunately, there is research that shows rural people are unhappy with this program, and that it is not good for wolves or people. Rural people have a stake in this and will have a greater impact on the wolves than any management plan could.

**Nicholson (Humane Society):** We’re in agreement on requesting a social science survey.

**Groskopf (Farmer’s Union):** I have 20 years of experience with surveys, and I’d be glad to share my research.

**Nicholson (Humane Society):** I respect your experience, there’s a different level of expertise when it comes to those types of things. I’m happy to view your research but that wouldn’t change my mind.

**Groskopf (Farmer’s Union):** The DNR and Minnesota research agrees with what I’ve done. People exposed to wolves are not happy with how they’re managed. They all agree.

**Nicholson (Humane Society):** There are some who do and don’t. That’s why a social science survey is needed.

**Wenzlaff (Farm Bureau):** What is the success of county deer management meetings? I've heard that some people are not happy with the results, particularly counties with a lot of out-of-state landowners who have a different opinion than those who live there full-time.

**Nicholson (Humane Society):** This is similar to dog hunters that come from out of state. If I own land in Northern Wisconsin, I have a voice in that area. Regardless if where I reside in Wisconsin, I'm a part of Wisconsin and we should not include or exclude certain factions.

**Suchomel (Wolf Facts):** Why wasn't the towns association be invited to be part of WMPC?

**Johnson (DNR):** A number of groups with stakes didn't receive invitations.

**Habush Sinykin (Sierra Club):** There are many priorities that transcend local landowner concerns such as CWD, auto collisions, Lyme disease prevention, forest health, carbon sequestration—bigger issues and equal priorities to chronic depredations. It is a false conflict between local and statewide citizens.

**Groskopf (Farmer's Union):** In the 2014 Public Attitudes Towards Wolves and Wolf Management survey comparison of wolf range versus non-wolf range rural residents, in the wolf range, 60% wanted fewer wolves, 40% wanted more wolves.

**Suchomel (Wolf Facts):** What is the number of wolves? Conflicts occur where there are more wolves. What should be the population goal in Wisconsin?

**Wydeven (Wisconsin's Green Fire):** We need subzones for increased harvest in specific areas, such as a Lake Superior subzone. Wisconsin has more experience with the effectiveness of non-lethal controls than any other state. Still, 2012 to 2014 showed drastic reductions in depredations when we had lethal controls. When there was a flexible management system, depredations were reduced drastically without a drastic reduction in wolf population. We know there will be hot spots of depredations and sub-zones would be helpful in managing that. We have demonstrated that you can reduce depredations, hunting can be a factor, and you don't have to drastically reduce the wolf population. We've done risk mapping and we know there are hot spots for depredations. We need more flexible depredation management.

**David (GLIFWC):** A population specialist would say that 350 is an inherently unstable level because disease or harvest overage could easily bring that below 250. The Tribes understand that there are ways to use and benefit from natural resources more than human beings killing them. For example, from a single lake we could designate a harvest of 50 muskies for the Tribes and 50 for the public, and if Tribes said we'll take yours, you can imagine the outcry that would ensue. Yet people think we can manage the animals on Tribal lands. The Tribes are allowed to manage wolves on their historic land as they see fit.

**Trawicki (Safari Club):** What was DNR's stated goal for last fall's wolf hunt?

**Johnson (DNR):** The total quota was 200 wolves to result in no annual population change.

**Trawicki (Safari Club):** 218 were harvested. These numbers get misstated.

**Johnson (DNR):** Quotas are based on information gathered at the time, and biological concerns are second to Treaty rights.

**Trawicki (Safari Club):** So DNR wanted 200 wolves to be harvested without causing a population problem. I respect the Treaty rights 100%. The DNR's position is to establish how many wolves should be harvested in this state, and half of that goes to the Tribes by Treaty. It's a dichotomy in that the DNR tells us how many we should harvest, we know that the Tribal areas are deciding not to harvest, so we harvest half of what the DNR wants. We should ask the Tribes, are you going to use your half or not?

**Olson (Timber Wolf Alliance):** What was the state licensed hunters' allocation of that quota?

**Johnson (DNR):** The total quota of 200 was available for declaration based on Treaty rights, (allocation based on harvestable surplus in and out of ceded Territory), after that declaration, 119 for the State, and 81 for Ojibwe.

**Olson (Timber Wolf Alliance):** The state licensed hunters were allocated 119 quota, and the harvest was 218. That's the difference we are talking about, to misconstrue the overall combined 200 quota as a State quota is a dangerous precedent.

**Trawicki (Safari Club):** So the total quota was 200, and if the Tribes choose to opt out of harvest, then it would be back to the State to meet the quota, was my interpretation.



**Fergus (Bad River):** The argument that the state can ask the Tribes if they want to kill is misconstruing the Treaty rights. The right is not to hunting or killing the animals, but the right to share land with the animal. That's why the ecological benefits of the wolf are important to the Tribes.

**Withrow (Wisconsin Bear Hunters Association):** The WBHA does support Treaty rights. Do the Treaty rights read as allocation to aqs, or allocation toward sustenance? So, are the animals you were allocated last season, are they off limits to other hunters? Or is that number used for tag allocation? Other than last year's season, have Treaty rights in relation to wolves ever not been followed? Have Treaty rights been violated?

**David (GLIFWC):** We've never had a stipulation about Ma'iingan because during the Treaty writing, wolves were listed, and the State had very limited rights over wolves. I hope the states and Tribes will work together on joint management stipulations. Until we do that, it will be a perennial problem to come to agreement. Interesting to me that some have great faith in the number the State has killed, but very little faith in the population goal.

**Fergus (Bad River):** The treaty was between the federal government and a sovereign Tribe, and federal is supposed to consult with Tribes. There are ongoing and historic examples of Treaty rights not being followed.

**Quaintance (Wolf Facts):** Tribal friends have approached me after having tried to obtain wolf tags through the Tribal council. I want to have a study of the silent majority of the Tribal members—what is their opinion on the wolves? They agree they want wolves, but they also want deer as a subsidy for their families. They've seen such a decline in the deer population that they are asking why can't we kill wolves to get the deer?

**Nicholson (Humane Society):** We should let the Tribes say that.

**Wollenhaup (Stockbridge-Munsee Community):** It is interesting that legislative items are out of scope, but Tribal rights are within scope. Tribal members are not homogenous, and our representatives are here to speak for the Tribes.

**Johnson (DNR):** It's an important topic. I agree that it is probably out of scope, but the discussion is healthy. It's federal law, above the scope of this committee, but there is a good group of people here to ask and answer these questions. I'm making a game-time decision to allow for this healthy discussion.

**Facilitator:** This discussion is not about agreeing or disagreeing with Treaty rights, but about helping to understand them.

**Wollenhaup (Stockbridge-Munsee Community):** Couldn't we ask for understanding on legislative items?

**Johnson (DNR):** State law defines those items, and we have discussed some of those.

**Feldman (Wisconsin Conservation Voices):** If we can keep our discussion to questions about Treaty rights as a factor that needs to be considered, then that is within the guidelines.

**Johnson (DNR):** As an educational topic, it is a worthy discussion topic.

**Feldman (Wisconsin Conservation Voices):** Areas of agreement would be good starting points. Everyone would like to minimize conflict and depredations. Likewise, maximize ecological health of wolf populations and wolf habitat. Provide recreational opportunities based on a healthy wolf population, and that includes hunting/trapping. Respecting Tribal rights is in the law.

**Olson (Timber Wolf Alliance):** Ensuring a sustainable population. What is the proper number of wolves from a scientific perspective? The history of wildlife management can tell us a range in which wolves would be sustainable, and that could help us understand a level we would want to keep.

**Habush Sinykin (Sierra Club):** I hear troubling reference to the unsupported narrative that recreational hunting is the answer to ongoing wolf conflicts. We heard from the August Natural Resources Board meeting that recreational hunting does not reduce conflicts. We need to use scientific literature that proves the efficacy of management tools that have been shown to be successful. Non-lethal methods work so well that they are pushing them the wolves to other properties—a compelling point compared to the cycle of conflict, killing, compensation.

**Lallemont (Wisconsin Wildlife Federation):** If our goal is reduction to 350, then that cycle doesn't exist.

**Habush Sinykin (Sierra Club):** Where is your proof for that? It doesn't matter if there are 300 or 1200, those husbandry practices will draw livestock and wolf conflicts. Those claims need to be substantiated.

**Koele (DNR):** Depredations occur in spite of non-lethal abatement. Non-lethal abatement is not 100% effective. To be eligible for compensation, the farmer has to be in compliance with carcass removal.

**Bergstrom (Great Lakes Wildlife Alliance):** Many plans reference a healthy and sustainable wolf population—what defines that?

**Olson (Timber Wolf Alliance):** Population stability is another metric. Wolves will continue to be counted. Not at risk of declining is another metric, which involves history and theory. Often species are managed at 75% biological carrying capacity, and if you get to 50%, it is at risk. Those outcomes could be used to guide the decision.

**Fergus (Bad River):** I advocate for more funding and collaboration between groups. A lot of factors make it hard for small farmers to do this on their own. I offer the work I've done in Ashland County as a resource. I envision more natural resource jobs created to do coexistence work. We see more carnivores returning to the landscape, and the cost should be spread among different governmental agencies that support farmers and conserve the carnivores that may be in contact with them. In Indian country we've supported America's Recovery Act, and that funding could be used for this work.

**Groskopf (Farmer's Union):** What extra funding has come from the federal government for non-lethal abatement? In western states, funding for range riders and other abatement methods is provided. These small farmers do not have the resources to do these projects.

**Koele (DNR):** There is not a lot of federal funding. We've received funding twice under The Wolf Livestock Demonstration Grant for depredation compensation and non-lethal abatement. A few years ago a federal earmark provided USDA Wildlife Services funding to implement a predator-proof fence. Now that wolves are state-managed, we've received some funding from hunting. The challenge with long-term abatement projects is that the farmers have large areas of cattle, and they have to pick specific pastures. The cost is \$10 - \$11 per foot, pricey.

**Hirchert (USDA Wildlife Services):** We have a federal allocation to augment the program within DNR. Non-lethal tools are not new in Wisconsin, and we have implemented them more than any place in the country. We haven't taken range riders into account, however, we have a lot of fencing that we provide and maintain. We use scare radios, which we developed in Wisconsin and are now being sold to other states. We advocate for guard dogs but our research branch hasn't found a good guard dog for cattle, wolves and small farms. We farm differently in Wisconsin than they do in the West, our farms are smaller. We've had guard dogs killed by wolves. We cannot solve everything with non-lethal techniques. An integrated approach has proven to be most effective.

**David (GLIFWC):** We need a subcommittee for metrics to measure wolf population health. We should develop a distribution of harvest between public and private land. Also, the impact wolves could have on CWD. We won't have those metrics by the time this report is ready, but I hope we can add them in later.

**Wydeven (Wisconsin's Green Fire):** We should have as a metric the size of deer herd in each zone, and the presence of diseases in that deer population. Deer herd metrics should be considered for wolf population.

**Bergstrom (Great Lakes Wildlife Alliance):** We would contribute to funding portions of the program. Our concerns are that farmers who accept funding from the state have to open their land to hunting, and we don't support that. We are not interested in funding depredation payments for hunting hounds.

**Nicholson (Humane Society):** Hound hunting payments have paid out far more than what livestock producers have received. Should hound hunters be compensated, or to that extent? Looking at deer herd populations in wolf zones, studies in relation to the age and health of the forest would be important.

**Olson (Timber Wolf Alliance):** We should think spatially about where wolves are and how management strategies can influence that. From my experience researching this topic, hunting is not as effective as non-lethal and lethal abatement at the sites of depredation, but it could play a role in the spatial context. There were high harvest rates in Zone 6 years ago, and that zone has higher densities of farms, pet dogs, humans. In that spatial construct, the harvest may help preventative conflicts. Consider creating short-term

subzones in concentrated areas of conflict. If conflict is occurring on private lands, concentrating the harvest on private rather than public lands might help. Social science surveys, and prior WMP, had agreement that wolves be in public and Tribal lands. In the 2015 WMP draft, the committee wanted wolves in northern and central forest regions. We should be thinking about the spatial component.

**Groskopf (Farmer's Union):** Regarding deer health, something needs to be in the plan about the potential health downfall of having wolves in the area. Other areas have problems with diseases, and while they are not here now, they could be. Western states have smaller zones, so they are better able to understand each zone and track harvest. We need to do that; we're too much of a checkerboard of human occupation. Most of our industrial forest land has gone to private land, and we need to look at human density, do a finer job of identifying where we want to focus the harvest.

**Withrow (Wisconsin Bear Hunter's Association):** Depredation payments for hounds is a compensation method, designed to increase tolerance of wolves being on the landscape with hunters. It also covers beagles, bird dogs, animals that are off leash. \$2500 doesn't touch the upper level of what hounds are worth.

**Koele (DNR):** State statute requires that the department provide compensation. Going back to 1985, the compensation total was \$2.9 million in wolf damage, and of that, \$915,000 was for hounds, \$67,000 for vet bills related to hound injuries.

**Bergstrom (Great Lakes Wildlife Alliance):** How many livestock compared to how many dogs?

**Koele (DNR):** The totals are on the DNR website. Probably 2500 animals, hounds about 391. "Hunting dogs" would be a more appropriate title for that category.

**Bina (Wisconsin Bear Hunter's Association):** On the DNR website, history shows that 2019, wolves caused depredations of 111 livestock, 26 hunting dogs, 7 pets. Livestock is by far greater than pets/hunting dogs.

**Nicholson (Humane Society):** I'm not arguing that livestock aren't fairly treated, I'm talking about the amount that is paid, and suggesting different funding opportunities.

**Withrow (Wisconsin Bear Hunter's Association):** I invite WI Cattlemen's Association to address if they have been adequately compensated?

**Jack Johnson (Wisconsin Cattlemen's Association):** We're don't come close to getting the value of cattle lost. Many cattle can cost \$10-\$15K, and you'll be lucky to get \$600 - \$700.

**Withrow (Wisconsin Bear Hunter's Association):** Maybe alternate funding could be used to compensate farmers.

**Nicholson (Humane Society):** Different funding opportunities could be used to invest in non-lethal abatement measures.

**Lallemont (Wisconsin Wildlife Federation):** Jack Johnson, do you need the extra work to detour wolves? There is a lot of time spent monitoring, moving cattle, repairing fencing, taking many hours that you could be spending to make your operation more effective. Do you see this as a burden?

**Jack Johnson (Wisconsin Cattlemen's Association):** Yes.

**Nicholson (Humane Society):** Doesn't the agency offer a lot of help for farmers?

**Jack Johnson (Wisconsin Cattlemen's Association):** I would assume that's true for chronic depredations. I had a depredation in 2014, and everything I'm doing now is to prevent it from happening again, and there's no reimbursement for that.

**Groskopf (Farmer's Union):** We've made seven videos about victims of wolf conflicts. Depredation payments don't cover all the related expenses, such the cost of the calf, the cow's lost year of reproduction, broken fences, and many more. That results in a lot of bad feelings.

**Nicholson (Humane Society):** Do you have a suggestion?

**Groskopf (Farmer's Union):** Wolves are smart, and they can figure out ways around fences, wires, and they ignore scare radios, it's a constant battle and a constant psychological issue. Out West they say farm areas and wolves do not mix, and farmers or the government has to pay. We're losing farmers at an alarming rate.

**Fergus (Bad River):** We need solutions that look at the root of the problem. In many situations the depredator is a different carnivore than wolves. I advocate for collaborative funding, interagency collaboration, collaboration with academia non-profit groups, especially on chronic farms. There are problems with numerous carnivores, not just wolves. Hunting hounds are known to harass and kill livestock, especially during hound training and bear season. I want solutions that address conflict with numerous carnivores.

**Lallemont (Wisconsin Wildlife Federation):** Is data about hunting hounds killing cattle reported on DNR's website?

**Koele (DNR):** I don't have information or data on that. If it's occurring, it's not being reported.

**Olson (Timber Wolf Alliance):** Some species were reported to have thought to be wolves, and following verification, were other culprits such as dogs, coyotes. I don't recall any specific mention of hunting dogs from 1999-2011.

**Fergus (Bad River):** My point about hunting dogs is based on talking to farmers. There's no incentive for farmers to report specific instances to the DNR because of the way reimbursement payments are set up.

**Lallemont (Wisconsin Wildlife Federation):** We have the Farmer's Bureau and Cattlemen's Association here—do you hear about that from other farmers?

**Jack Johnson (Wisconsin Cattlemen's Association):** I encourage hound hunters to come on my property because after they hunt the wolves leave the property for a time and I get a little relief. As the population in northern zones gets higher, they move to my zone. If they were managed to a manageable level, they wouldn't come down here.

**Bergstrom (Great Lakes Wildlife Alliance):** I want to echo some of the thoughts about treating wolf depredation different than other carnivore. When the wolves are around, they push the coyotes away, and I prefer that. If we're giving a tolerance payment to hunters, why are farmers limited to market value?

**Koele (DNR):** The compensations are established in administrative code annually, by a panel of three people representing the WI Farm Federation, UW-Madison Extension, WI Department of Agriculture.

**Bergstrom (Great Lakes Wildlife Alliance):** Same as hounds?

**Koele (DNR):** Yes, hound payments are set by administrative code.

**Feldman (Wisconsin Conservation Voices):** Would the DNR be willing to look at resetting the compensation structure?

**Koele (DNR):** Yes, that is open to recommendations, but it is set by administrative code.

**Johnson (DNR):** That is identified as a Nutshell.

### **Next Steps, Facilitator**

The facilitator summarized the committee's next steps. The next pre-work, Pre-work #4, will be a survey to capture WMPC's preliminary ranking of all issues which will provide a general sense of the committee's priorities. The survey will have two parts: 1) choose "we support / we are indifferent / we do NOT support" for each of the 138 inputs, and 2) identify their organization's top five Nutshells.

There will be some issues with a lot of consensus, and some with no consensus. That is useful for DNR.

SurveyMonkey will be used to administer the survey to ensure an accurate process. One submission will be allowed per organization. Those results will be shared, and in the final round, members will re-vote and can modify their votes if desired.

Staff will provide a PDF of the questions so that committee members can share with their organizations. As much time as possible within the WMPC schedule will be given to complete the survey.

### **Appreciation and Adjournment, Randy Johnson**

Mr. Johnson thanked the committee members for their time and participation, and for engaging in a healthy and respectful discussion.

The meeting ended at 3:00 pm.

## 11. Pre-work #4 sent to WMPC

**Due Monday, Oct 12, 2021 via email to [rkamal@credensLLC.com](mailto:rkamal@credensLLC.com)**

Dear Wolf Management Plan Committee (WMPC) members,

Please submit your completed pre-work via email directly to the meeting facilitator, Raj Kamal ([rkamal@credensLLC.com](mailto:rkamal@credensLLC.com)). Raj will confirm receipt of your pre-work. If you do not receive confirmation, follow up again or call Raj @ 608-576-0442.

Raj will compile and bring all responses to the 4<sup>th</sup> WMPC meeting on **Oct 21, 2021**.

Please send only **ONE** response per organization, Tribe or agency; only the response from the primary representative will be included in the compilation.

### Pre-work #4:

Name of your organization:

### Overview - This pre-work has 2 parts:

- #1 – SurveyMonkey survey of your organization’s level of support for the 138 items, and your organization’s top 5 nutshells. You will take the survey using the link below.
- #2 – Your organization’s input on management zones; you will type in the box in this document. This part has 2 items – (A) and (B).

### Part 1: SurveyMonkey

- Please view this **short 4-minute instructional video** on how to fill the survey:  
<https://www.youtube.com/watch?v=WAVp1XiArDw>

We have enclosed a PDF version of the Excel table as reference for this survey.

Note: Legislative and Parking Lot items are not included in the survey; they are highlighted in yellow in the supporting Excel table (PDF).

### Your assignment for Part 1:

- Please complete the **survey using this link:** <https://www.surveymonkey.com/r/SKS2B7R>
  - *Important!* We suggest reviewing the pdf of input and the pdf of the survey in advance, and then taking the survey when you have **1-2 hours available** to complete the survey in one sitting. The survey can only save progress by page (not by question) and because the survey is only 4 pages, with multiple questions per page, you will lose progress if you exit the survey mid-way through a page. However, you can return to the survey and edit responses as you need to, even after submitting.
  - You can take this survey using a **computer, tablet or a smart phone**.

### Part 2: Input on Wolf Management Zones

### Background Information

The use of management zones is a common practice in wildlife management. The purpose of zone management is to allow management strategies and actions to vary depending on spatial variation in habitat quality, conflict potential, public tolerance, and other factors.

- The **1999 Wolf Management Plan** established **four wolf management zones**. These were based upon an analysis of estimated suitable habitat conducted at the time and presumed potential for conflict with humans. See pages [16-19 in the 1999 Plan](#) for more details.
- In **2012**, in advance of the first regulated wolf harvest season in Wisconsin, **six wolf harvest zones (see Figure 1)** were created in [EmR 1210](#) and have been in use since. These zones are described in the rule as follows:  
*“Managing harvest by the use of zones allows harvest to be focused in certain locations or regions for purposes such as reducing incidents of wolf depredation or keeping populations low in areas determined not suitable for wolves. Zones can also be used to decrease harvest pressure in certain areas where it is needed to maintain or rebuild populations in suitable habitat. The ability to focus harvest pressure allows managers to safely maximize hunting opportunity. However, geographically smaller zones have the disadvantages of regulatory complexity and reducing the area available to individual hunters and trappers. Larger zones reduce the amount of fine tuning of management that is possible. The wolf harvesting zones in this proposal represent a compromise that takes advantage of the opportunity to utilize zones but minimizes the number of zones.”*
- Recently, during development of the **2015 draft wolf management plan**, discussions led to a proposed system of **five wolf management units (see Figure 2)**, described in the draft as:  
*“The Department will establish 5 wolf management units (Figure 1). Consistent with the current distribution of wolves and prior management actions, the density of wolves will be highest in the northern and central forested regions of the state (zones 1,2 & 5), intermediate in the agricultural/forested transition areas (zone 3) and lowest in the more agricultural southern areas of the state (zone 4).”*

**Your assignment for Part 2:**

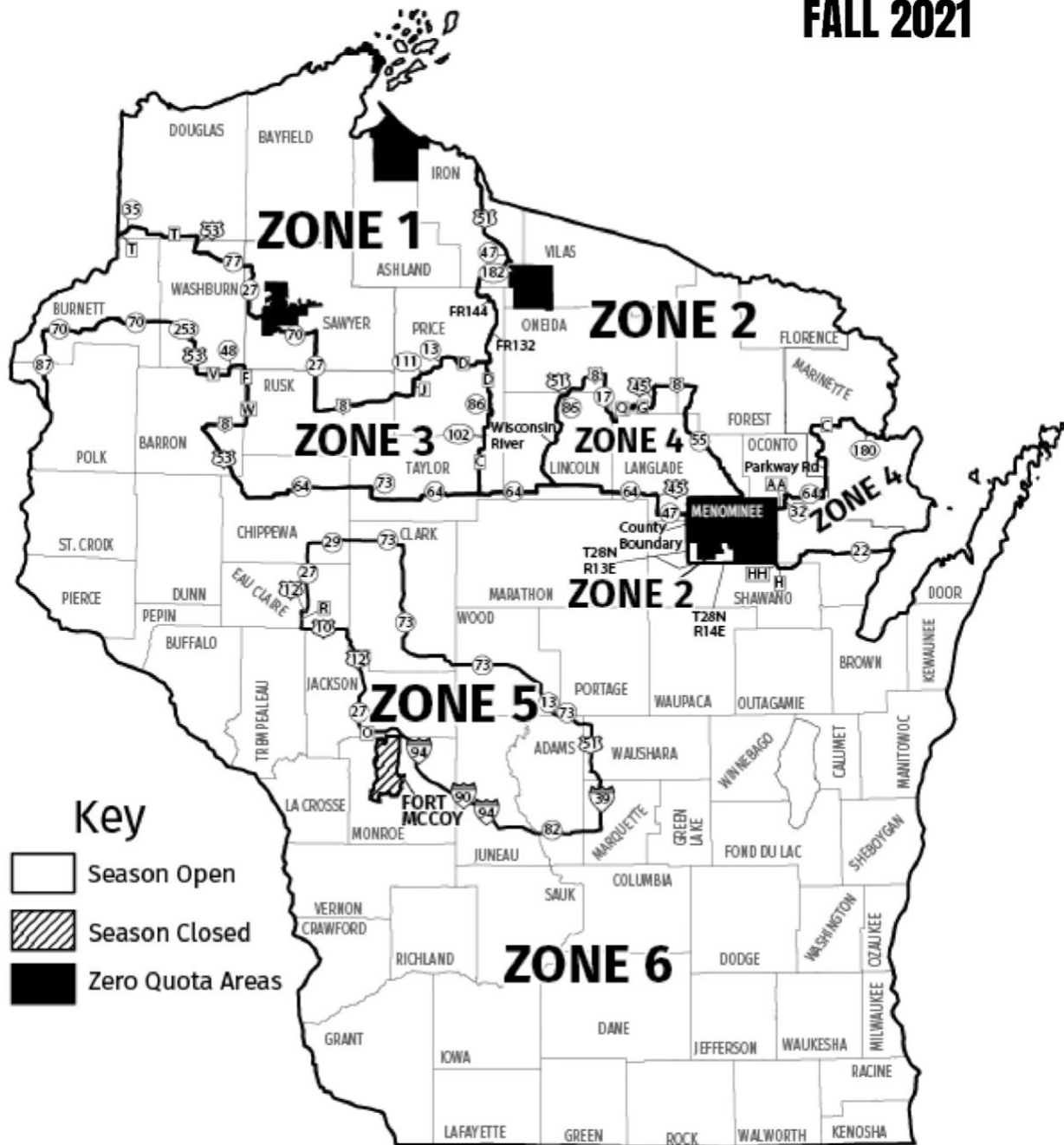
- A. Consider your organization/tribe/agency’s overall management objectives and desired outcomes. Then, **please indicate your overall level of support for the five-zone map from the 2015 draft plan (figure 2)** as shown below on page 5.  
Indicate your support by **“bolding”** or **highlighting** your preferred option below.
- 2015 draft zone map is ideal.
  - 2015 draft zone map is acceptable but needs minor changes.
  - 2015 draft zone map is completely unacceptable and needs major revision.
  - Prefer to keep the current six-zone structure (fig. 1).
  - Prefer to keep the current six-zone structure, but with minor changes (fig. 1).
  - Indifferent; either zone map would work.
- B. Given your response above, **please articulate why you chose that response option**.
- Be sure to include any desired changes and the reasoning for those changes you would like to see made.
  - Feel free to include specific boundary suggestions (e.g. move boundary A from Highway X to Highway Z, split zone Y in half, etc.) as you wish.
  - **Please type your response in the box below.**

**Box for Part 2 response:**



**Figure 1. Current wolf harvest zones:**

**FALL 2021**



**Figure 2. Proposed wolf management zones from the 2015 draft plan update.** Note: tribal reservations as depicted on the Fall 2021 map would continue to be designated zero quota areas in future harvest seasons.





## 12. Survey Instrument

The survey sent to WMPC organizations focused on two broad items:

(A) Degree of support (or lack of support) for each of the 138 items identified by the WMPC, organized by the 19 nutshells, as shown in the survey instrument below

*Note: In addition to the 19 nutshells discussed in Section C-1, the WMPC identified 7 new nutshells (see Appendix 8); these 7 new nutshells were not related to the 138 items, so were not included in part (A) of the survey, but were included in part (B) of the survey – see below.*

The item number refers to the specific items in the full table presented in Section C-1, which contained additional information for each item.

Respondents were asked to consider information across all the columns in the full table in Section C-1 for each item, and focus on the central intent of the collective input for that item while determining their level of support for it. Options for responding to each item were:

- We support this item
- We are indifferent
- We do NOT support this item
- Intent/objective unclear.

(B) Identifying the nutshells that were deemed important collectively by the WMPC. This was achieved by asking each WMPC organization to identify the top 5 nutshells from the 26 final nutshells.

*Note: In addition to the 19 nutshells discussed in Section C-1, the WMPC identified 7 new nutshells (see Appendix 8); these 7 new nutshells were not related to the 138 items, so were not included in part (A) of the survey. These nutshells were included only in part (B), Question #21.*

The survey instrument is presented below.

### DNR - Wolf Management Plan Committee Input (Oct 2021)

#### 1. Welcome to the Wolf Management Plan Committee Survey

**Thank you for participating in our survey. Your feedback is important.**

**Please select your organization from the drop-down list.**

\* 1. Please select from the drop-down list

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**2. Part 1: Degree of Support**

**Part 1: Please indicate your organization/Tribe/agency's support (or not) for the central intent of each item #, using the Excel PDF table as reference; you may also choose "Intent/objective unclear". Please base the response on the combined input across all columns for that item.**

\* 2. Nutshell: Allow wolf populations to fluctuate naturally

	Degree of support
Item 55	<input type="text"/>
Item 57	<input type="text"/>
Item 59	<input type="text"/>

**\* 3. Nutshell: Collaborate with other government agencies and Tribes in monitoring wolf population and developing Wolf Management Plan**

	Degree of support
Item 35	<input type="text"/>
Item 37	<input type="text"/>
Item 38	<input type="text"/>
Item 39	<input type="text"/>
Item 40	<input type="text"/>
Item 61	<input type="text"/>
Item 109	<input type="text"/>
Item 117	<input type="text"/>
Item 118	<input type="text"/>
Item 120	<input type="text"/>
Item 121	<input type="text"/>
Item 123	<input type="text"/>
Item 124	<input type="text"/>
Item 134	<input type="text"/>

**\* 4. Nutshell: Collect timely harvest data to manage season closure**

	Degree of support
Item 21	<input type="text"/>
Item 29	<input type="text"/>
Item 137	<input type="text"/>

**\* 5. Nutshell: Consider impact of wolf management on recreation and tourism**

Degree of support

Item 63	<input type="text"/>
Item 72	<input type="text"/>
Item 105	<input type="text"/>
Item 114	<input type="text"/>
Item 138	<input type="text"/>

**\* 6. Nutshell: Consider the disproportionate impact wolves may have on people living in wolf range**

Degree of support

Item 62	<input type="text"/>
Item 67	<input type="text"/>
Item 68	<input type="text"/>
Item 81	<input type="text"/>

**\* 7. Nutshell: Create a DNR Wolf Advisory Committee that reflects views of all stakeholders to assist DNR in implementing Wolf Management Plan**

Degree of support

Item 41	<input type="text"/>
Item 42	<input type="text"/>
Item 43	<input type="text"/>
Item 47	<input type="text"/>
Item 96	<input type="text"/>
Item 103	<input type="text"/>
Item 115	<input type="text"/>
Item 125	<input type="text"/>

\* 8. Nutshell: Create zones of low/no wolf harvest based upon factors such as Tribal boundaries, conflict levels, and research

	Degree of support
Item 25	<input type="text"/>
Item 36	<input type="text"/>
Item 116	<input type="text"/>
Item 119	<input type="text"/>
Item 122	<input type="text"/>
Item 126	<input type="text"/>
Item 127	<input type="text"/>

\* 9. Nutshell: Evaluate season structure to improve season implementation/regulation

	Degree of support
Item 17	<input type="text"/>
Item 18	<input type="text"/>
Item 20	<input type="text"/>
Item 22	<input type="text"/>
Item 27	<input type="text"/>
Item 31	<input type="text"/>
Item 32	<input type="text"/>
Item 45	<input type="text"/>
Item 128	<input type="text"/>

\* 10. Nutshell: Include the overall ecosystem health and sustainability of the wolf population as a stated goal of the Wolf Management Plan

	Degree of support
Item 49	<input type="text"/>
Item 60	<input type="text"/>
Item 110	<input type="text"/>
Item 112	<input type="text"/>
Item 113	<input type="text"/>

\* 11. Nutshell: Increase regulations on use of hounds to hunt/train on wolves

	Degree of support
Item 23	<input type="text"/>
Item 24	<input type="text"/>
Item 26	<input type="text"/>

\* 12. Nutshell: Promote volunteer efforts in monitoring wolf population

	Degree of support
Item 44	<input type="text"/>

\* 13. Nutshell: Provide science-based educational material on wolves

	Degree of support
Item 4	<input type="text"/>
Item 13	<input type="text"/>
Item 83	<input type="text"/>
Item 84	<input type="text"/>
Item 85	<input type="text"/>
Item 86	<input type="text"/>
Item 132	<input type="text"/>

\* 14. Nutshell: Pursue options to minimize human/wolf conflicts

	Degree of support
Item 1	<input type="text"/>
Item 2	<input type="text"/>
Item 3	<input type="text"/>
Item 5	<input type="text"/>
Item 6	<input type="text"/>
Item 7	<input type="text"/>
Item 8	<input type="text"/>
Item 12	<input type="text"/>
Item 28	<input type="text"/>
Item 66	<input type="text"/>
Item 73	<input type="text"/>
Item 90	<input type="text"/>

\* 15. Nutshell: Set zone-specific population objectives based on scientific data and criteria

	Degree of support
Item 10	<input type="text"/>
Item 19	<input type="text"/>
Item 30	<input type="text"/>
Item 53	<input type="text"/>
Item 65	<input type="text"/>
Item 69	<input type="text"/>
Item 74	<input type="text"/>
Item 78	<input type="text"/>
Item 80	<input type="text"/>
Item 82	<input type="text"/>

\* 16. Nutshell: Support state-based management of wolves including regulated hunting/trapping

Degree of support

Item 64	<input type="text"/>
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\* 17. Nutshell: Update wolf depredation compensation program

Degree of support

Item 9	<input type="text"/>
Item 14	<input type="text"/>
Item 15	<input type="text"/>
Item 16	<input type="text"/>
Item 33	<input type="text"/>
Item 50	<input type="text"/>

\* 18. Nutshell: Use science-based input and methodology to monitor/estimate wolf population

Degree of support

Item 87	<input type="text"/>
Item 88	<input type="text"/>
Item 89	<input type="text"/>
Item 91	<input type="text"/>
Item 93	<input type="text"/>
Item 94	<input type="text"/>
Item 98	<input type="text"/>
Item 129	<input type="text"/>
Item 131	<input type="text"/>



\* 19. Nutshell: Use science-based input to set clear population goals that may vary over time based on latest data

	Degree of support
Item 54	<input type="text"/>
Item 56	<input type="text"/>
Item 58	<input type="text"/>
Item 70	<input type="text"/>
Item 71	<input type="text"/>
Item 75	<input type="text"/>
Item 76	<input type="text"/>
Item 77	<input type="text"/>
Item 111	<input type="text"/>
Item 136	<input type="text"/>

\* 20. Nutshell: Use scientific research to improve our understanding of the wolf population

	Degree of support
Item 92	<input type="text"/>
Item 95	<input type="text"/>
Item 97	<input type="text"/>
Item 99	<input type="text"/>
Item 100	<input type="text"/>
Item 101	<input type="text"/>
Item 102	<input type="text"/>
Item 104	<input type="text"/>
Item 106	<input type="text"/>
Item 107	<input type="text"/>
Item 108	<input type="text"/>
Item 130	<input type="text"/>
Item 135	<input type="text"/>

DNR - Wolf Management Plan Committee Input (Oct 2021)

**3. Part 2: Top 5 Nutshells**

Please select your organization/tribe/agency's "top 5" nutshells. These top five nutshells should best reflect the priority items (from all nutshells identified by the WMPC) your organization/tribe/agency would like to see addressed in the updated wolf management plan. Identifying the top 5 nutshells does not diminish the importance of, or your support for, any other nutshells.

\* 21. Part 2: Please select your organization/Tribe/agency's top 5 Nutshells.

(Checking more than 5 will require you to unselect the extra ones before submitting responses)

- Allow wolf populations to fluctuate naturally
- Collaborate with other government agencies and Tribes in monitoring wolf population and developing Wolf Management Plan
- Collect timely harvest data to manage season closure
- Consider impact of wolf management on recreation and tourism
- Consider the disproportionate impact wolves may have on people living in wolf range
- Create a DNR Wolf Advisory Committee that reflects views of all stakeholders to assist DNR in implementing Wolf Management Plan
- Create zones of low/no wolf harvest based upon factors such as Tribal boundaries, conflict levels, and research
- Evaluate season structure to improve season implementation/regulation
- Include the overall ecosystem health and sustainability of the wolf population as a stated goal of the Wolf Management Plan
- Increase regulations on use of hounds to hunt/train on wolves
- Promote volunteer efforts in monitoring wolf population
- Provide science-based educational material on wolves
- Pursue options to minimize human/wolf conflicts
- Set zone-specific population objectives based on scientific data and criteria
- Support state-based management of wolves including regulated hunting/trapping
- Update wolf depredation compensation program
- Use science-based input and methodology to monitor/estimate wolf population
- Use science-based input to set clear population goals that may vary over time based on latest data
- Use scientific research to improve our understanding of the wolf population
- (New from meeting #2): Also use non-numerical criteria (e.g., value-based) and goals for wolf population management
- (New from meeting #2): Set a numerical population goal
- (New from meeting #2): Increase attention to ethical considerations and to public attitudes and values concerning wolf management, co-existence and hunting norms
- (New from meeting #2): Recognize and honor treaty-reserved rights
- (New from meeting #2): Manage population using publicly acceptable ways that reduces the likelihood of litigation
- (New from meeting #2): Include a "basement" for population goals that are aligned with Federal standards
- (New from meeting #2): Conduct a social science-based survey

## 13. WMPC Meeting #4 notes

### Wolf Management Plan Committee

Summary Notes from Meeting #4  
October 21, 2021, 9:00 AM – 3:00 PM

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#### **Introduction**

The fourth meeting of the Wisconsin Department of Natural Resources (DNR) Wolf Management Plan Committee (WMPC) was held virtually on October 21, 2021 via Zoom. The meeting was attended by representatives from committee member organizations as well as invited DNR staff. Facilitation and meeting notes were provided by Credens LLC.

#### **Opening Remarks, Committee Chair Randy Johnson**

DNR Large Carnivore Biologist and Committee Chair Randy Johnson welcomed the committee and thanked all for joining today, the final WMPC meeting. He noted that this is a public meeting which is being recorded and livestreamed on DNR's YouTube channel and the Wisconsin Eye Network. This meeting was posted to the DNR public calendar and emailed to DNR wolf topic email subscribers. Mr. Johnson reminded all that in pursuit of a transparent process, there is a WMPC webpage on [dnr.wisconsin.gov](http://dnr.wisconsin.gov) which houses all meeting materials and recordings.

Mr. Johnson reflected that WMPC was formed last summer via a competitive application process for stakeholder groups after governmental groups and Tribal nations were invited to participate. The result was this large and diverse committee. He commended the time and effort members have contributed and expressed thanks for their meeting pre-works.

#### **Attendance**

Each member organization was asked to designate a primary and alternate representative. Only the primary representative may participate in meetings (unless arrangements are made to have the alternate step in). Wisconsin Cattlemen's Association and Wisconsin Trapper's Association were not in attendance. Member organizations in attendance were:

##### Tribal and Government Organizations

Bad River Tribe  
Great Lakes Indian Fish and Wildlife Commission  
Forest County Potawatomi  
Ho-Chunk Nation  
Lac Courte Oreilles Band of Lake Superior Ojibwe  
Menominee Indian Tribe of Wisconsin  
Red Cliff Band of Lake Superior Ojibwe  
Stockbridge-Munsee Community  
U.S. Fish and Wildlife Service  
USDA APHIS Wildlife Services  
USDA Forest Service  
Wisconsin County Forest Association  
Wisconsin Conservation Congress

##### Stakeholder Organizations

Great Lakes Wildlife Alliance  
Safari Club International Wisconsin Chapters  
Sierra Club - Wisconsin Chapter  
The Humane Society of the U.S.— Wisconsin  
Timber Wolf Alliance  
Wisconsin Bear Hunters Association  
Wisconsin Bowhunters Association  
Wisconsin Chapter of Backcountry Hunters & Anglers  
Wisconsin Conservation Voices  
Wisconsin Farm Bureau Federation  
Wisconsin Farmers Union  
Wisconsin's Green Fire  
Wisconsin Wildlife Federation  
Wisconsin Wolf Facts

#### DNR Support Staff

Brad Koele (Wildlife Damage Specialist)  
Jennifer Price Tack (Carnivore/Elk Research Scientist)  
Linda Oliver (Customer and Outreach Services)  
Brian Dhuey (Population/Harvest Assessment Specialist)  
Scott Karel (Regulation Policy Specialist)  
Lindsey Long (Veterinarian)  
Production Staff – Katie Grant, Brent Alderman, Wes Ellarson, Jonna Mayberry

### **Committee Process Review, Facilitator**

The facilitator reviewed the Committee's process and work to date. Each organization had multiple and equal opportunities to provide and edit their input. Members have done a tremendous amount of work across four all-day meetings and pre-work assignments. The topics of each meeting and pre-work were:

- Pre-work #1: Identified members' top 5 issues; provided feedback on WMPC draft mission statement
- Meeting #1: Brainstormed issues and concerns in Excel table
- Pre-work #2: Reviewed/confirmed Excel inputs, edited mission statement, clarified "co-existence" label, drafted Nutshells
- Optional meetings added to address questions about committee process
- Meeting #2: Population estimation methodology presentation; discussed revised Nutshells, updated Excel table
- Pre-work #3: Provided feedback on Nutshells, confirmed own input, provided input on actionable items and research needs
- Meeting #3: Population framework presentation, open discussion, survey input discussion
- Pre-work #4: Completed survey to determine support for each of the 138 items and Nutshells, provided input on management zones

The facilitator expressed his appreciation of and respect for all the effort members have given this committee. The committee's work resulted in extensive documents which were reviewed in an iterative process and will be part of the WMPC final report to ensure a full record of all input received.

### **Survey and Pre-work #4 Results, Facilitator and Randy Johnson**

Members completed a survey through Survey Monkey as part of Pre-work #4 in which they noted their amount of support for each of the 138 Excel table items. The facilitator reminded all that the survey's purpose was to identify broad areas where committee members agree and disagree.

Survey results showed relative agreement on “Provide science-based educational material on wolves.” Results showed split support for “Allow wolf populations to fluctuate naturally.” There were a few items for which results showed the intent/objective was unclear to many members. Overall these results are not surprising because WMPC is a big committee with diverse opinions. The survey took a lot of time and staff appreciates members’ time and effort.

### **Survey and Pre-work #4 Results Discussion, Facilitator and Randy Johnson**

**Renley (Great Lakes Wildlife Alliance):** What does the color coding mean and are the top 5 Nutshells in priority order?

**Facilitator:** The standard Survey Monkey output is shown here, and the color coding is random. The final report will show the full ranking of all Nutshells.

**Renley (Great Lakes Wildlife Alliance):** I request the top five Nutshells.

**Facilitator:** See page 33 of document, the numbers on the right side of the page. That shows how many organizations rated those items as one of the top 5.

**Mr. Johnson:** All the Nutshells are listed here in the survey order.

**Facilitator:** For example, “Allow wolf populations to fluctuate naturally:” 41.67% of the respondents who completed this survey chose this item as a top 5. The results will be fully described, explained and ranked in the final report.

**Nicholson (Humane Society):** We have concerns about the transparency of Survey Monkey. Now we are showing the number of responses, but in full transparency the public would like to see how each group responded. Will that be shown in the final report?

**Facilitator:** We will not show who responded which way. Only I see that, not even Randy sees it. That is part of balancing how will each organization truly talk about how they feel if their name is out there.

**Nicholson (Humane Society):** The Humane Society is very open about they feel. We’ll have to disagree to disagree on this. I don’t think this is a transparent process.

**Facilitator:** If an organization wants to reveal its own responses, let us know via email, and we will print the exact responses of that organization and add it to the final report.

**Mr. Johnson:** All inputs so far have had the organization attached. The intent of this survey is to look at the committee as a group and address, what did this broad group of perspectives look like collectively? The Nutshell of “Pursue options to minimize human-wolf conflicts” had the most agreement with 58.33%. Following was “Include overall ecosystem...”, then “Allow wolf populations to fluctuate naturally,” then “Set a numeric goal.” Remember, we requested the top 5 because we know how much diversity there is among this group, but all Nutshells are important.

**Facilitator:** This was not a prioritization exercise to determine which are the top 5, but a way to understand the perspectives of the committee on these Nutshells and to recognize differences of opinion. If you want to make your own responses to the survey public, let us know via email, and we will include your responses in the final report.

**Habush Sinykin (Sierra Club):** Many groups conveyed concern about the inadequacy of Survey Monkey to provide specifically the perspective of our organizations. “Pursue options to minimize human-wolf conflicts” can cut a number of ways and would be important to have further refinement. Sierra Club and other organizations want this option by creating a state wolf conflict deterrence program that prioritizes, incentivizes and funds non-lethal measures to minimize livestock-wolf conflict, which is quite different than how it could be taken by another organizations’ perspective. How are you bringing those nuances into your understanding of the organizations’ responses, and how will the public know about those additional requests?

**Facilitator:** The supplementary document that went with the survey was the Excel table, which contains the input from every organization and shows how each idea evolved over each pre-work. This document will be an essential part of the final report because it expresses each members’ responses. That is one way that the

perspective of each organization will be captured and shown to the public. Regarding adding certain things to a Nutshell, the Nutshells were developed and reviewed by the committee, so we are not comfortable changing the definitions of them now. We will ask all committee members to provide supplementary input similar to what you provided, and we will include all that in the final report. This is the two-step process: the development of the Excel table over three meetings and three pre-works, which hopefully represents the perspective of each organization, and if there is supplementary feedback, we will provide that in the final report also. Does that address your question?

**Habush Sinykin (Sierra Club):** Yes it does, thank you.

**Olson (Timber Wolf Alliance):** For some of the specific input items, I marked “the intent was unclear” in part because there was discussion that legislative rule changes were not going to be part of the discussion, but some inputs clearly did relate to legislative rule changes. It seems as though some suggestions for rule changes were still included, which was inconsistent. I think we should be talking about those things, but I marked them “Intent unclear” because I was not clear how to handle legislative rule change proposals buried within specific inputs.

**Facilitator:** Randy and I struggled with this. We had asked that we not get into legislative areas, but we can’t stop anybody from putting them in the comments. We had to balance our request with editing others’ input, and we erred on the side of transparency. We let everybody put their responses in as they wanted to interpret them. We can’t edit input when we’re sharing verbatim documents.

**Mr. Johnson:** We tried to avoid statute discussions, but we did discuss wolf zones, which are administrative code.

**Facilitator:** As a large, diverse committee, we tried to have a clean process but there are ranges. We had to strike a balance, and we tried to be more transparent than take a heavy-handed approach.

**Mr. Johnson:** We advised people to focus on the central intent of each input. If that’s difficult to define, or if you didn’t feel comfortable, that’s what the “intent unclear” option was for.

**Aldred (GLIFWC):** On page 33 my numbers are showing different. Are different versions shown?

**Facilitator:** We have 29 organizations and of those, 27 participated in the survey, 2 did not. Of those 27, an additional 2 abstained from any responses, so they display as skipped. So the total number is 25.

### **Voluntary Supplemental Comments and Survey, Facilitator**

The facilitator explained that some organizations provided voluntary supplementary comments with Pre-work #4. To ensure that all organizations have equal opportunity, staff will welcome supplemental input from any remaining organizations, and it will be included in the final report. Organizations should include reference to the specific input number or Nutshell to which their comment refers.

The facilitator and Mr. Johnson felt the committee had provided the broad input that DNR was looking for when forming WMPC. They received a lot of input from different perspectives and the issues of importance to the committee at large. While staff had talked about possibly issuing the survey again, the facilitator’s opinion is that since everyone put in so much effort the first time the survey was given, he does not think organizations need to complete the survey again. The DNR has the input it sought.

If organizations want to make any changes to their survey responses, staff will print the organization’s responses, send them to the organization, and if any changes are needed, members should mark them, return them to the facilitator and he will change the survey response. This is only if organizations want to change their responses, instead of having all members complete the survey again.

### **Voluntary Supplemental Comments and Survey Discussion, Facilitator**

**Renley (Great Lakes Wildlife Alliance):** I struggle with having people re-do this survey. Changing the Nutshells was our biggest opposition point. To re-do the survey feels like skewing the results.



**Facilitator:** We had promised a final survey, so if someone wants to change their responses now, we will adhere to that. I do not have a problem with people changing their survey responses since we want input, and we want people to vote for what they feel strongly about.

**Groskopf (WI Farmers Union):** I want to see the three to four organizations that did not respond to be contacted individually by Randy, to determine what prevented them from responding and ensure we have an inclusive process.

**Mr. Johnson:** I did reach out and tried to make contact with those organizations. One contacted me and chose to sit it out. If those groups want to provide their thoughts following this, they can do so.

**Nicholson (Humane Society):** What was the point of having deadlines if we're now going back? We're all adults here. I understand that circumstances come up but that's why we had alternates. We don't need to babysit groups.

**Mr. Johnson:** On average we received low 20s of organizations submitting pre-works, but a much higher than average response to the survey.

**Groskopf (WI Farmers Union):** Calling it babysitting is not respectful. Some people have serious issues.

**Facilitator:** Randy did reach out multiple times.

**Fergus (Bad River Tribe):** I'm concerned about whether and how the survey is accurately representing our input. A lot of us know that the survey can't represent our input because of how the Nutshells are framed. It seems that you ultimately chose how to frame those Nutshells when there wasn't clear agreement on how to frame certain Nutshells. For example, we would frame it as "carnivore co-existence," rather than "conflict management." The way the survey is set up with Nutshell language doesn't let us give that full input. That's why I offered supplementary input right away; a lot of us had to make sacrifices to get that input in on time. I wanted to offer my perspective with this process and why we offered that supplementary material to be better represented. I want Bad River's supplementary material to be included in the public record.

**Facilitator:** We did not decide or finalize anything. We drafted the Nutshells in Pre-work #2. Then during Meeting #2, we edited them together. Then we asked the committee to review and confirm the Nutshells in Pre-work #3. This is all shown in the Excel table. It was not me and Randy writing the inputs; we gave the committee starting points and asked for edits. Ultimately, based on Pre-work #3, this is where the committee decided it was. It was the committee's output.

**Fergus (Bad River Tribe):** We all have inherent bias. It's impossible to be a human and not be biased with language. Every word matters. How did you decide exactly how to phrase the Nutshells for the survey?

**Facilitator:** The Nutshells are straight from the Excel table. The Excel table was the product of the committee's work. The language in the survey is copied and pasted from the Excel table. We did not change any wording.

**Fergus (Bad River Tribe):** By synthesizing everyone's input, you're making decisions on how to phrase things. Some of us did not agree with how things were ultimately phrased in the survey. I'm trying to get clarity on if there will be more framing of the Nutshells? It sounds like there's not, and if so, why not, if we all get to express our stance on things if the survey is not formatted in a way that enables us to do that?

**Facilitator:** The survey was feedback on the Excel table. Every Nutshell was exactly how the committee worded it. For each Nutshell, everyone had the opportunity to provide specific feedback which we captured verbatim. We reviewed the Nutshell language with the Committee. Every organization provided comments on the Nutshells in Pre-Work #3 and provided additional input on their items. We have not arbitrarily provided language. We provided a starting point to the committee, and then through pre-works, this is what we got. Every organization also had opportunity to provide specific input on their item. We are giving everybody yet another opportunity. If you still disagree, or feel that your input has not come across, please send us supplementary material.

**Fergus (Bad River Tribe):** Something at play here is the verbal input I gave during meetings; I feel I had expressed things verbally during meetings and then didn't always then add more in the written pre-work. How the verbal content of these meetings versus pre-work is being weighed is an issue. We're all humans

and in the way I go about being a scientist there is always bias, and I am reflecting critically on it. You're ultimately making decisions on our input. I'm seeking more clarity on how things were phrased in the survey.

**Facilitator:** To capture discussions in the meeting, in addition to the recordings, my colleague is taking contemporaneous notes, and then we distribute those notes. Your verbal discussions are being captured and will be appended to the final report. That is our attempt to recognize multiple forms of input--we are not ignoring any of the verbal input. Organizations need time to discuss things, so we designed a two-pronged approach: pre-work assignments so you could consult with colleagues and provide written input, and meetings to capture verbal input. My charge is to help facilitate a process where we get input from different people in different ways. We did try to accommodate different styles and provide multiple opportunities to participate. How the DNR uses all this input is a matter that Randy will address. I can only address how we collected the input.

**Renley (Great Lakes Wildlife Alliance):** Re-doing the survey is equivalent to changing your vote, trying to manipulate the results. It is unfair to all participants and does not feel ethical.

**Facilitator:** This was not a prioritization exercise nor a binding vote, and all items are important even if only one organization supports it. If it was binding vote I would agree with you. I only wanted to adhere to what we had explained which was a preliminary and final round of the survey, but I feel that DNR has the input that DNR wants, in my opinion. I will respect the committee's decision.

**David (GLIFWC):** In other formats, is replicating a survey something you have done, and did you get a shift in responses?

**Facilitator:** Yes, I have replicated a survey before. The key question is, is this a binding vote in terms of prioritization, in terms of what DNR shall do, or is it indicating a broad measure of preferences? This is a broad measure of preferences; it is softer, not a binding vote. Re-doing the survey allows people to update their preferences after giving an issue consideration. In past experience I have not found any material difference during a second round. Minor variations, yes. But every situation is different, and every group is different. Both perspectives are valid; I don't have a strong opinion one way or the other.

**Mr. Johnson:** The goal of having a preliminary survey followed by a final survey was to help people understand the survey process and confirm or modify responses if they wanted to. We felt that was the most open process. The survey goal is not to rank or prioritize. We wanted each group to feel they have had ample opportunity to express the input they wanted to express, via ideas, themes, buckets, Nutshells, and the survey identifying levels of support. We sought a spectrum of broad levels of support across the committee. We have pages of input captured verbatim, and all of this is going into the report. Our overall objective here is to be thorough and ensure members feel heard.

**Nicholson (Humane Society):** The HSUS supports the points that Renley made regarding re-doing the survey. We had the opportunity, we were chosen for this committee for a reason, committed to being on the committee, and we committed to doing the work.

**Habush Sinykin (Sierra Club):** Sierra Club shares the same concerns that Renley articulated. Regarding Fergus' comment, the idea of pursuing options to minimize human-wolf conflicts, for example, could just as well be realized by killing every wolf in the state, as by pursuing co-existence measures, education, non-lethal options, etc. The language that was selected by DNR is a middle ground and it requires recognition of co-existence as a goal if it were to appropriately recognize what Abi said. The attention to coexistence was heard in the pre-work but is missing from that Nutshell. You might have intended it implicitly, but you can see how it can be taken in a dramatically different direction. I think that's what is not being fully understood, notwithstanding your good intentions, it might just be missing so others might not read it the same way that you might.

**Facilitator:** The Nutshell does not stand alone. The Nutshell stands in addition to all the inputs next to it in the Excel table and it includes all the inputs. It is not in isolation--we expect people to read all the comments in the Excel table. The Nutshell is a summary level with very important detail. It is not about us



misunderstanding intent, it is all there in Excel. That is why we have Nutshells with bullet points of sub-items of each item that stands with the Nutshell, not in isolation.

**Habush Sinykin (Sierra Club):** The uncertainty is in how this will be used. I'm presuming that you will be digging through to parse out what is underlying the Nutshell's support. If your report will go through and create subcategories for that Nutshell, that will give greater comfort with their support for that Nutshell. It will be important for the report to flesh it out.

**Facilitator:** The report will include all input. We will not do further subcategorization; we have Nutshells and items. This Excel table will be a critical input to the final report. That is why it was appended to the survey link. We have never implied that it would be isolated. This document is an essential aspect of the report. We asked you to look at each item as you were completing the survey. The Nutshells do not stand independent of the action items that lead up to the Nutshell.

**Habush Sinykin (Sierra Club):** It's a bit more complicated than that, given how the Nutshells will be interpreted and presented in the report. We will see how it comes out and guides the members of the public who read the report.

### **DNR Wolf Advisory Committee, Randy Johnson**

Committee Chair Randy Johnson gave a presentation about the past and future of the DNR Wolf Advisory Committee (WAC).

Today, Wisconsin DNR has multiple advisory committees focused on specific species such as elk, deer, bear, etc. The WAC was formed in 1992. It has taken various forms, memberships and structures over the years. The committee's general purpose is to annually review the species management program and assist DNR in implementing the plan. For harvested species, advisory committees discuss harvest quotas. Key aspects of all species advisory committees are collaboration and information sharing. Committee input goes to DNR to assist with its decision-making.

Following wolves being delisted January 4, 2021, DNR formed two separate committees: the 2021 Wolf Harvest Advisory Committee (WHAC) and WMPC. The WHAC provided input on the Fall harvest season. Simultaneously, DNR issued invitations to form the WMPC.

The 2015 draft wolf management plan mentions the WMPC but provides no details about structure or membership. Today, Mr. Johnson will ask the WMPC to provide feedback about a future wolf advisory committee. He seeks to draw on members' significant experience and knowledge.

**Wydeven (WI's Green Fire):** The actual first WAC was the first wolf recovery team from 1987-1989, developing the first wolf plan. In the 1999 wolf plan, the Natural Resources Board (NRB) created separate stakeholder and wolf science committees, then the committees were combined in 2012 when wolves became a game species. For a while there were two committees—science and stakeholder.

**Groskopf (WI Farmers Union):** I've been a part of this process since mid-1990s and was on the last committee. I've also followed committees in other states, most recently Minnesota. County boards have passed resolutions about wolf management. We need to consider grassroots input from people who are dealing with wolves on a local basis. I have several town board members who would be willing to participate. This is not an inclusive process because we have not heard from wolf conflict survivors. We do have Ruid, one of the most experienced people in the U.S. and Wildlife Services has been groundbreaking, especially in non-lethal control development, and Koele, but we need to hear from people who have experienced this face-to-face.

### **DNR Wolf Advisory Committee Discussion, Randy Johnson**

Mr. Johnson held an open discussion about key points for DNR to consider when forming the future WAC. The facilitator shared a template of committee features, alternatives, pros and cons to capture the committee's brainstorming exercise about what DNR should consider. Wisconsin has had various forms of

WACs and this discussion is an opportunity for WMPC members to share what they think the DNR should consider for its next WAC. This is a brainstorming session.

**Quaintance (WI Wolf Facts):** We need to include town boards and people in wolf country to speak out on this. My experience with law enforcement is that when things get out of hand and it is personal items being disrupted—livelihood, livestock, pets, this is a very special resource, we’re speaking about a resource that we need to protect. I enforced these resource laws and I speak highly of them. We need to protect the resource; we need to properly manage the resource. If we don’t, if depredations get out of hand, local people will take it into their own hands. Already there’s too many depredations this year. I hope we include some of this into the wolf management plan and take that into consideration.

**Klussendorf (WI Farm Bureau):** The committee should include those who have experienced depredations and harassments so others can understand the stress and anxiety that deal with when they have a depredation.

**Nicholson (Humane Society):** Include experts in co-existence in regards to livestock and wildlife, especially experts experienced with non-lethal measures because the population will keep expanding into the land we have left.

**Mr. Johnson:** Including an at-large citizenship is an option and perhaps a way to achieve these items.

**Harvey (WI Conservation Congress):** I think the local representation item was intended to be town officials, and if that’s not practical, through the town associations.

**Quaintance (WI Wolf Facts):** Local sportsman’s clubs.

**Nicholson (Humane Society):** Having a separate science committee that also involves academic institutions. Those well-versed in the most up-to-date science we have is important. Also, anyone committed of a wildlife crime, such as poaching, should not be allowed to participate. Membership should represent the state as a whole.

**Harvey (WI Conservation Congress):** Would wildlife crime include hunter harassment?

**Mr. Johnson:** No wildlife citations could capture that.

**Renley (Great Lakes Wildlife Alliance):** And no trespassing convictions.

**Lallemont (WI Wildlife Federation):** Those are mixture of wildlife and non-wildlife issues. No citations whatsoever? Speeding tickets to work?

**Nicholson (Humane Society):** There are multiple buckets here. We support those that pertain to wildlife, including trespassing in the pursuit of wildlife, and crimes against wildlife.

**Lallemont (WI Wildlife Federation):** I disagree. Trespassing is handled by civil law enforcement, not game wardens. Are we going to cross that line? Let’s be clear about this.

**Withrow (WI Bear Hunters):** When we muddy the waters with no poaching convictions, no wildlife crimes, which could be as simple as shooting a robin in your yard, there are circumstantial things that happen that result in wildlife citations and felonies. Why would we want to broadly limit the voices? Are we only talking about this in perspective of citizen groups? Individuals? I don’t think we need to get into the weeds on this. The committee right now has diverse opinions on wolves. We all want wolves on the landscape, but we want that to look very different. A large and diverse committee is important. When you break it down into sub-scientific and sub-professional committees, you lose a lot. At one time we all vetted each idea as a group. But with all these subcommittees, you can muddy the waters with information. So many people were underinformed about the laws at the beginning of this committee. I caution against splitting into too many different committees.

**Groskopf (WI Farmers Union):** It is distressing that this committee does not include farmer groups. The WI Farmers Union is smaller farmers which are more prone to conflicts with wolves. We need to do more outreach to the farm community to get them involved. They don’t have a lot of time and patience with processes that are on the intellectual plane. I could get more farm representatives. We need them to get on board with the wolf program and they are not now.

**Withrow (WI Bear Hunters):** It is the partial responsibility to the organizations that have taken time to be involved in this committee, to reach out to others and include their opinions. A subcommittee of the organization involved in the wolf committee is okay. The Cattleman's Association chose not to participate in the survey, and I think that is terrible. The subcommittee parts could be a partial responsibility of organizations on the committee. I would love to spend my time talking about bears but I'm talking about wolves because it affects me. Some of the responsibility lies with the organizations who are involved to reach out to other groups.

**David (GLIFWC):** If we're going to have effective wolf conservation and stewardship, and I prefer those terms to "management," we need a clear understanding of a few things. First, the best science and recommendations of biological professionals before those become altered by stakeholder or social interest concerns. We need to be especially critical of species that are harvested, and it should be required of species managed in ceded Territories, to have clear, sound scientific foundation. We need a system to let WI DNR staff freely express their opinions. This communication has been one way from committee to DNR; we have not gotten a lot of feedback from DNR experts, such as what are suitable population goals. When we had separate science and stakeholder committees it worked better. We knew the best recommendations to be made, and we saw how stakeholders interpreted that. It was a two-step process that was very clear. That system clarifies the science and allows for a larger amount of stakeholders. It is valuable that stakeholder committees include the public at large who do not represent stakeholder groups, just represent themselves. Those are often the most flexible, creative and have the ability to change their opinions. Finally, Tribes are not stakeholders; they are sovereign governments, they need to be consulted on a government-to-government basis, but there is value in having them on the committee to allow Tribes to express concerns directly to stakeholders, and to hear stakeholders concerns without DNR acting as an intermediary.

**Habush Sinykin (Sierra Club):** Sierra Club supports what Peter David just said, especially the two-step process and the recommendation of a scientific and technical advisory committee that informs and guides wolf conversation. It is important to bring in UW academics and national experts—others beyond just DNR scientists—to inform our conservation practices. Regarding the makeup of a separate stakeholder committee, it's important to be aware of representation consistent with the overall population. National surveys by the Wildlife Association at the state and national levels indicate that the vast majority of Americans engaged with wildlife activities are those involved with watching, camping, photography--non-hunting, non-trapping activities. That is not represented even on this committee. Future committees should bring in members at large that represent the population of Wisconsin, not just a tiny, shrinking demographic interested in lethal wildlife activities. The committee should fairly represent Wisconsin's population, not just local populations.

**Mullen (Forest County Potawatomi):** I echo what Jodi and Peter David said. I have received numerous phone calls and emails from the public asking how they can get involved with this committee beyond just submitting a comment. There are not many avenues beyond Facebook groups and outreach to local representatives. There is a need for the general public to be more involved. Having scientific expertise in these committees would be helpful to shut down references to outdated or not peer-reviewed academic articles, so we can explain why some information is no longer relevant to our discussion.

**Olson (Timber Wolf Alliance):** I echo what Peter David said, those are sound ideas. I agree with the process of examining the science and integrating science so that outside, independent, DNR scientists can provide insight into the process of decision-making with the most relevant and fact-based information. That is fundamental to this process. It is important for professional DNR staff to give expert input into this process. That is a difficult task, so I would challenge the DNR to consider how their staff could provide anonymous input on these topics. Randy is playing a dual role here--he is an expert on this topic and also helping facilitate this process. If he shares his expert understanding on something that doesn't agree with what a stakeholder has to say, that puts him in an awkward position. We need to find avenues for DNR staff to share their expertise.

**Renley (Great Lakes Wildlife Alliance):** Peter David nailed it. Also, any stakeholder group needs equal representation from both sides of the fence. I don't want one or two loud voices to dictate our management.

**Wydeven (WI's Green Fire):** I agree with Peter David. Also, in the science committee, include experts in wildlife population modelling, wildlife conflict management and livestock specialists. Have a separate science committee that does not deal with the politics, but with the biology and social science.

**Fergus (Bad River Tribe):** I also agree with Peter David. Regarding Tribal involvement in future committee plans, which is complex because there is trust responsibilities to work with the Tribes as sovereigns in co-management and something that has historically been missing out is that in the past, Peter David was on these committees, but he only represents off-reservation Treaty rights for a number of Tribes, so there were sovereigns that were unrepresented in the creation of this plan. We've seen how consultation with the Tribes can be something that both federal and state government fails to do, though I do appreciate how many conversations DNR members have had with GLIFWC Tribal Task Force. There is scientific expertise within the Tribes and Sovereign status, that is a broader conversation that should take place outside this meeting and happen between DNR and each Tribe about going forward what those consultations with the Tribes should look like. That is a conversation we should have outside of these meetings.

**Lallemont (WI Wildlife Federation):** If there is going to be separate consultation with the Tribes, how many opportunities do Tribes get versus stakeholder groups? Every stakeholder group should have equal opportunity with DNR. I'd like to sit down with the DNR behind closed doors. If one group or sovereign nation is going to be able to do it, then all should be able to.

**Edwards (Red Cliff):** I support having a scientific process that parallels the stakeholder groups throughout the process. Committee roles should determine who should be on it. Red Cliff wants to be involved in the discussion, but our level of participation will depend on the committee's role and charge. If we're going to invest time and effort to help shape future stewardship, we want to base that allocation of time and effort on what the ultimate goal is. We want to be invited to the table and will determine our level of participation based on what we're asked to do.

**Ruid (USDA APHIS Wildlife):** There is a lot of conflict in the scientific literature, so we need to have balanced science on the committee. We have an academic expert on the committee now: Erik Olson. I advocate for him to be on the committee.

**Feldman (WI Conservation Voices):** We favor two separate committees, recognizing that input from science is different than stakeholder input. The committee should accurately represent current attitudes, values and models for depredation reparations that work. The Tribes are not the same as stakeholders, there are different rights and responsibilities that come with that. Representation of Tribes on the committee is a valuable way to keep communication open with stakeholders, in addition to the judicially and legislatively prescribed role that Tribes have with policy and co-management.

**Nicholson (Humane Society):** Everything Peter David stated was spot on. I appreciate Jim's comments about Tribal representation and the understanding of respect for sovereign rights.

**Fergus (Bad River Tribe):** I would like to see conservation planning for future generations, because the decisions we make influence their ability to live in the same ecosystem as the wolf and be able to see the benefits from that such as control of CWD spread. I don't agree that this committee is diverse, because for example, with age demographics, as I am the youngest person here. The decisions we make today influence future generations. I do want broader representation, not everyone has capability or interest or effort to participate on such a time-intensive committee. The turnaround time for pre-work was pretty intense. A social survey could help and traveling outreach to make providing feedback more accessible to rural folks. There is a great diversity of relationships people who live on the same landscape have with wolves.

**Mr. Johnson:** There are pros and cons to more meetings, fewer meetings, longer, shorter, in-person, Zoom meetings—those are all important and we want to get to identifying those.

**Groskopf (WI Farmers Union):** The most distressing thing we've experienced was the Walker administration refusing to allow this committee to meet. There is a big operation led by DNR that does

manage wolves, whether they are listed or delisted. We lost a lot of ground over the years in being educated, and some of the Nutshells show that. We need to meet regularly, we need to have all-day meetings in-person. There is a variety of information out there and we need to know all of it. We need to keep information relevant and focus on educating.

**Renley (Great Lakes Wildlife Alliance):** In a perfect world we'd all be in person but virtual meetings have their place, considering where we all are in the world. I like flexibility on virtual and in-person meetings.

**Harvey (WI Conservation Congress):** We have grown in skills with Zoom remote and hybrid meetings. We've stretched the limits of the size at which a Zoom meeting can be functional, and this committee is at or past capacity. These meetings have been too long for Zoom, but in-person meetings can go all day. I would prefer in-person meetings in northern Wisconsin; that's where we should be.

**Lallemont (WI Wildlife Federation):** I agree. Wolves live in the Northern part of the State, we should all be where that resource is. We would get more accomplished and be more focused in person than Zoom.

**Nicholson (Humane Society):** In-person meetings are helpful, but it should be balanced with online options. We are one Wisconsin, and there are a lot of people who live in Southern Wisconsin and own land, pay taxes and experience wolves in the North. Putting them in one place is unfair for the entire state—there are wolves in Central Wisconsin. Putting the meetings in one place like Northern Wisconsin doesn't seem like an equal opportunity for all stakeholders. The public has expressed that they have learned a lot from viewing the meetings and the process. They would appreciate viewing meetings as they have with this committee.

**Mullen (Forest County Potawatomi):** I live in Northern Wisconsin but would not mind traveling to a middle ground. It could be a benefit to have hybrid meetings--some meetings could be in person and more important ones over Zoom. The more transparent we can be, the better. We can record our in-person meetings.

**Bina (WI Bear Hunters):** Money is an issue for organizations. What if we held townhall meetings around the state that allow general population to attend and express concerns?

**Olson (Timber Wolf Alliance):** Virtual meetings allow more folks to attend, provide public the opportunity to observe, and are more accessible because no travel is required. But there are also benefits to in-person meetings. If the group is split between a stakeholder group and science committee, I would note that the stakeholder group is a human-to-human process, it is valuable to see people's faces and body language to get through the controversial topics of wolves and their conservation. That is an important part. What about a hybrid approach? In-person as the pandemic allows, but recorded and available livestreamed?

**Renley (Great Lakes Wildlife Alliance):** I suggest alternating virtual and in-person meetings, leaving the virtual option open as needed for folks who can't travel.

**Mr. Johnson:** What about the timing of WAC meetings? People are taking time off work to attend.

**Feldman (WI Conservation Voices):** There are benefits of hybrid models. Being in the same room lends so much to our conversation, maybe alternate meetings, or have longer in-person meetings with shorter virtual meetings. There are many ways to be innovative here.

**Bearheart (Lac Courte Oreilles):** Other committees do in-person and online meetings simultaneously. It is difficult for me and others to attend longer meetings, so I prefer shorter, more frequent meetings. It is very informative here, everyone has their place here, and it is great that we can all come to some agreement on this issue—kudos!

**Habush Sinykin (Sierra Club):** We should make participation on these committees easier for folks, to increase broader and more diverse participation. Wolves are unique in that their role on the landscape is critical to other species as well as the ecosystem, forest health, climate change, etc., with so much overlap. Committees should include a broader audience of non-consumptive users, hunter/trappers commensurate with their representation in the population, Tribal representatives in addition to their sovereign representation, but also try to bring in public health, forestry considerations, regarding keeping the deer herd moving and healthy. Bring in as many interests and viewpoints as possible.



**Mullen (Forest County Potawatomi):** I have been hearing “human connection,” “bridging gaps,” and considering that we all interact with wolves in different ways, I think that experience speaks louder than words. Let’s meet people where they are, such as a farmer with depredation event, we go there to see what they have set up and have meetings within their reality to understand what they are experiencing. Meeting people where they are is a great way to bridge these gaps instead of just listening.

**Groskopf (WI Farmers Union):** For the past 12 years I’ve been active with conferences and research and taking advantage of national and international opportunities to learn more about this subject. I hope people join the International Wolf Center. They have excellent programs. In one year will be the International Wolf Center Symposium. Northland College put on an excellent conference last year. Keep the committee apprised of these educational opportunities because Wisconsin does not have very many real wolf researchers and research, we have Erik and Adrian and others, but also theoretical people who probably never seen a real wolf in the wild in a non-research setting, so we have to keep apprised of what is happening internationally and in other states.

**David (GLIFWC):** Keep a virtual component to these meetings, this affects so many people. Broadcasting these meetings is part of our educational goal and is something we should be doing so the public can be better informed. I was part of this process fifteen years ago, and it involved a lot of meetings, travel, and fossil fuel burned. Giving people the opportunity to avoid that and listen in at a later time makes it valuable to keep the virtual component involved in these meetings.

**Wydeven (WI’s Green Fire):** Maintain a consistent schedule of meetings. Going back to the early recovery team, it fizzled out for three years and then we had to re-establish a wolf committee, but that hasn’t been meeting since 2014. A consistency of regular meetings is important for promoting solid wolf conservation. I agree it should be a wolf “conservation” plan, not just a “management” plan.

**Mullen (Forest County Potawatomi):** I prefer “wolf conservation” or “wolf co-existence” plan rather than “wolf management” plan.

**Fergus (Bad River Tribe):** I agree with that language.

**Mr. Johnson:** We got a lot of feedback on that topic when we asked about our mission statement in pre-work. Many points were made to this effect in our pre-work.

**Olson (Timber Wolf Alliance):** I encourage Randy’s team to look to the Great Lakes region, neighboring states, and Ontario to see how they handle public meetings, and what their management plans look like. It would benefit future committees to know what is happening in neighboring states and provinces. Laurie mentioned a few ways folks can access that information, such as the Great Lakes Wolf Symposium, the International Wolf Center’s Symposium, which happen every few years. I encourage Randy’s team to look at what is happening in the region when thinking about the management plan and public meetings and share information with the Committee so they can see how other places are handling similar issues.

**Mr. Johnson:** Peter David has been involved with committees in other states. What jumps out to you to add to this discussion from other states?

**David (GLIFWC):** In Minnesota they have two committees—a science and stakeholder committee. They also include members-at-large. Those members are often the most flexible, creative, most able to find common ground, and to shift their opinions, which leads to a healthier more vibrant committee.

**Mr. Johnson:** I want to acknowledge the DNR support staff on the call. We can lean on the DNR expertise available. Invite all to continue our discussion on the Wolf Advisory Committee. We’ve covered a lot of ground, but not the committee selection process. We want a balanced committee; how do we get that? Appointments? Invitations? Applications? How do we select membership for this committee? A blended approach? There are pros and cons for each.

**Fergus (Bad River Tribe):** Clearly brief potential applicants on what responsibilities are involved in committee membership such as pre-work. I don’t recall what we were given prior to this committee. But that would help organizations to decide if they want to apply. The application approach is better for a stakeholder committee, whereas invitations for the science committee. Assuming there would be other forms of input such as social science surveys, and in-person outreach around the state to reach rural and

Tribal members. Have an applicant approach for the stakeholder committee, and the science committee could be by invitation. Involve independent scientists. For transparency, have scientists independent of agencies involved.

**Lallemont (WI Wildlife Federation):** More balanced quantity is needed across the committee. If invitations are issued, ensure stakeholder groups are in a balanced quantity. Here we had a cap that wasn't equal to the invitations. Ensure the stakeholder groups have an equal voice in the committee.

**Withrow (WI Bear Hunters):** This committee selection criteria were appropriate. There was an invitation, but organizations also had to fill out an application. Some of those were vetted out because they didn't meet the criteria. An application process like what was used here is an appropriate first step and was a very good starting point.

**Olson (Timber Wolf Alliance):** The plan should define what it means to be a balanced committee. A committee will be established, and the selection process will be a one-time thing, most likely. If the committee ever needs to be re-activated, then a balanced definition would be already understood. Historical committee presence needs to be balanced with new voices brought in also. That balance is important.

**Mr. Johnson:** It is almost a two-step process: the initial committee and having that committee change, or not, through time. Consideration of term limits for this committee? We had over 30 stakeholder organization apply for 18 seats available.

**Renley (Great Lakes Wildlife Alliance):** Balance should mean representing the people of Wisconsin who care, not necessarily one organization or another. There are a lot of people who feel strongly but don't have an avenue to get here. The committee should represent all the taxpayers that care.

**Mr. Johnson:** I like the idea of defining "balance" because people view that differently

**Withrow (WI Bear Hunters):** What did we miss on this committee? I think almost everyone has a voice here. Who did we miss with this committee? Second, term limits could mean people have to re-apply, not necessarily that this group has been on long enough and thus they are out. Term limits could be an annual or biannual option to re-apply or make a case for your involvement.

**Mr. Johnson:** Term limits could be used to find balance. Perhaps staggered term so only part of the committee turns over each year, to keep continuity but also allow turnover.

**Withrow (WI Bear Hunters):** That is an appropriate process to making it fair. You have opportunity to advocate for your interest. The opportunity is the important part, and it should take place on a schedule. I hope this conversation doesn't end because it has ended in the past which left us in an interesting place where a lot of us went through tons of these conversations already and still didn't come out of this committee with any direct avenues, just more questions and conversations, really. The old wolf committee did provide that table where we had direction when we left the table, to some degree. Hopefully we can get back to that someday.

**Facilitator:** What are we trying to achieve with the issue of "balance?" It depends on the objective of the committee—to advise or give a binding vote? I'm hearing apprehension; what is the issue we are trying to solve with "balance?"

**Nicholson (Humane Society):** My thought on balance means letting those who are interested have an equal voice on the committee. Considering participation in the next committee, how much participation did the groups that were invited to participate actually weigh in and provide feedback? Was their participation across all meetings? Can we ensure that the limited spots were really being utilized by those who were invited?

**Wydeven (WI's Green Fire):** Regarding term limits, do we mean for organizations or individuals? I'm assuming the organizations would select who represents them, that the application is for the organization, not the individual. But I recommend a few positions that just represent individuals. For those people, we want to have an application and term limits. We can't just drop groups who have a history and background with the topic. We can't bring in unknown organizations. I have reservations about how we use term limits.

**Withrow (WI Bear Hunters):** I am all for allowing new discussion and new groups as time changes. I'm not in favor of saying that someone is out. Term limits are about a fair process to re-engage organizations on a calendar standard, but also adding the opportunity of others to come to the table. Many other stakeholders are potential committee members. It should be more about adding new people than excluding existing members.

**Renley (Great Lakes Wildlife Alliance):** Did we turn a lot of people away from this committee?

**Mr. Johnson:** Invitations were sent to government agencies and all 11 Tribal nations. I can't recall if any government agencies declined. We heard back from the Tribes that are here today. Stakeholders were invited to apply across three categories: hunting/trapping, wolf advocacy/education, agriculture/ranching. We opened up that application process and used criteria such as being a real 501(c)(3) organization, membership representation, size of membership, member communication practices. Within those three categories, 30 to 32 groups applied for 18 seats. All groups in agriculture/ranching made it to the committee. The other categories had more applicants than spots and we had to fit those criteria.

**Renley (Great Lakes Wildlife Alliance):** There were a significant amount that didn't make it, yes?

**Mr. Johnson:** More than half made it in the hunting/trapping category. Advocacy/education had the most applicants.

**Withrow (WI Bear Hunters):** This is all in the written communication from our first meeting.

**Mr. Johnson:** Yes, we have the roster and full list of applicants on our website. Do we feel that this captured the large stakeholder category? Who did we miss, if anybody?

**Habush Sinykin (Sierra Club):** If there were so many education/advocacy groups who were declined, that is saying something that we should take a look at. I count 7 in the hunting/trapping and 6 in the education/advocacy category. Given Wisconsin's population, and what the census and trends tell us about who is using the resources, and what type of wildlife-related activities, that should be taken into account in terms of providing additional opportunities for those citizens and organizations involved in the greater community to participate. It shouldn't disproportionately reflect a smaller percentage of Wisconsin's population as this committee does. I know that is a historical trend for the DNR, but society is changing and so must our DNR.

**Mr. Johnson:** Up to 6 seats per stakeholder category.

**Habush Sinykin (Sierra Club):** But in this case we have 7 in one category and 6 in the other.

**Mr. Johnson:** WI Conservation Congress received an invitation.

**Harvey (WI Conservation Congress):** WI Conservation Congress is on as a government agency.

**Nicholson (Humane Society):** Isn't that a citizen group?

**Harvey (WI Conservation Congress):** It is volunteer and 100% supported by tax dollars.

**Mr. Johnson:** It is a statutory body which is why it is in that category. WI Conservation Congress has a seat here and on most species advisory committees.

**Lallemont (WI Wildlife Federation):** Who did we miss? County boards, townships.

**Feldman (WI Conservation Voices):** This representation conversation reiterates the need for a current social science survey to help us understand changing demographics. We need updated information about attitudes around the State.

**Brust (WI Bowhunters):** Who is invited depends on the purpose of the meeting. In 2011, the objective was to determine a wolf management plan which involved hunting and harvesting. There were people not invited because they were not interested in hunting.

**Renley (Great Lakes Wildlife Alliance):** It should be interested parties, but this is a polarizing topic, and it should include both sides of the fence. It needs to include equal representation.

**Mr. Johnson:** Species advisory committees look at all aspects of the management plan, including discussion outside of quotas and hunting.

**Olson (Timber Wolf Alliance):** Having a committee that is more representative of the state is something to think about. Social surveys suggest that there are people who fall right in the middle. The intention of bringing in at-large community members is that it could increase representation of the group in the middle.



But it needs to include people with complex feelings about wolves, not just a positive or negative attitude. That is another group that should be represented.

**Brust (WI Bowhunters):** When this committee was formed, it was going to have a balance of both sides, and because of that, its conclusions would be two-sided. Because of that, it would leave DNR to do whatever they wanted because there was no committee consensus, but they could at least say they got public input. I heard that stated by a few different people. In 2010, the DNR committees were all DNR people. Then they started inviting interest groups. But, the decisions have to be made by DNR, not by polls or groups. It's up to the DNR.

**Groskopf (WI Farmers Union):** Include people in the tourism industry, real estate people, and those with frequent interactions with wolves. They are not on the committee now.

**Nicholson (Humane Society):** That would include wolf and wildlife watchers as well?

**Mr. Johnson:** Yes.

**Renley (Great Lakes Wildlife Alliance):** I like third-party facilitation on such a polarizing topic.

**Habush Sinykin (Sierra Club):** I appreciated having a mediator, and also thought the approach of not trying to reach consensus, to allow viewpoints to stay viewpoints and not attempt any majority voting, is a better way to go. Consensus is neither important nor possible on polarizing topics. It is valuable to keep viewpoints separate and intact.

**Mr. Johnson:** We hit the broad initial categories we identified.

**Facilitator:** This raw input is valuable, and we will put it together into something usable.

**Mr. Johnson:** We've heard a lot of pros and cons. This is just the information I wanted to gather from this group, and I appreciate it.

**Mullen (Forest County Potawatomi):** I work with foresters and it would be interesting to have their opinion, since wolves rotate deer herds around, they have a substantial impact on forest health.

### **Open Discussion, Facilitator**

Last meeting the committee created a list of open discussion topics. The facilitator opened the discussion to topics that were still outstanding. The committee could add new topics as well.

**Groskopf (WI Farmers Union):** Regarding how to increase public involvement, particularly trust in the process, trust in the process is important and there has been problems in Michigan recently regarding that. The DNR removes information available to the public. For example, there will be no more maps put out with wolf pack locations, even though they're using those locations as part of the population estimate, and also the level of tracking done to establish the numbers. I recommend a more transparent process like we used to have before they removed the annual meeting where we went through the tracking process, as long you're still doing the tracking and using it for the population estimate.

**Mr. Johnson:** DNR is no longer producing a territory map because we've moved to the occupancy model. However, we are putting together a map which shows the occupancy probability and the estimated density of wolf population. Tracking efforts are being compiled right now in the annual wolf monitoring report which and will be posted. There has been a transition in reporting as we moved from territory mapping to occupancy model, but it is coming soon.

**Groskopf (WI Farmers Union):** It is important that you put the final product out as completely as possible. Sometimes in the translation things don't get put on the formal documentation like we see them in the field. This has been the problem in Michigan; everything is done in secret without outside surveillance. People want to see the tracking data in plan map form and numbers.

**Mr. Johnson:** Getting folks involved and educating about how the wolf counting process is completed is a great discussion topic.

**Groskopf (WI Farmers Union):** Tracking training is available online and broadens the prospective trackers you could use. I want to see other types of data used like photographs also.

**Mr. Johnson:** We've moved the track training and ecology courses online. With the pandemic we saw a spike in participation, it made the information more available and we want to keep that. Wolf track training and ecology courses are available on DNR website. The more the merrier! All help is welcome.

**David (GLIFWC):** The ecological importance of wolves is important to include in the plan. It might not be effectively talked about as a group, but it was clearly represented from the survey that it is important to many involved and they'd like to see an extensive discussion of that in the plan. Is the state going to provide feedback on the zone discussion? Do people want to talk about their positions on that?

**Mr. Johnson:** Input on zones ranged from completely re-zoning to keeping zones as they are. Generally, most of the input was that the zones were generally good as they are, and the objectives behind them—keeping regional variation and the ability to address things regionally—was okay. There was some discussion on transitional zones, current zones 3 and 4, and whether those should be absorbed or expanded. Common feedback was in Douglas and Bayfield, to include a smaller sub-zone to address the historic conflict. Some groups offered narrative, and some offered changes to existing zones or new zones.

**Facilitator:** I agree with Randy. And all those documents will be in the report.

**David (GLIFWC):** I'm familiar with one map submitted, but did you get other specific zone recommendations on a map? How many maps did you receive?

**Facilitator:** We received three maps.

**Mr. Johnson:** One suggested a boundary change in zone 3. The map you're referring to was the most complete suggestion. We asked for narrative or maps, everyone has different ability.

**Brust (WI Bowhunters):** The zones as they were structured are important. When structured, they considered wolf location and habitat. It is in the best interest of both wolves and people if we manage wolves in areas where there is good wolf habitat. If we keep allowing them to expand to areas of unsuitable habitat, we just create more problems for the wolves. There are a lot of groups and sports people that have no problems with wolves, but when they get into higher human population areas, they create concerns for people and wolves themselves. Having zones enables us to manage wolves in order to minimize conflicts and is critical. I am concerned, based on permits issued last season, about an interest in trying to protect the number of wolves in zone 6, once considered unsuitable wolf habitat. The interest seems to be minimizing the number of permits available. I think if we want to manage wolves to minimize problems, there should be a higher number of permits so the wolf numbers can be controlled in those areas. Allowed in the northern areas to thrive more. Where there is conflict, the zones are really important.

**Fergus (Bad River Tribe):** I support an adaptive management approach. We've discussed how part of science is that assumptions are made based on available information. So in 1999 and before, we had less western science available. The concept that there is unsuitable wolf habitat based on road density, for example, is one thing that with additional research we've found road density doesn't dissuade wolves from occupying an area. I don't understand the concept of managing wolves so they're not around humans. We have always been sharing the landscape with wolves. We have a longer history of co-existing with them than this modern history of eradicating them. It's important to keep up with developments in Western science in addition to paying attention to cultural knowledge, be that farming culture, Indigenous culture, and how to successfully coexist. We've reviewed in past meetings that scientific literature does not support untargeted lethal action against wolves to resolve issues on farms. Conservation approaches need to adapt with the time and the way our knowledge develops. It is one of many rights that Tribes hold to continue to coexist on the same landscape as wolves. We can look to Indigenous culture as examples of how to do that co-existence. In my pre-work input about zones, I outlined how there needs to be discussion between the State and the Tribes about buffer zones around reservations to protect reservation wolves. We need a more ecological-based approach, thinking about how animals cross the landscape—not with human political boundaries, but based on topography or watershed or other ecological inputs. I support re-evaluating zones but it takes more time than we have in this committee, and as an assignment for the DNR to be doing with our input.

**David (GLIFWC):** Continuing Abi and Mike’s points, the best way to learn what is wolf habitat is to have wolves tell us. There is arrogance when we decide that we decide what is suitable for them. This connects to social science input. It is clear that Wisconsin is capable of providing quality wolf habitat for many more than 350 wolves, a number for which many groups have supported. I’ve asked, but haven’t gotten clear feedback about why 350? How would you get to it? That could depopulate 5 of the 6 zones? How did you come to that number?

**Groskopf (WI Farmers Union):** It’s not arrogant to think that we can decide where wolves live. Wolves have no choice—the good territory was taken, so their choice is to die or adapt to marginal territory. That’s where they come against people, they do wolfy things, and that’s where the conflicts are. People will take matters into their own hands when their government doesn’t help them. Similar to the elk in Wisconsin. Did we put elk in appropriate place, where they had lived before? No. We put them in woods. There has been pushback about that. We don’t have bison, woodland caribou and moose roaming the open range. So we have to use our heads and not just say, hey wolves, go where you want to and then expect everyone to agree with the co-existence theory, because it is not working that way on the ground.

**David (GLIFWC):** Only a small percentage of wolves are causing livestock depredations. Why would it be necessary to cut the wolf population by two thirds when we know there’s huge benefits that they provide?

**Groskopf (WI Farmers Union):** There is potential with Wildlife Services. We can reduce those conflicts. Right now, 95 conflicts are on the list. Last year was 100.

**Nicholson (Humane Society):** 95 livestock, or does that include hunting dogs?

**Groskopf (WI Farmers Union):** Those are harassments, threats to human safety, but hunting dogs is low this year. We have 95 items on the list, each of those incidents is a traumatic and long-lasting tragedy for a family, neighborhood, township which leads to very strong negative feelings. If we can keep the wolves and people apart a little better, we’ll have less of that. This year is looking like last year in terms of number of incidents. Last year there were 100 incidents. Dave or Brad, can you speak to this?

**Ruid (USDA APHIS Wildlife):** What are you asking me to speak to?

**Groskopf (WI Farmers Union):** People like to minimize what is going on, and you’ve investigated all over the state, especially in Lake Superior plain. How do families there feel about wolves? We should not be allowing wolves to live in areas like that.

**Renley (Great Lakes Wildlife Alliance):** How many people been attacked by a wolf?

**Ruid (USDA APHIS Wildlife):** Not to our knowledge in Wisconsin contemporaneously. In Minnesota years ago an individual was bitten by a wolf, but there were some circumstances surrounding that. When wolves colonize certain areas, we used to assume we understood where wolves were likely to colonize. One linear road per square mile of habitat we felt was not going to be suitable for wolf habitat. That existed for many years with wolf colonization in the State. Around 2003, when the population reached about 350, is when we began to see around 5-10 farms having depredations annually. That number has increased. It’s been between 30-40 the past 6-7-8 years. Now, 80% of conflicts are in the South Shore Lake Superior, Northern Douglas, Bayfield County area. It took wolves a long time to colonize that area. When they came into the State from Minnesota or Upper Peninsula, we weren’t seeing colonizing or conflict there. But they have since colonized that area. Now that’s where we spend the majority of our time minimizing wolf livestock conflicts. Regarding public sentiment towards wolves in that area, it’s negative toward wolves. Wolves are habitat generalists. They occurred everywhere in North America. We’re not going to recover wolves across their historic range. I don’t see that happening because we haven’t seen it expand into southern Wisconsin like I feel it would if there weren’t other anthropogenic impacts to that dispersal. Where wolves colonize and cause lots of conflict, about 10-15% of the packs cause livestock conflict. When they begin causing conflict, they’ll continue to do it, generally in some of the same areas. Zone 3 was established as a transitional zone with a fair number of livestock conflicts occurring in northern forest farmland fringe. But in the last 5-6 years, fewer conflicts were in that area now, and it’s predominantly a Northern Douglas, Northern Bayfield county system, with some depredations in northern forest. Wolves had occurred in the

Central Forest for years but hadn't caused conflict there. Then, when their densities got to a certain number and they spilled out of that habitat, now we see routine conflicts in the Central Forest.

**Fergus (Bad River Tribe):** Is it related to the period of time that wolves are colonizing an area that you see an uptick in conflict?

**Ruid (USDA APHIS Wildlife):** We've done regression analysis on this. From 2003-2012 we saw increased depredations annually, and wolves were federally threatened, we had some authority to implement lethal control, then they were relisted, then we had a permit in 2005-2006, no control in 2007-2008, a brief period of control in 2009, nothing in 2010-2011, then 2012-2014 there was an integrated program. But statistically, 80-85% of the variability of farms having livestock conflict could be explained by the increased wolf population. In 2014 whitetail deer management got turned upside down with the advent of CDACs. I think it was 17 Northern Forest counties when the CDAC system was implemented, they all voted to increase deer density in those counties. Then there was a change in how deer were registered, so we lost some data points about what deer were actually doing, but in my opinion the CDAC recommendations of increasing density of deer in those Northern forest counties, I feel that helped to reduce the rates of conflict that wolves were causing across the Northern Forest. After 2014 when we had an integrated program with lethal and non-lethal control, landowner permits, and recreational harvests, rates of conflict didn't bounce back to where they were in 2010-11. I think that has something to do with density of deer in the Northern Forest. The abundance of beaver on the landscape, which is the second primary prey of wolves in Wisconsin, has increased tremendously. There are a lot more beaver on the landscape today than in 2014. Between CDACs, increased deer density, increased beaver population—those factors are ameliorating wolf-livestock conflicts.

**Groskopf (WI Farmers Union):** Theresa Simpson's research in Central Wisconsin looks at three periods of time, ending in 2012, when the wolf pack was expanding. It looks at the number of conflicts, and it shows that as wolves had to occupy human-dominated areas, conflicts went up. That's another area that needs to be looked at regarding zones. You can go to The International Wolf Center and sign up to watch her talks retroactively.

**Mr. Johnson:** To my remembrance, that research looked at the historic territories and the associated radio collared wolves across the Central Forest, going back in time as it was being recolonized. Wolves were selecting the best available habitat, which was areas away from humans. The proxy for that has been road density. Once those territories were filled, wolves continued to build out, and her research shows that as wolves moved into areas of higher human occupancy, the risk of being hit on the road, being shot illegally, getting in a livestock conflict and being removed, those risks increased, and therefore their ability to thrive decreased. Laurie is right, it is not published yet, but it is coming soon.

**Wydeven (WI's Green Fire):** Regarding carrying capacity, when we talk about apex predators, the density of ungulate prey population determines carrying capacity. That prey may include domestic pets as wolves get into more developed landscapes. We can support wolf populations in developed landscapes, but they will be dependent on human food sources, in which case we're supporting artificial populations of wolves. I liked Abi's discussion of adaptive management, and we included a little of that in the 1999 plan, but I think there should be more stress of this concept. I see this with the zone system, in one zone will be totally exclusive. No zones will be totally protective for wolves, and we shouldn't have zones where wolves are killed at any time, in any way. We need an adaptive management approach, recognizing that Zones will serve as more core areas, some more transitional, some are poor wolf habitat, where wolves are more hunting opportunity, we allow some persistence of wolves, but we aggressively control problem wolves in the area. It's usually a small percentage involved in wolf depredation management. We saw strong relationship with wolf population and depredation levels through 2010, then it declined drastically during the time that Wildlife Services had full management authority. But by the end of 2014 it was down to levels of 2004 when we had only 350 wolves, even though we had still 730 wolves or more on the landscape. So twice as many wolves as what we had in earlier times with similar levels of depredations. It shows with active depredation management, with a full range of tools available, Wildlife Services was able to reduce

depredations to very low levels without having to reduce statewide wolf populations. One of the important factors that didn't allow depredations to go back to 2010-2011 levels is Wildlife Services' commitment to non-lethal work between 2015-2020, which was very extensive in Wisconsin. If it wasn't for their work, I'm sure we would have risen back to levels that we saw in 2010-2011. Part of the reason is deer and beaver, but Wildlife Services' own work is an important factor as well. Zones do play important roles, they have to be used in an adaptive management approach so they won't be exclusive for total protection or total elimination of wolves.

**David (GLIFWC):** We just killed a minimum 20% of the wolf population, yet livestock depredations didn't decline. To me, that's evidence that a recreational season doesn't reduce livestock losses. The high density of depredations is not where the harvest came from; the majority of the harvest came from public lands. It is the work of Ruid and APHIS that provides actual relief to folks. That is more important to provide relief to people who are suffering losses than general recreational harvest.

**Quaintance (WI Wolf Facts):** I drew a wolf tag for the February season, and I trapped in Northern Bayfield County where there was a lot of depredation. Prior, Wildlife Services had dispatched six of the wolves in the pack by my house and I was unable to trap any or harvest any because of the disruption of Wildlife Services and also the Tribes have been trapping here and have the wolves really educated. From January until now, Wildlife Services has trapped over 40 wolves from Lake Superior down U.S. 2 over to County A. Almost three-quarters of the wolves that will be killed by a wolf season--already Wildlife Services has killed 40 wolves in this area. Adrian and Ruid are right. Wildlife Services is doing a very efficient job managing our wolf population. I do want hunters and trappers to be able to utilize some of these wolves that are just being harvested, disregarded and thrown in the dumpsters.

**Ruid (USDA APHIS Wildlife):** We don't do population control. We address site-specific conflicts. Will that impact the population locally where someone may want to recreate? Sure. But the February season was prior to us implementing any control work in that area. The control work we did in that area wouldn't have had an impact on your success during this past season.

**Mr. Johnson:** Wolves that are removed for controls are disposed of following carcass disposal guidelines, or used for educational pelts, skulls, etc.

**Lallemont (WI Wildlife Federation):** Pat mentioned tribes were trapping? What happens with those?

**Quaintance (WI Wolf Facts):** They were trapped and collared.

**Lallemont (WI Wildlife Federation):** So tracking data.

**Klussendorf (WI Farm Bureau):** A lot of depredations aren't reported, so we don't have all the data. People don't know who to contact to report it or they're frustrated that nothing's happening and taking matters into their own hands and protecting their property. Why the focus on 350? The WI Farm Bureau has a policy that we support 350 or less. It goes back to wolves' reintroduction in Wisconsin when stakeholders were told that 350 was the number the area could handle in the National Forest. We heard a little bit about that when the number went over 350 depredations went up. That's where we are coming from, 350 or less, trying to deep depredations down and conflicts at bay. We are all here because we want wolves on the landscape, and we don't want them eradicated, just managed at a level to almost eliminate depredations and conflicts.

**Mr. Johnson:** Your first comment is something we identified in July in a bucket: visibility and access to resources. With unreported depredations, people aren't aware of what resources are available. Do you see that as significant issue? An area of improvement or outreach? That's one thing we haven't touched on yet.

**Klussendorf (WI Farm Bureau):** The Farm Bureau puts this in our publications, and we work with Brad on this to put in our newsletter about where people can report losses. As an organization we make sure to educate our members to report this and educate. But it takes all of us to do that, everyone here should take steps to get the information out there—what numbers and processes to report.

**Habush Sinykin (Sierra Club):** I underscore Adrian and Abi's points about adaptive management. The plan will have a 10-year time window which is quite a bit of time. How can adaptive management be a recognized as a priority so that information coming in about status of wolves, the ecoservices they provide,



and any difficulties being encountered, allow for change and modifications to zones and conservation priorities? Also, regarding breaking down the false connection between recreational hunting, the enjoyment of the killing and trapping, from depredation problems occurring on a minority of farms, which is best addressed by Wildlife Services in concert with non-lethal measures. Adaptive management could remove the statutory mandate for hunting wolves, at which point we would need zones to reflect that changed reality and allow for conservation without this hunting mandate. It is something to take into account. How will adaptive management be taken into account, especially addressing that disconnect between hunting and depredation problem solutions? I've heard from many that the more hunting in is an area, the more it destabilizes the packs which ironically leads to more conflicts and depredation problems.

**Mr. Johnson:** First, this WAC to review the data every year. Hopefully that reflects society through time is an important part of this process. Another, moving management toward outcomes-based objectives, reviewing those outcomes through the committee process, identifying zone by zone, where are the outcomes, what are the metrics? Are they good, bad or average? Trying to be responsive annually to wolves doing what they do, and as we learn more through committee involvement, public feedback, social science survey. Regarding statutes, we have the legal framework that we have now. It could change, but we have to write a plan given the framework we have now. Whether at state or federal level, listing status is a key factor as well.

**Habush Sinykin (Sierra Club):** How much of the zone discussion is focused on satisfying hunting and trapping considerations, versus dealing with depredation problems at the same time as sustaining wolf population so they can provide the best benefits to ecological systems, keeping CWD in check, cutting down on automobile collisions, and cultural values? Do zones manage more than hunting and trapping such as those very important other considerations, which according to Sierra Club, take a far greater importance? What we should be thinking about in terms of public health, cultural respect, ecological considerations far outweigh the hunting/trapping considerations. How much is that being considered by DNR in terms of zones?

**Mr. Johnson:** Zones are a tool that relate to population abundance, conflict levels, hunting pressure and opportunities. In our pre-work input, generally speaking, folks were okay with the general zones that are out there and the objectives behind them. The idea of having no zones was a point of discussion also. But we've had zones for a long time, and I see that approach remaining moving forward, because they allow a more fine-tuned approach to management across the State. It's ideal if zones can reflect variation in habitat, but often we do need to rely on political boundaries because people need to know where they are at. It's about juggling lots of priorities and finding a balance.

**Wydeven (WI's Green Fire):** I want to make it clear that there were no reintroductions of wolves into Wisconsin. There is a lot of misunderstanding about the 350 goal. The number 350 was developed through the 1999 plan, and it was based on the biological carrying cap of 500 wolves in the State, based on population viability analysis, and also negotiations and political compromises. 350 was a management goal that came from an extensive public involvement process, including discussions. It was not intended to be set in stone, but reviewed every year, similar to deer and bear management goals. That number was suitable when we had 200 wolves in Wisconsin, and now that we have 1000 wolves, it is no longer a suitable goal.

**Renley (Great Lakes Wildlife Alliance):** If some depredations aren't reported, we need to do a better job of educating folks about how to report depredations. What do we do now to educate farmers? Hearing "take matters into their own hands" is troubling. And we also heard our DNR population model which says there's no poaching. That's counterintuitive. We need to do a better job of reporting depredations and educating folks on how to do that.

**Mr. Johnson:** Poaching goes undetected because that is the nature of poaching, and we do report everything we can, and those numbers do factor in.

**Koele (DNR):** Our outreach is internal education. We have contact information posted on the DNR website. If a farmer has a wildlife issue, they call the DNR. We've educated frontline staff that receive calls, to send

all depredation calls to Wildlife Services for follow-up. We don't necessarily reach out and provide instructions, but we worked with the Farm Bureau this year to put information in their newsletter.

**Renley (Great Lakes Wildlife Alliance):** So it's basically word of mouth?

**Koele (DNR):** Yes, most of these producers have been in the program for a long time, and most depredations occur in areas where depredations are chronic. So yes, word of mouth and ensuring our staff know how to handle the call appropriately.

**Mr. Johnson:** We have a lot of information on the website, in wolf hunting regulations, and I mention Wildlife Services anytime I'm doing a media interview.

**Koele (DNR):** The DNR website has an interactive map to show where conflicts occur. Our Gov Delivery system reaches 13,000 subscribers to the hunting dog depredation notifications, and 3500 subscribers to livestock depredation notifications. Through those, in real time, they reach the subscribers any time there is a verified conflict.

**Olson (Timber Wolf Alliance):** Wildlife management zones are not just harvest zones but include other ramifications for wolf management or conservation. The original zones 1-4 were drawn around habitat features, such as forest zones, the belt of intermix of agricultural lands with forest lands, and the southeastern portion of the State. The zone structure changed over time, with the development of the harvest, and it is important to look at habitat features especially for transitional zones 3-4. Zone 5 is a bit of an island, ensuring good connectivity for dispersing wolves and gene movement between northern population and central forest population. Looking at the landscape, from the perspective of forest and agricultural lands, and thinking about transitional areas, how you might manage wolves differently, things that were done in the past could be informative, as well as new ideas and recommendations could be helpful. Has a survey been done for wolf season permit holders? That would be valuable for this discussion and committees in the future. Wolf hunting is a relatively new thing in Wisconsin, the first season was 2012, and understanding the motivations behind hunting wolves and aspects and success would be valuable.

**Mr. Johnson:** Yes, we do wolf season surveys and they will continue. Motivations, methods, estimating success rates are all included.

**Koele (DNR):** The timing of conflicts is important. The majority occur spring through fall, prior to any hunting season. The timing when hunters have the ability to potentially help resolve conflicts don't necessarily coincide.

**Brust (WI Bowhunters):** I represent an organization primarily interested in deer hunting. Wolves impact the Wisconsin deer herd. I know there are groups here that are opposed to what we do and I understand that. However, deer hunting is a huge part of Wisconsin's culture and economy, especially in the North, and a lot of that depends on a robust deer herd. In many areas, particularly in the North, the deer herd is depressed. We know what wolves have done to wildlife populations in the west regarding devastating deer and elk herds and there is concern that wolves will further depress the deer herd. Our organization thinks that is important. Tourism is affected more by deer hunting than wolf viewing.

**Nicholson (Humane Society):** As far as prime habitat for deer, it's important to note that their behaviors change over time, and we have a lot of deer in Wisconsin. I'm not scientifically aware of wolves taking out all the deer in the west. Our comments need to be based on science and facts.

**Lallemont (WI Wildlife Federation):** We know it's published.

**Renley (Great Lakes Wildlife Alliance):** My concern about the absence of wolves is the presence of CWD. That wasn't on the landscape a long time ago, and it's getting closer to the Northern counties. I view wolves as part of the CWD solution. My CDAC in Sawyer has the most overgrazed woods in the State. There has to be ebb and take in terms of the ecosystem.

**Withrow (WI Bear Hunters):** There is a loss of opportunity for hunting deer, bear and grouse because of the overabundance of wolves in some areas. That is overlooked, because there isn't a lot of statistical data about that. It should be a priority to look at loss of hunting opportunity because of the presence of wolves. Experiencing a dog depredation is hard to overcome. Loss of opportunity for hunting game species is a big

factor for us. Landowners in Northern Wisconsin would testify that deer on their property have been impacted by wolves, and yes there are other factors. We are seeing a decline of older hunters and some have never had a depredation. Loss of opportunity is a big one for WI Bear Hunters.

**Wydeven (WI's Green Fire):** Blaming loss of hunting opportunity on wolves is outside any reasonable scientific efforts. We have cultural and societal changes having as much of an impact. Wolves are no threat to grouse and bird hunting.

**Withrow (WI Bear Hunters):** I did not specifically say that. I did say that the idea of a wolf depredation does decline opportunity in Wisconsin. I hunt the National Forest where several bird hunters from other states are deathly afraid because they see it on the news. It does contribute to some degree.

**Wydeven (WI's Green Fire):** So it's not the wolves causing it, but what we're saying about wolves that's causing it.

**Withrow (WI Bear Hunters):** Dog depredations do occur.

**Wydeven (WI's Green Fire):** Yes, primarily on hounds in the summer. They're not occurring on bird hunting dogs in the fall.

**Withrow (WI Bear Hunters):** But they can.

**Wydeven (WI's Green Fire):** Yes, but it's very rare. In western states, elk populations in Wyoming, Idaho and Montana, are near record highs. Some herds are down and up, but they are not devastated. Most counties in Wisconsin have more areas of too many deer than areas of too few deer. On a statewide, regional and county basis, our deer herd is not hurting.

**Olson (Timber Wolf Alliance):** The impact of whitetail deer browsing on forest regeneration is important. The economics of forestry and timber harvest are important to consider. The relationship between predator and prey is highly complicated. Simple causal statements don't work and it's more complicated than it seems. Much research has examined the impact of wolves on deer survival in the Great Lakes region. That is already understood. Mike's concern is legitimate. Deer will avoid an area where wolves are. There are issues of spatial scale—what happens on a smaller spatial scale is different than what happens on a county or regional level. There is a lot more to this conversation about the relationship between wolves and deer. It deserves more time.

## **Next Steps, Facilitator**

The facilitator explained the committee's next steps. First, organizations can provide supplemental via email input if they so choose. That will be included in the final report. Then, staff will prepare a draft report of all input to date. We will share it with WMPC in mid- to late-November. Members will be asked to review and provide edits on the report; it needs to reflect the discussions of the committee. After reviewing committee feedback, staff will prepare a final report and submit it to the DNR.

**Renley (Great Lakes Wildlife Alliance):** Can you define supplemental input?

**Facilitator:** We received supplemental input about the wording and content of Nutshells. Everyone on the committee had already had three opportunities through the pre-works to provide that input. Yet we got feedback that some members didn't have a chance to clarify their input. We were confused because all the content was in the Excel document. If you want to enhance your initial input or include more nuances, by providing a supplementary statement now, that is okay. This is not an opportunity to provide additional external documents, but for further explaining what you have already shared.

**Aldred (GLIFWC):** Does supplemental input also mean providing input on answers to things where we put "more clarification needed?"

**Facilitator:** Yes, that kind of question or comment is welcome.

**Mr. Johnson:** That is part of the supplementary input we received: "we voted this way because we were unclear about this."

**Facilitator:** Any further explanation of what is already in the survey is welcome, not new information about the content of the survey.



## **Timeline and Next Steps, Randy Johnson**

Mr. Johnson explained that the WMPC is concluding its meetings before putting together the report of the committee's input. That input will be used and considered as DNR drafts its updated Wolf Management Plan over the next several months. There will be additional chances for review and public input of the draft plan. The target date is next summer for DNR's Wolf Management Plan.

## **Reflections, Facilitator**

The facilitator expressed gratitude for the committee's hard work. The survey was built using documents the committee created and reviewed. He asked committee members for open discussion to provide feedback about the WMPC process. Throughout the process of discussion, written input, meeting minutes, process, did committee members have ample opportunities to feel heard? Also, what went well, and what could be improved for the future?

**Mullen (Forest County Potawatomi):** I believe we had enough opportunities to be heard. I think it was beneficial for us to have open conversations with each other, especially with the input of DNR biologists.

**Trewicki (Safari Club):** I felt I had the opportunity to comment, and I appreciated the extra meetings you held in the evenings. Constructive criticism, I came to this hoping to get a way to accurately count wolves in the State and establish a quota. The 350 number that many of us feel is legitimate, is really not legitimate. That is more of a legislative than scientific number. I was hoping to end with a number. This was a great opportunity to put a lot of people together and for that I was appreciative.

**Facilitator:** The charge from the DNR was to collect the committee's input.

**Trewicki (Safari Club):** I think the next group being formed will be charged with more of the details.

**Renley (Great Lakes Wildlife Alliance):** I appreciate that everyone was respectful to each other. We have a diverse group, and I appreciate the professionalism of everyone here.

**Nicholson (Humane Society):** What next committee are you referring to?

**Facilitator:** The advisory committee, the discussion that Randy led today.

**Mr. Johnson:** There are no plans for another plan committee. The idea is to identify a WAC in the plan.

**David (GLFIWC):** Thank you to all the participants who were open and honest. Thank you to the DNR for putting this on. There is no perfect way to do this, and that is doubly true with COVID. It would have been great to be in the same room with everyone, but that is not possible now. I would have liked greater opportunity to hear DNR professional staff opinions. I hope that will change in the future with the advisory committee. I would have liked greater discussion of potential legislative changes and making that part of the plan. I appreciate everything and I thank everyone, but I'll be holding my breath; we will really know if this was successful when we get to the end point. Thank you everyone.

**Habush Sinykin (Sierra Club):** I feel grateful for this opportunity to participate. The process allowed those who are engaged to identify critical issues and concerns that remain. We'll see how this goes with the process. I would underscore the importance of transparency, so we understand how this information is folded into the plan. I'd like to see more attention paid to social science, maybe as part of the plan's development ideally, or a commitment to do so. Again, legislative changes are customary to include in advisory group reports, such as ways to improve the existing statutory regimen, etc. I know if was implied, but that would be ideal if DNR could glean and identify from these statements places where there could be legislative improvements and perhaps turn it back to this committee to amplify. I appreciate how productive and how everyone was able to interact respectfully with one another.

**Olson (Timber Wolf Alliance):** Thank you to everyone for participating, especially Randy and the facilitator. There are benefits to having an independent third-party facilitator. I appreciate the adaptability and opening more of the meetings up for open discussion. I appreciate you being adaptive.

**Facilitator:** The credit goes to committee members for doing work rapidly and providing timely input.

**Nicholson (Humane Society):** I echo that it was nice to see a more diverse group on this committee. Our supporters were happy to see a few different types of groups here. I appreciate the work of the facilitator.

The homework was a lot, but I feel the process was worth it. Also, the timing was tricky with farmers and the Tribal wild rice harvest happening in the summer. Maybe the time could have been extended. I appreciate having discussions. Thank you for inviting us and everyone for their participation.

**Feldman (WI Conservation Voices):** My gratitude to the committee for sharing your perspectives, thanks to the facilitator and Randy and the DNR. I am reminded of how much things change! In 1960 the answer to a wolf population goal would have been zero. Our scientific understanding changes, the footprint of the dairy industry has changed, people’s attitudes and where they live change, and the daunting task for the DNR is to translate all those changes into a policy that reflects the State. That is a large task and thank you for letting us be part of this.

**Wydeven (WI’s Green Fire):** Thank you for a thorough, extensive process. Heated discussions were kept under control. I’d like to see legislative changes as part of the plan. I appreciate everyone’s efforts. We all had opportunity to talk about our concerns, seemed like very good and civil process and discussion. Thank you on behalf of Wisconsin’s Green Fire.

**Fergus (Bad River Tribe):** The timeline we had for doing this work was intense--squeezing this in this summer for biologists working in the field and timing overall with COVID’s ripple effects, especially for Tribes and all they have on their plates in addition. In the winter of 2020, we hosted a wolf consortium to proactively have these conversations because we knew wolves would be delisted. Now our management plan dates to 1999. Hopefully the next update won’t take decades or be as intense of a process. We inherited a situation with the 2015 plan never coming to fruition. The timeline between meetings and pre-work and the long length of the meetings was difficult. I appreciate everyone’s time; I know that it required personal and professional sacrifices. I look forward to seeing how this work will be incorporated and what other avenues the DNR will be getting their input for this plan update.

**Facilitator:** There is no way we could have done this without all the hours and effort everybody put in. We are grateful to you for making it work. You did all the heavy lifting. We didn’t have flexibility about timing but this is great feedback, in case the DNR does something similar in the future. I am thankful to each of you for your work and the way you conducted this process.

### **Appreciation and Adjournment, Randy Johnson**

Mr. Johnson noted that the DNR asked for WMPC’s feedback, WMPC responded, and staff captured it. That was the purpose of this committee and they accomplished it. He thanked all committee members and noted that these have been all-day meetings with a lot of work to do between each one. He appreciates the honest and open discussion of this committee. All have learned from each other and he has learned a lot from this group. He thanked DNR support staff and specialists for their help. The report from this committee will be very informative to the DNR. He again expressed thanks that the WMPC has accomplished what it set out to accomplish!

The meeting ended at 3:03 pm.

## 14. Supplemental input from WMPC representatives

### Context

*The following supplemental input was provided by WMPC representatives during the course of this project.*

From: Megan Nicholson [mnicholson@humanesociety.org](mailto:mnicholson@humanesociety.org)

Subject: Topic for discussion

Date: July 22, 2021 at 4:04 PM

To: Johnson, Randy D - DNR [randy.johnson@wisconsin.gov](mailto:randy.johnson@wisconsin.gov)

Cc: [rkamal@credensLLC.com](mailto:rkamal@credensLLC.com) Hi all,

On behalf of the HSUS and our WI supporters, we feel an overview and discussion of treaty law would prove beneficial to committee members as well as the public who may view the recording at a later date. Again, my gratitude for the time you've committed to this process and your patience as we work towards common ground.

Best regards,

Megan

Megan Nicholson

Wisconsin State Director, State Affairs (608) 400-5464 [mnicholson@humanesociety.org](mailto:mnicholson@humanesociety.org)

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From: <[habushsinykin@gmail.com](mailto:habushsinykin@gmail.com)>

Subject: FW: WMPC Meeting #2

Date: August 6, 2021 at 3:26:25 PM CDT

To: "'Johnson, Randy D - DNR'" <[randy.johnson@wisconsin.gov](mailto:randy.johnson@wisconsin.gov)>, <[rkamal@credensLLC.com](mailto:rkamal@credensLLC.com)>

Hello Randy and Raj,

Thank you for the opportunity to participate in the optional session on Monday 5-6 PM to discuss process matters. Please count me in and forward the appropriate call in/zoom information needed.

Also, as I'll be asking questions relating to process recommendations and identified pitfalls described the wolf conservation planning resources I previously forwarded Randy, I thought it would be helpful to provide Raj, too, with the link to where these resources are housed: <https://wolfplanning.org>.

Because wolf management plans are uniquely subject to a gamut of influences and conflicting agendas, fueled by persistent misinformation about wolves and the oversized influence of livestock and hunting lobbies, many state wolf planning efforts have been known to falter in the face of familiar pitfalls, leading to outcomes at odds with best science and with the coexistence values held by the majority of state residents. To avoid this risk playing out regarding Wisconsin's wolf planning process, I would particularly appreciate your attention to the following appendix document, entitled "common pitfalls to avoid": <https://www.endangered.org/assets/uploads/2021/07/Public-Advisory-Groups-Common-Pitfalls-to-Avoid.pdf>.

In particular, the #1 pitfall:

Not giving science its due.

Too often we see participants in public advisory groups give input without providing scientific support for their opinions. As a result, input based on rumors or that is scientifically untrue is held on equal footing

with input that is grounded in sound science. Agencies must correct misinformation as it arises while providing educational opportunities for public advisory group members.

Thank you both for all the time and thought you are putting into this significant undertaking. Your efforts are very much appreciated.

Best,  
Jodi Habush Sinykin  
(representing Sierra Club Wisconsin Chapter)

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From: Laurie Groskopf <[harrisonhounds@hotmail.com](mailto:harrisonhounds@hotmail.com)>  
Sent: Thursday, August 5, 2021 12:12 PM  
To: Johnson, Randy D - DNR <[randy.johnson@wisconsin.gov](mailto:randy.johnson@wisconsin.gov)>  
Subject: Re: WMPC Meeting #2

Yes Randy, the objectives that are from WI Farmers Union look fine, except I would change the coexistence one to say in addition to using hunting/trapping revenues to pay for actual losses to farmers, there needs to be GPR assigned to cover any shortfalls in payments, and payments need to be made in a timely manner. I don't have access to opening and revising documents in PDF or excel at home, and I am up to my ears in canning and freezing. We put away all our food for the year at this time, and time away from home is very limited. Farmer's Union mission statement looks fine as well. Ambiguity needs to be discouraged in this statement. Laurie

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From: Laurie Groskopf <[harrisonhounds@hotmail.com](mailto:harrisonhounds@hotmail.com)>  
Sent: Friday, August 6, 2021 12:54 PM  
To: Johnson, Randy D - DNR <[randy.johnson@wisconsin.gov](mailto:randy.johnson@wisconsin.gov)>  
Subject: homework for meeting 2

I don't have Raj's email. Would you please remember to include it in all communications where we are to send completed items to him. Attached is the excel with comments next to the Farmer's Union items.

I again had to have assistance from the librarian in Tomahawk to open this document in a manner where I could enter data. She had a very hard time getting me to the correct place. The PDF file seemed to have no write in feature. We went to the excel Spreadsheet. Simplicity would be so much more accommodating and sensitive to people's individual circumstances. Even Steve Budnick says he has all kinds of trouble being the CDAC chair and trying to provide minutes. All DNR seems to want is whatever makes it easier for them to do their work. There just has to be a simpler way to do this than getting expert help every time a document has to be filled in and sent. Laurie

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From: Laurie Groskopf <[harrisonhounds@hotmail.com](mailto:harrisonhounds@hotmail.com)>  
Subject: #3 meeting notes  
Date: October 6, 2021 at 6:26:04 AM CDT  
To: "Johnson, Randy D - DNR" <[randy.johnson@wisconsin.gov](mailto:randy.johnson@wisconsin.gov)>, "[rkamal@credensllc.com](mailto:rkamal@credensllc.com)" <[rkamal@credensLLC.com](mailto:rkamal@credensLLC.com)>

The notes reflect that I provided information to the committee that 60% of rural residents in wolf range wanted less wolves and 40% wanted more. The actual data says that 16% wanted more or many more, 24% wanted the same, and 47% wanted fewer or many fewer. 13% had no opinion. This is page 137 of the draft report Public Public Attitudes Towards Wolf Management in Wisconsin, 2014, when the wolf population had fluctuated between 800 and 660.

This is the trouble with giving people just a few minutes in 4 - 5 hour meetings to explain their position. Twitter doesn't do justice to this complex topic. I would like to see this corrected, and will send the information to my partners on the committee. Laurie Groskopf

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From: Laurie Groskopf <[harrisonhounds@hotmail.com](mailto:harrisonhounds@hotmail.com)>  
Sent: Tuesday, September 14, 2021 1:44 PM  
To: Johnson, Randy D - DNR <[randy.johnson@wisconsin.gov](mailto:randy.johnson@wisconsin.gov)>  
Subject: Re: WMPC Pre-Work #3

Good group process would involve allowing the entire committee to help develop the agenda. If this is another meeting we won't be able to discuss or present information, I think I will be on the warpath. Laurie

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From: Kevin Renley <[renleykevin@gmail.com](mailto:renleykevin@gmail.com)>  
Subject: Fwd: Pre Work #3  
Date: September 13, 2021 at 3:15:22 PM CDT  
To: [rkamal@credensllc.com](mailto:rkamal@credensllc.com), Sarah Bergstrom <[sarah.bergstrom@gmail.com](mailto:sarah.bergstrom@gmail.com)>

Raj,

Please see the attached responses to Pre-Work # 3. Our group does want to add a couple other points and thoughts below...

On a separate topic but clearly relevant our team noticed that the DNR Bureau of Environmental Analysis and Sustainability staff literature review of human dimensions work related to wolf management is an incomplete and inaccurately described document because

1. It ignores some important human dimensions studies, listed directly here below. Especially it ignores the Shelley and Treves tribal attitudes study! We feel all of these studies are pertinent to the topic at hand.

[Bruskotter, J.T., Vucetich, J.A., Enzler, S., Treves, A., Nelson, M.P. 2013. Removing protections for wolves and the future of the U.S. Endangered Species Act \(1973\). Conservation Letters 7: 401-407.](#)

[.Treves, A., Naughton-Treves, L., Shelley, V. 2013. Longitudinal Analysis of Attitudes Toward Wolves. Conservation Biology 27: 315–323](#)

[Shelley, V., Treves, A., Naughton, L. 2011. Attitudes to Wolves and Wolf Policy Among Ojibwe Tribal Members and Non-tribal Residents of Wisconsin's Wolf Range. Human Dimensions of Wildlife 16: 397-413.](#)

[Treves, A., Jurewicz, R., Naughton-Treves, L., Wilcove, D. 2009. The price of tolerance: wolf damage payments after recovery. Biodiversity and Conservation, 2009, 18\(14\):4003-4021.](#)

2. The email states that it includes studies from 2014 and on, yet it does include some studies prior to 2014. It's not right to be hand picking studies at this point especially if they are portrayed to represent comprehensive public attitudes as described in the prework.

Finally for our next committee meeting can we do a better job at making sure folks don't just talk out of turn or over others. If there was a better process to make sure folks had to raise their "virtual hand" and

wait in line in lieu of just jumping in it would make a ton of sense. I've also notice that in the last meeting both the "primary" and the "secondary" members are allowed to talk from certain organizations while they are both online. I've seen this, and it goes on without anyone saying anything. I think this is something we should be conscientious of as we move forward. Along the same lines, I think we need to challenge the entire group to be more professional. I didn't appreciate the lack of respect for the Sierra Club, when folks jumped in to complete there thoughts. It seems to me some special interest groups are given a bit more leeway when it comes to the rules.

Thanks again for your consideration.

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From: Kevin Renley <[krenley@market-johnson.com](mailto:krenley@market-johnson.com)>  
Subject: Top 5 Nutshells...  
Date: October 12, 2021 at 1:36:28 PM CDT  
To: Raj Kamal <[rkamal@credensllc.com](mailto:rkamal@credensllc.com)>, Johnson Randy D <[Randy.Johnson@Wisconsin.gov](mailto:Randy.Johnson@Wisconsin.gov)>

Raj/Randy,

As you are aware several groups including ours have expressed concern about the survey monkey and the inability to provide further clarification on responses/nut shells that could be interpreted differently. Likewise at the heart of all of this we feel strongly that although we have been able to adjust our Pre Work inputs we haven't spent nearly the time on the wording of the "nut shells" unless they were added by a group. With that said, we feel it's of utmost importance to clarify our top nutshells so the intent can not be misinterpreted or misconstrued.

- Allow wolf populations to fluctuate naturally with de minimis lethal controls and no population caps.
- Include the overall ecosystem health and long-term stability and sustainability of the wolf population as a stated goal of the Wolf Management Plan.
- Pursue options to minimize human/wolf conflicts by creating a state wolf conflict deterrence program that prioritizes, incentivizes and funds non-lethal measures to minimize livestock-wolf conflicts.
- Increase attention to ethical considerations and to public attitudes and values concerning wolf management, co-existence and hunting norms, recognizing the intrinsic value of wolves and taking into account public opposition to recreational wolf hunting and trapping seasons.
- Create a DNR Wolf Advisory Committee that reflects views of all stakeholders which Proportionality represents Wisconsin Citizens, to assist DNR in implementing Wolf Management Plan.

Thanks again...

Kevin Renley  
Chief Operating Officer

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From: Elizabeth Mullen <[Elizabeth.Mullen@fcpotawatomi-nsn.gov](mailto:Elizabeth.Mullen@fcpotawatomi-nsn.gov)>  
Subject: Extra Input for Wolf Committee  
Date: October 28, 2021 at 12:27:34 PM CDT  
To: Raj Kamal <[rkamal@credensllc.com](mailto:rkamal@credensllc.com)>

Raj,

I wanted to provide clarification that Forest County Potawatomi aligns with the information regarding nutshell modifications, contained in Jodi Habush Sinykin's emails. I understand they will not be modified, but believe the additional information clarifies where FCPC stands. Also, I am hoping to have an official email on record from you or Randy stating the top 5 Nutshells FCPC choose. Thank you again for all your help, this process went very well on my end.

Elizabeth Mullen  
Natural Resources Biologist – Wildlife  
Forest County Potawatomi Community

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From: [habushsinykin@gmail.com](mailto:habushsinykin@gmail.com) <[habushsinykin@gmail.com](mailto:habushsinykin@gmail.com)>  
Sent: Monday, October 11, 2021 2:54 PM  
To: 'Raj Kamal' <[rkamal@credensllc.com](mailto:rkamal@credensllc.com)>; Johnson, Randy D - DNR <[randy.johnson@wisconsin.gov](mailto:randy.johnson@wisconsin.gov)>  
Subject: Re: WMPC--Survey Monkey Inadequacies

Dear Raj and Randy,

We are reaching out to call attention to the substantive inadequacies of the Survey Monkey tool being relied upon as a means to gather input for the Wolf Management Plan Committee's assignment due COB October 12<sup>th</sup>.

In short, Survey Monkey is an imprecise, substandard vehicle for assessing the committee members' viewpoints in view of the vague wording of the series of nutshells, which leave them open to broad interpretation and erroneous inputs. Compounding the problem, the Survey Monkey format does not allow any room for comment or clarification of intent. The Survey Monkey thus presents an unacceptably high risk that WMPC members' opinions/positions will end up misconstrued or mischaracterized.

Accordingly, we would ask, first, that our concerns relaying the inadequacy of the Survey Monkey be added to the public record of the WMPC's activity. Second, in keeping with similar accommodations offered to representatives during the course of the committee's tenure, we will be submitting supplemental written commentary via Word documents to clarify our organizations' respective inputs and priority positions. Integrating these refined responses may result in more work for DNR staff than the Survey Monkey alone, but will contribute to inputs with a greater measure of reliability.

Sincerely,

Jodi Habush Sinykin, Diane Cain – Sierra Club Wisconsin  
Peter David, Tanya Aldred – Great Lakes Indian Fish and Wildlife Commission  
Abi Fergus – Bad River Band of the Lake Superior Ojibwe  
Megan Nicholson, Melissa Tedrowe – Humane Society of the United States  
Don Reiter – Menominee Tribe  
Kevin Renley, Sarah Bergstrom – The Great Lakes Wildlife Alliance  
Elizabeth Mullen – Forest County Potawatomi

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From: Peter David <[pdavid@glifwc.org](mailto:pdavid@glifwc.org)>  
Sent: Friday, October 29, 2021 7:32 AM  
To: Johnson, Randy D - DNR <[randy.johnson@wisconsin.gov](mailto:randy.johnson@wisconsin.gov)>  
Subject: Re: WMPC Pre-Work #4

I'm a bit tied up these days so will not be able to submit more materials but want to be on record as supporting the comments others have raised (Jodi,etc) regarding the limitations of the survey technique and problems with ambiguity in some descriptions.  
Thanks and have a good day-



## 15. WMPC feedback on draft report

### **Context:**

*The facilitator prepared a draft version of this report compiling the work of the WMPC. The DNR shared that draft with the WMPC to solicit its feedback. WMPC's feedback on the draft report is presented below, verbatim.*

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On Jan 18, 2022, at 1:02 PM, Heeringa, Brian -FS <brian.heeringa@usda.gov> wrote:

Hi Randy-

Happy New Year! I took a look and everything looks to be in order from my point of view. I think the document captures and summarizes everything well.

Have a great day.

Brian

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On Jan 22, 2022, at 2:14 PM, Laurie Groskopf <harrisonhounds@hotmail.com> wrote:

I think it would be accurate to say that I and others are clinically depressed about the decades long refusal of DNR to listen to and address the rural wolf-country concerns of citizens who really want what is best for the animals that live around them and for themselves and their families.

The committee expected and requested expert information as part of our meetings. Very little was provided.

The committee asked to speak with each other, and that ability was severely limited by the facilitator, with support from WI DNR.

I feel it is accurate to say the DNR has exercised total control over the wolf program to promote continuous wolf expansion. For those who want wolves controlled, there have been zero compromises from the DNR over the past 36 years.

One might think that having a season on wolves was one victory for the people who want wolf control. But the DNR was not responsible for the season, and throughout the seasons we have had, and the season we recently did not have, the DNR has done all it could to minimize the impact of a harvest on wolves.

When will the DNR put the wolves and the rural people in wolf areas first? We need to focus on the fact that these animals, although adaptive, are creatures of the vast empty spaces that Wisconsin has little of. We need to look to the comfort and safety of the wolves and the comfort and safety of the people in wolf areas.

In my life, the planet's human numbers have grown from 2 1/2 billion to over 7 1/2 billion people. That does limit what can be done with nature, and necessitates securing areas to feed all those people. Unless you are a believer in the Rewilding of America - a theory that places humans on urban reservations and limits their access to areas vacated for the benefit of nature - the decisions DNR is making about wolf



management have been wrong and immoral. Reduce the planet back to 2 1/2 billion people, and we should have plenty of space for all.

Let's start to focus on whether the people in wolf country are favorable towards the WI Wolf Management program and whether the wolves themselves are thriving in remote areas free of human persecution. Those should be our goals.

I don't hate wolves. I get as excited as anyone when I see a wolf or wolf tracks. But I also have this terrible sense of doom, for my enjoyment of the outdoors and for the wolves' safety. Most people want wolves in Wisconsin, they just don't want them in areas where wolves are inappropriate. See David Mladenoff research from the late 1990's, and we have lost a tremendous amount of public land since those years (lost 1/3 of the industrial forest land base since 1995).

Comments on draft wolf plan committee notes:

Page 4 - nutshell #3 - "Allow wolf populations to fluctuate naturally". 10 votes. I wish the management and science staff would have shed some science on this misinformed option when our work got started. Every wolf manager and scientist with experience knows that in wild areas, wolves moderate their own numbers. But in human dominated areas, and Wisconsin has the highest human population density in wolf recovered areas of any place on our continent, humans are the major cause of mortality for wolves. So that is not a natural manner in which to "fluctuate naturally". This nutshell is a scam and a lie.

For example, in Idaho, which has much more wild areas free of human persecution, the 2020 estimated wolf population in winter was 900, and 1556 using their current method of estimating the summer estimate. Human caused mortality from all sources in 2020 was 583. In an Idaho Fish and Game press release for, 1/24/20, the Department states that 327 wolves were taken in the 2019 wolf season and conflict management mortalities, and 208 from natural causes. Even in remote Idaho, humans cause by far the most wolf mortality.

From the 2011 WI DNR Year End Summary (report #142) Wolf Population Monitoring in 2011, Wydeven, Wiedenhoeft, Bruner, Thiel, Schultz, Boles: "Among the overall sample of 80 wolves found dead in the state mortality included: 25 illegal shooting, 4 euthanized in human safety concerns, 42 killed in vehicle collisions, 1 killed by artillery fire at Fort McCoy, 1 died of capture related." For natural mortalities, 1 died of mange, 2 died as a result of conflicts with other wolves, and 4 unknown causes. This data means human caused mortality was at 91%.

Page 5 "pursue options to minimize human wolf conflicts". The word "minimize" is subject to interpretation. DNR may decide this means they will minimize public information about wolf conflicts, as they have done in the past and continue to do by removing wolf pack data from reports. This needs to read REDUCE human/wolf conflicts.

Page 6 - "update wolf depredation compensation program". Too general a statement to be useful and guide management. We need to support farmers by providing payments for actual expenses and damages incurred through wolf conflicts.

Page 6 - it would be impossible to create harvest free zones, except in the case of reservations, in those huge areas DNR has used for harvest zones and seems to want to continue to use in their management plan. The only way I can see harvest free zones as being useful is if the originally identified areas of zones one and two as prime wolf habitat (see Mladenoff 1995 and 2006 - 2007 areas in red in Douglas, diagonal

corners of Bayfield and Washburn, SE Sawyer Co., around Ashland (not identified as prime in 1995) southern Iron Co., western Lincoln Co., border of Oneida and Price Co., a spot in northern Forest Co. and another smaller in SE Forest Co. and Menominee Co.). The rest of zones 1 & 2 are sub-optimal wolf habitat and need higher harvest rates. In 1995, no portion of zone 5 was classified as prime wolf habitat, but in 2006 - 2007 small portions of zone 5 in Clark and Eau Claire Co. plus the original elk range in Jackson Co, we're classified as prime. The rest of 5 is sub-optimal and needs a higher harvest, plus much of the eastern section of zone 5 needs to be classified as unsuitable wolf habitat.

Page 31 - If I wrote that I wanted to eliminate funding for wolf conflict from hunter fees, that was my mistake. We need to augment funding with other sources in case the hunter fees are not enough, which it looks like will be happening, and not force farmers to suffer further by swallowing the bitter pill of receiving less than the payment due (which they have to pay taxes on as well). Think in terms of what will promote good will from people in wolf country. Whatever does not accomplish that goal - to gain support from that group - will surely play out in less tolerance of the wolves. I think I wrote in #3 pre-work a correction to this statement.

Full table nutshell text - the only organizations that note their organization's formal policy on the wolf goal is WI Farmer's Union and WI Wildlife Federation. We had been told that the numeric goal was not allowed to be discussed at that point, and I think that discouraged most of the organizations that have formal policies from stating their goal. (My notes say page 13 on this note, so I might not be doing this in order?)

Page 60 - again, organizations that have a formal policy for a numeric wolf goal did not write those formal policies - probably because they were discouraged from stating the goal their organization supports. No goal was stated for the WI Bear Hunters Association, Wisconsin Conservation Congress, WI Farm Bureau, WI Trappers Association, or WI Wolf Facts. WI Bowhunters and WI Cattlemen's Association stated their support for a wolf goal of 350. Pages 61 - 63.

Page 68 forward - research needs. This was lifted straight from the draft 2014 plan. As stated previously, a lot of this research has been done in other states and locations. Wisconsin's research record is pretty blank. Item c) makes no sense, item k) effectiveness of depredation and harassment abatement strategies has already been studied, items o and p were just done.

Page 77 - the wolf zone map provided by Mr. Wydeven and shown several times - I need to see a larger copy to determine zone boundaries. Moving zone 4 down into unsuitable wolf territories with very high agricultural production accomplishes just the opposite of what Mr. Wydeven supported verbally during meetings. He supported focusing harvests on areas with high conflicts or high potential for wolf/human conflicts. What he has done is identified those same areas as being sub-optimal wolf zones, which would make them potentially be given less harvest %. In addition, he incorporates zone 4 into zone 2, changing its status from sub-optimal (higher % harvest) to optimal wolf territory (not that I agree that all of zone 1 is optimal wolf territory) meaning less harvest.

My feeling is that the original red areas in Mladenoff's work should be prime wolf areas, the Lake Superior Lowlands and East portion of zone 5 should be reclassified as unsuitable wolf territory, the rest of zones 1, 2, and 5 should be classified as sub-optimal wolf areas, and the rest of the state classified as unsuitable wolf territory. This would result in fewer wolves, but wolves in appropriate territories and much less conflict. It would also result in a much better view of the wolf program on the part of those who matter most to the wolves - the people that live near them.

In the 2014 draft plan, a small section of zone 4 was added to zone 6 (unsuitable wolf habitat). At least Dave McFarland listened so something that we said.

Page 77 - Potawatomi - spell it correctly.

Page 91 - not until this does the formal policies of the organizations show up. I wonder how many readers within DNR will have the stamina to make it to page 91? WI Wildlife Federation 250 - 350. Our actual goal is 350 or less. WCC 350 (our actual goal is 350 or less). Wisconsin Farm Bureau Federation states 350 (the actual goal is 350 or less). WI Wolf Facts - 350 or less. WI Bow Hunters 350, WI Bear Hunters 350, WI Cattlemen's Association 350, WI Farmer's Union 350. WI Trapper's Association has a formal wolf management goal of 350, but this does not appear anywhere in your document.

Page 96 - future wolf advisory committee - should be truly inclusive. The Wolf Management Plan Committee was just under 28.6% tribal representatives (8 of 29). The committee included 5 partners/sub-contractors of DNR that may have been influenced by internal DNR politics. The committee included 6 wolf expansionist groups and 6 groups that believe at least to some degree in the North American model of wildlife management. The group only included 4 agriculture groups, only 13.7%. The committee included no representatives from groups that have an interest in tourism, real estate, business, government, or individuals that have been victimized by conflicts with wolves. No one from WI DATCP was invited to participate.

Page 99 - the graph of who supported allowing wolf populations to fluctuate "naturally" denies the science, as stated previously.

Page 199 - the chart of priorities uses the term "minimize" conflicts while the preferred goal was to reduce conflicts.

Submitted by Laurie Groskopf Representative of WI Farmer's Union.

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On Jan 24, 2022, at 9:29 AM, Kevin Renley <renleykevin@gmail.com> wrote:

Randy,

GLWA wishes to note that summarizing committee attitudes by simple majority may be misleading to anyone reading the report that doesn't care to read all of the detail or verbatim input. The fact is that more than a simple majority of organizations on the committee support recreational hunting of wolves. The DNR's own social science expert noted in the first committee meeting that attitudes toward wolves are polar opposites for people with strong opinions. The committee input reflects that as well. To use simple majority to aggregate attitudes indicates there was a consensus across the committee, when there was not necessarily one--except by design of having a committee that was weighted from the start. It would be more valuable to see a heat map showing degree of support as an easy visual to indicate where there truly was consensus across organizations with varied perspectives.

Likewise, GLWA would like to see the minority report represented fairly immediately after any majority opinions so the casual reader is not misled into thinking there was consensus in the committee. The minority report should contain only the views of the organizations that disagreed — not be further diluted by opinions represented in the majority.

Thanks

On Jan 24, 2022, at 9:58 AM, Stephen Suchomel <newpondflow@tds.net> wrote:

Randy – please acknowledge receipt. Thank you

Steve

*Text from the enclosed document:*

DNR Wolf Management Plan -- January 2022

These comments represent the views of Wisconsin Wolf Facts – Steve Suchomel as primary representative and Pat Quaintance as alternative representative.

The process in our opinion was solely politically motivated with very little emphasis on resource management. The western states and Europe have managed wolves for some time and minimal scientific methodology was discussed or incorporated. We do not need to re-invent the wheel especially if we don't know how to build a wheel in the first place.

There was not a population goal stated. At least we did not find one in the document. It is acknowledged that the population goals of many groups (350 or less) was listed. It is acknowledged that a goal to keep the wolves off the endangered list was listed. However the population number to keep them off the endangered list was not documented (which I believe is 275).

The territory of the wolf was listed as the entire state of Wisconsin per map displayed with zones. It is acknowledged that various explanations were offered as to prime or limited habitat. Nowhere did we find in the document that the wolf is an apex predator who's ideal or exclusive habitat is wilderness as defined by large tracts of road less forest largely devoid of human populations.

It is acknowledged that a discussion nutshell did rate conflicts between wolves and human as a high concern. But that was all it offered. It does not offer any valid compensation plan and the implication is that human outdoor activity should be minimized. The wording in the report is to minimize human/wolf conflicts. It should read reduce human/wolf conflicts. In areas outside the ceded territories it should read eliminate human/wolf conflicts. The impact on rural northern Wisconsin is economic, emotional and physical. There appears to be a strong emphasis to manage Northern Wisconsin from Southern Wisconsin with minimal or no voice from Northern Wisconsin. Single species resource management is never successful as the approach the DNR appears to have towards wolves has the potential of minimizing or eliminating all hunting in wolf territories.

The wolf population cannot be allowed to fluctuate naturally (nutshell #3). This has a close analogy to introducing "invasive species" such as the python in Florida or snakehead pike in rivers and streams.

The wolf depredation compensation system must be re-thought. The compensation must be based on future economic status. Livestock reported killed in depredation reports should be valued at market value of adult animals. Loss of gain due to wolves continued presence has an impact on domestic livestock herds (reduced weight gain and/or inability to breed back for reproduction) should be compensated. Hunting dogs and pets should have an additional component calculated in the reimbursement. It may be cold and hard but dollars may impact the attitude of rural personnel in wolf territory. It must be considered a cost of having wolves and not be limited by license revenues.

There was minimal discussion of hunting as a resource management tool. The wolf is an apex predator and population controls are not going to be controlled except by human intervention or disease.

The committee make up was extremely politically motivated. It was brought to our attention that tribal representatives were 28.6% of the committee (8 of 29). The committee included 5 partners / sub-contractors of DNR that could have been influenced by internal DNR policies. The committee included 6 wolf expansionist groups and 6 groups that believe at least to some degree in the North American model of wildlife management. The group only included 4 agricultural groups – 13.7%. The committee included NO representatives that have an interest in tourism, real estate, business, local governments in wolf territory or individuals that have been victimized by conflicts with wolves. No one from Wisconsin DATCP was invited to participate.

It takes a decision to not make a decision. The failure of the DNR to not have a current updated wolf management plan was a decision.

Any resource management plan must be based on scientific principles and follow practices which have proven successful in other geographic areas. Wisconsin Wolf Facts hopes that the final thought process is devoid of emotion and concentrates on the impact that wolves have on the inhabitants and those who utilize current wolf territories.

Submitted by Steve Suchomel  
Copy to Pat Quaintance

January 24, 2022

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On Jan 24, 2022, at 2:31 PM, Jim Feldman <jim.feldman@gmail.com> wrote:

Hi Randy  
This looks fine to me. Thanks for your leadership on this issue.  
Jim

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On Jan 24, 2022, at 4:55 PM, Adrian Wydeven <adrianwydeven@cheqnet.net> wrote:

Thanks Randy:

Great job on this.

If we can add to WI Green Fire list of recommended research p. 73, I would like to add the following:

A research need would include how to explicitly incorporate traditional ecological knowledge into wolf monitoring, discrete wolf research efforts, and wolf management.

On the WGF comments on population goals, p. 95 I would like to modify as follows:

**Wisconsin's Green Fire**

- Support outcome based framework: maintain population at 75% or greater of biological carrying capacity (as determined by most recent and reliable scientific research) and not allow it to decline to less than 60% of biological carrying capacity.

- Zones 1,2, 5 (modified as recommended by WGF above -p. 89) should maintain near current population levels.
- Zone 3, 4, 6, (modified as recommended by WGF above-p.89-90) allow population reductions especially when conflicts are high.
- Create subzones in zone 1a and 4a (see map p. 89) where depredations are high.
- Wolves are mostly ecologically positive, reduce overcrowding, reduce CWD.
- Manage wolves sustainably to prevent drastic reductions.

Thanks,  
Adrian

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On Jan 24, 2022, at 5:25 PM, Kosterman, Megan K <megan\_kosterman@fws.gov> wrote:

Good afternoon Randy,

Thank you for the invitation to participate on the Wolf Management Plan Committee and the opportunity to review the draft WMPC Input Report. I think the report looks good and all of the U.S. Fish and Wildlife Service comments have been incorporated.

I look forward to seeing the final report.

Best regards,  
Megan Kosterman (*she/her*)

## 16. Legislative and Parking Lot Items

### Context

During the WMPC’s deliberations, various ideas were outside the scope of WMPC’s charter though relevant to wolf management. Such ideas were captured and are presented below for future consideration.

Ref #	Pre-work #1 input	Pre-work #2 Input	Pre-work #3 - Actionable Items / Nutshell comment	Source
11	Merged into another input		<i>No comment provided</i>	Wisconsin Wolf Facts
34	Manage harvest quotas correctly - fill the grand total quota listed on the DNR site.	Manage harvest quotas correctly. Set management quotas with the intent of filling the full quota. This is proper management. If tribal harvest permits are not being filled, then they are not part of managing the resource.	<i>No comment provided</i>	Wisconsin Wildlife Federation
46	We oppose the yearly hunt that is mandated by statute. It has zero scientific, ethical, or economic justification. It permits cruel and unpopular wolf-killing practices, including the use of packs of hounds, neck snares, leghold traps, night hunting, unregulated group hunting and hunting from motorized vehicles.	We oppose the yearly hunt that is currently mandated by statute. It has zero scientific, ethical, or economic justification and permits cruel and unpopular practices, including the use of packs of hounds, neck snares, leghold traps, night hunting, unregulated group hunting and hunting from motorized vehicles. These practices do not represent fair-chase or sustainable hunting. The draft must make co-existence the primary driver of the finalized plan. This should be categorized under Hunting/trapping management.	Part A) We would like to alter our input to say: "While we oppose the year hunt as it has zero scientific, ethical, or economic justification, if a hunt is mandated by statute, the management plan must promote fair chase and address the cruel and unpopular practices that are currently permitted." We would categorize this under the nutshell "Evaluate season structure to improve season implementation/regulation."Part B) 1. Change regulations to promote fairchase and eliminate controversial practices, including, but not limited to night hunting, group hunting, and hunting from motorized vehicles.	The Humane Society of the United States - Wisconsin
48	Money spent defending litigation that should be used for management.	<i>No comment provided</i>	<i>No comment provided</i>	Wisconsin Cattlemen’s Association
51	Set hunting kill quotas as a quota number after tribal allotments, not before	No changes to either.	Should not be in legislative item --	Wisconsin Wolf Facts

<b>Ref #</b>	<b>Pre-work #1 input</b>	<b>Pre-work #2 Input</b>	<b>Pre-work #3 - Actionable Items / Nutshell comment</b>	<b>Source</b>
52	Recommend to the legislature changes in the wolf harvest season that would allow DNR with public input, determine if a wolf hunting and trapping season should occur, and determine starting and ending dates, areas open and closed, and methods of take.	This should be under hunting/trapping management. Currently under this theme no. 18, 20, 23, 24, 26 & 32 will all need legislative changes to implement.	Traditionally DNR wildlife plans have included statutory changes needed in the effective conservation for specific species. Changes are needed in wolf harvest system in WI to return more authority to DNR and the public for the sound conservation of the state wolf population.	Wisconsin's Green Fire
79	Merged into another input		Fine	Wisconsin Conservation Congress
133	We have no issues/concerns to highlight currently.	U.S. Fish and Wildlife Service did not have any issues/concerns for pre-assignment #1.	We recommend that this item be deleted.	US Fish and Wildlife Service