

“Let’s continue to do what he would have done.”

A tribute to the memory of Phil Hauck



Our community celebrates the life of Phil Hauck, 1942-2023, Envision president 2006-07, 2022-23.

A mentor and cherished friend to so many, Phil chose to be exceptional. He did nothing half-way – and he brought the rest of us along. It was only his understated and modest demeanor that kept him from being recognized as a giant in Green Bay’s economic landscape. Phil placed great importance on fostering foresight as the best-known way to secure happy, prosperous futures. A dedicated advocate for the future of Northeast Wisconsin, he created the community, the action, the passion, and commitment he wanted, and we all needed – and we are all better for it. His energy, inspiration and leadership were legend. We will miss his focus and his dedication to our community and its prosperous future. We will miss his humble curiosity, but our sense of loss is tempered by a greater sense of gratitude.

[Read the obituary in the Press-Gazette.](#)

We share our individual memories of a life well lived:

Nan Nelson, Envision Board of Directors

What we have done for ourselves alone dies with us; what we have done for others and the world remains and is immortal. Albert Pike

“Phil was a lifelong learner. He was always going to lectures, reading widely, even setting up Google Alerts on subjects that interested him. One purpose for all this was to identify problems of community import, and to explore potential practical solutions. Because he wanted all of us to know the (“cool!”) things he was finding out, he wrote a blog every few months.

He was all about the practical and the achievable: “What does that mean for us?” “What would it take to do that?” “Let’s do it!” His favorite words included “thrust” and “incentivize” and “actionable.”

Phil saw small businesses oppressed by high health insurance cost, and employees with undiagnosed and unaddressed health issues. So he led the formation of the Healthy Lifestyles Cooperative where Chamber members banded together to buy insurance that included not only better rates but also health risk assessments and performance rewards for employees. Hundreds of companies saved thousands of dollars. Thousands of employees got health savings accounts and actual rewards like TVs and tools and microwaves in exchange for walking, running and improving their weight, blood pressure and cholesterol scores. Dozens told us this was life changing, and a few people who had not been to the doctor told us their HRAs were lifesaving.

When Phil saw that small business CEOs would benefit from coaching, mentoring, and being held accountable by their peers, he dove into running TEC/Vistage CEO roundtables. Companies grew, and so did CEOs, personally.

When he thought young people in the area didn’t believe that building a large company here was a possible career goal, he wrote a book about Green Bay CEOs who did it in the past, and he started scholarships for a local leadership program for them.

Phil believed that people from different political persuasions and all walks of life don’t talk to each other enough. So he backed the Problem Solvers Caucus in Congress and was a member of No Labels. This

also led him to join the Bay Area Community Council board nearly 20 years ago and serve as president in both 2006 and in 2022-3.

Because he believed people here are reluctant to change, hesitant to adopt innovation, and indeed ignorant of trends, events and disruptors that are going to shape our future, he wanted the whole community to learn and adopt strategic foresight techniques. Up to his final days, he was driving Envision Greater Green Bay, in all ways, to make this a reality.

We will miss his focus and his dedication to our community and its prosperous future. Let's continue to do what he would have done."

Dean Stewart Ed.D., Stratégie LLC

"I considered Phil one of my closest personal advisors, and had the opportunity to work closely with him on a number of initiatives over the years. He always had a way of cutting through the clutter and getting straight to the point, especially when offering advice and counsel.

Earlier this year I had breakfast with Phil, and I was lamenting the fact that I had way too much on my plate, both personally and professionally. He looked across the table at me and said, "I don't feel the least bit sorry for you. Everything that you just talked about was created by the choices you made. You don't have health issues, marital issues, family issues, money issues – things outside of your control. YOU are choosing the things that are making you feel overwhelmed."

He then gave me the most powerful advice I have received in years: "When you take on more than you can physically or mentally handle, you are choosing to be mediocre. YOU need to choose to be exceptional."

That weekend I took a personal inventory of my life and made choices of what to stop doing, start doing and continue doing, moving forward. It was an incredibly powerful exercise, and it made a huge impact.

I will truly miss Phil and our conversations, and I know there are countless others who feel the exact same way. Phil chose to be exceptional, and his powerful legacy will live on for years to come."

Diane Roundy, Envision Board of Directors

"Phil was a true leader of our community. Smart, caring, connected, inquisitive, persistent and with a *let's get it done* attitude. He was a catalyst for bringing Strategic Foresight to Green Bay. In honor of Phil, let's keep the pace and help us develop the desired future for Green Bay."

Paul Jadin, former Mayor of Green Bay

"Phil played a significant role in building our community and in growing some major corporations. It was only his understated and modest demeanor that kept him from being recognized as a giant in Green Bay's economic landscape. I always welcomed his counsel, and Jane and I certainly appreciated his and Kitty's friendship."

Judy Nagel, Envision Board of Directors

"Phil had a passion for promoting the best that the Green Bay area community offers. He was always seeking to identify and promote those that provided the best models of success. Phil was a strong advocate for creating a thriving vision for our community. I saw that as a member of the Envision Greater Green Bay Board."

Bob Woessner, retired journalist, former Director of BACC/Envision

“Phil had an admirable sense of curiosity, and there was tenacity in his follow up.”

Devon Christianson, ADRC of Brown County, Envision Board of Directors

“Phil will forever be a powerful ‘activator’ in word and deed. I remember meeting him and being impressed by his energy and passion for anything he might have committed to – or was just interested in. He did nothing half-way. As an Envision Board member, he was not going to let me *not* give the *same* level of energy, commitment, or passion to that board – there was no way I was going to be able to stay in the shadows – he would find me.

As part of our signals team, he wanted to get moving. He put himself in the driver’s seat, hoping others would follow by example. He carried his trusty flip chart up elevators, through parking lots – anywhere he needed to be and we needed to be inspired. I so admired that about him – he brought you along.

Phil also had a tussle back and forth with me, as non-profit director – that I would be “squishy” and “feelings-driven” by the work, not business like. The debate would ensue, and he would always win. I remember seeing, not long after that debate, he started a scholarship fund for non-profit professionals looking for leadership development. I was not at all surprised that, once again, he created the community, the action, the passion, and commitment he wanted, and we all needed – and we are all better for it.”

John Werner, Senior Vice President, Schreiber Foods

“Humble curiosity is what best describes Phil Hauck to me. His genuine approach to learning was very inspiring to me and so many others. His legacy will live on, but he will be missed dearly.”

Fr. Paul Demuth, Envision Board of Directors

“We all influence people in ways we often do not recognize. This really hit home during the week of Phil’s Funeral. At the visitation, I met people I had not seen in a long time — all there in prayer and support of Phil’s family. I would meet people in the most casual ways during the week and, before long, they were talking about Phil and his contributions to the community. The sense of loss in so many circles and the greater sense of gratitude for all that Phil has done for this community has really been inspiring. May he rest in peace!”

Dennis Buehler, President and CEO, Greater Green Bay Community Foundation

“We are simply heartbroken by Phil’s passing. He was not only a champion and advocate for this community, but a mentor and cherished friend to so many. His impact will be forever felt across a community he dearly loved. We all feel privileged to have known and called Phil a friend.”

Steve Herro, Executive Assistant, Envision

“I dearly miss Phil Hauck. I collaborated with him on several community projects before beginning to work with him at BACC/Envision Greater Green Bay in 2017. He approached life with great gusto; my only regret is that I never got to play tennis with him!”

Dave Wegge, Envision Board of Directors

“Phil Hauck was authentic, passionate about learning, and a man of action who was concerned about the future we are leaving for generations to come.”

Gratzia Villarroel, St. Norbert College, Envision Board of Directors

“Phil’s dedication and passion for Envision Greater Green Bay was evident to all who had the privilege of working with him. Even in brief interactions, his personable nature shone through, and it was always apparent that he took the time to understand and connect with those around him. His willingness to entertain new ideas and perspectives, as well as his keen understanding of the needs of the Greater Green Bay community, propelled our organization to the next stage.

Phil leaves behind a legacy of leadership, vision, and excellence. Envision Greater Green Bay feels this loss deeply. *Descansa en Paz (Rest in Peace), Phil. Your impact on our organization, and on all who had the chance to interact with you will not be forgotten. Our condolences to your family.*”

Tom Schumacher, Envision Board of Directors

“No words can express what Phil brought to everyone and everywhere he touched. His energy, inspiration and leadership were legend. I am saddened by the loss of a close friend – and joyful for 30 years of memories.”

Steve McCarthy, former Executive Director of Envision

“Phil was a dedicated advocate for the future of Northeast Wisconsin, working thoughtfully and effectively to ensure that the area's best days are ahead. As Envision Greater Green Bay's board president, he was a strategic foresight practitioner who knew that the path to preferred futures lay in spreading the discipline of strategic foresight.

Phil was a mentor to others learning the practice of foresight and a friend to many of the area's leaders. Serving on the Envision Greater Green Bay board of directors was practically a full-time job for Phil. I know the truth of that, serving as Envision's executive director from 2022 to early 2023. Emails from Phil late at night, early in the morning, and at various times during the day were the norm. Phil's motivation for this level of commitment was love—love for the area's natural resources, love for its residents today, and love for future generations making Greater Green Bay their home.

While Phil's legacy is much larger than his Envision work, he and many others placed great importance on fostering foresight as the best-known way to secure happy, prosperous futures.

I am grateful for knowing Phil, relatively brief though it may have been, and I am better for it.”

Lynn Gerlach, Communications Director, Envision

“Phil sat by my side – to teach and to learn; that’s how I’ll remember him. One day he sat by my side and directed, ‘We’re going to employ artificial intelligence to make our logo for the next World Futures Day,’ and he proceeded to guide me in the process until we had a logo he approved of – made by ai! We will celebrate his memory every time we see that logo.

On another day Phil sat down beside me, each of us facing a laptop, and he said to me, ‘Teach me everything you can about how to best use PowerPoint.’ I explained and demonstrated, and he took copious notes. He didn’t live long enough to create another PowerPoint presentation, but he satisfied his need to keep learning. Just days before he left us, Phil was advising me, guiding me – still fully at the helm of Envision. He truly lived until he died. His life was a gift to all of us!”