

# 2024

# annual report



ASSOCIATION of  
FISH & WILDLIFE  
AGENCIES



# THE BUSINESS OF CONSERVATION

## STRENGTH THROUGH PARTNERSHIPS







## PRESIDENT'S MESSAGE



Judy Camuso

Thank you so much for the privilege and opportunity to serve you as the President of the Association of Fish and Wildlife Agencies. I am learning a lot and having a lot of fun as I meet and work with many of you!

The theme of this Annual Report — “The Business of Conservation/Strength Through Partnerships” — is especially dear to me. Having served as the Commissioner of Inland Fisheries and Wildlife in Maine for the past six years, I can attest to the need to think smartly about the importance of new and creative partnerships with hunters, anglers, birders, and industry and other business leaders to sustain, no, grow, the funding base for state, provincial, and territorial fish and wildlife agencies. Business matters, partnerships matter, and telling stories is one key for the financial future of our conservation institutions.

During the Association's 2024 Annual Meeting, in Madison, WI, in the shadow of Aldo Leopold, we were reminded of the untold recreation, health, and business benefits of nature. We need to reach new customers and new constituents with impactful stories about clean air and water, open space, outdoor pursuits, and thriving fish and wildlife populations for the good of all society. Outdoor recreation is a huge economic driver — a \$1.2 trillion dollar industry nationally, according to the Outdoor Recreation Roundtable, and our agency missions and sustainable natural resource management contribute to rural economies and healthy communities.

Let's make that case together. I look forward to sharing my stories and hearing yours in the coming months.

Very best regards —

**Judy Camuso**

President

Association of Fish & Wildlife Agencies

**“We need to reach new customers and new constituents with impactful stories about clean air and water, open space, outdoor pursuits, and thriving fish and wildlife populations for the good of all society.”**

— Judy Camuso  
President, AFWA





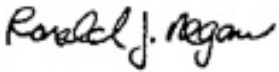
## EXECUTIVE DIRECTOR'S MESSAGE

In recent years, the Association of Fish and Wildlife Agencies has leaned in on conservation business practices and healthy fish, wildlife, and ecosystems. Both portfolios, seemingly disparate in focus, are united under the heading of relevancy — the relevancy of your work, of conservation, and of outdoor recreation to society writ large — healthy landscapes, healthy people, and a healthy business model to support those propositions.

This says a lot about the Association's ability to be resilient, that is to imagine and adapt to change and to constructively embrace new opportunities of value to the membership. Making the case for relevancy, or telling stories unto that end, in the words of Association President Judy Camuso, is foundational to the Association's core values and mission and to our success in the national legislation and policy arena.

Thank you, on behalf of the entire Association Team, for the opportunity to serve you and your interests, building on a steadfast heritage dating back to our founding in 1902.

Warm regards,



**Ron Regan**

Executive Director

Association of Fish & Wildlife Agencies



Ron Regan



“In recent years, the Association of Fish and Wildlife Agencies has leaned in on conservation business practices and healthy fish, wildlife, and ecosystems.”

— Ron Regan  
Executive Director, AFWA



# CONSERVATION HIGHLIGHTS

## Celebrating Long-Term Conservation Partnerships

The Association recognizes the anniversaries of three landmark conservation initiatives—Partners in Amphibian and Reptile Conservation (PARC), the North American Bird Conservation Initiative (NABCI), and Southern Wings, as milestones in collaborative conservation as we celebrate the collective conservation success of these three landmark conservation initiatives. Each program represents a commitment to protecting biodiversity, fostering partnerships, and addressing the urgent conservation needs of amphibians, reptiles, and birds.





## 25 Years of Conserving Amphibians and Reptiles: Partners in Amphibian and Reptile Conservation (PARC)

Founded in 1999, PARC unites a unique coalition of state, federal, and tribal agencies, non-governmental organizations, zoos, universities, and other groups to conserve North America's diverse herpetofauna. Recognizing the unprecedented threats to amphibians and reptiles, from habitat loss to illegal trade, PARC has established regional and national working groups, created habitat management guidelines, and addressed major threats such as illegal trade of North American turtle species. Through initiatives like the Collaborative to Combat the Illegal Trade in Turtles (CCITT), partnerships with the North American Bsal Task Force, and national outreach events such as Amphibian Week and Wild Turtle Week, PARC has advanced conservation for amphibians, reptiles, and the places that they live. The Association applauds PARC's contributions for engaging and supporting a diverse network of partners, including state fish and wildlife agencies, to conserve North American herpetofaunal species and their habitat.



## 25 Years Building Partnerships for Birds through the North American Bird Conservation Initiative (NABCI)

Since its inception in 1999, NABCI has provided a forum for partners to coordinate efforts addressing the declines of migratory and resident bird populations, including the estimated loss of 3 billion breeding birds since 1970. The NABCI partnership, comprising federal and state agencies, non-governmental organizations, and other bird initiatives, works to create a unified approach to bird conservation, promoting initiatives such as the Five Game Changing Paradigms and the publication of eight influential State of the Birds reports. As NABCI reaches its 25th anniversary, the Association commends the achievements of the initiative in coordinating conservation priorities, engaging decision-makers and conservation leaders, promoting the importance of social science in conservation, and serving as an informational clearinghouse for the bird conservation community.



## Celebrating 15 years of Impact: Southern Wings

Launched in 2009, Southern Wings provides a unique mechanism for U.S. state fish and wildlife agencies to support full annual cycle migratory bird conservation in Mexico, Central America, South America, and the Caribbean. Southern Wings was created because successful conservation of migratory birds requires action across their life cycle and over 50% of the birds that breed in and migrate through the United States spend over one-half the year outside of the United States. Through conservation investments on critical non-breeding and stopover sites, state agencies complement their in-state investment for priority Species of Greatest Conservation Need (SGCN). By investing \$4.2 million in state contributions at sites with a strong biological connection to priority SGCNs, Southern Wings has leveraged an additional \$9 million in partner funding and helped conserve over 1.5 million acres of migratory bird habitat, planted over 800,000 trees, and directly benefited 81 priority shared species. As it celebrates its 15th anniversary, the Association reaffirms its commitment to Southern wings and supporting partnerships aimed at conserving birds and reversing their declines.







## 75<sup>th</sup> Anniversary of Sport Fish Restoration in the United States

Seventy-five years of the Sport Fish Restoration Act has provided Americans with the best sport fisheries in the world! The Sport Fish Restoration Act is about to turn 75 years old and has been the cornerstone in ensuring that our sport fish populations and aquatic habitats are healthy, sustainable, and accessible for all Americans. It has provided public access to lakes, rivers, ponds and the ocean. The Sport Fish Restoration Act (Act) has ensured that a 10% federal excise tax on fishing equipment, paid by tackle manufacturers, is annually distributed to State and Territorial Fish and Wildlife agencies to support their efforts to manage and enhance sport fish populations, educate, increase participation, and provide safe boating and fishing access. This program of funding these manufacturer's excise taxes into Agency conservation programs has proven to be one of the most successful conservation funding models in the world.

The Act is vital to fishing and boating in the U.S. The Act transformed fisheries conservation funding in this country and led to unprecedented success towards enhancing America's sport fish populations and habitats. Since 1950, the Sport Fish Restoration Act has provided more than \$11 billion to State and Territorial Fish and Wildlife Agencies, and no other funding method has had the same longevity, consistency, and significance for fisheries management in the United States. For 75 years, eligible state, commonwealth and territory agencies have used these funds to provide public access to America's waterways, extraordinary angling opportunities, safer boating, fish habitat management, fish management and research, clean water, improved human health, and overall well-being.

As we celebrate the success of this program, a priority for the Association and our partners within the angling and boating industry, and conservation stakeholders is the reauthorization of the Sport Fish Restoration and Boating Trust Fund. This successful program must be reauthorized by Congress every five years, and in the coming year we will be working with our champions in the 119th Congress to successfully reauthorize the program for another 5 years.



## Knowledge Hub

### Building Capacity Through Shared Knowledge

In 2024 we saw the completion of an initiative carried out under a Multi-State Conservation Grant intended to enhance AFWA's commitment to provide leadership and capacity building to its member Fish and Wildlife Agencies. The *Knowledge Hub* was developed in response to a request from state directors to collect and make available lessons learned, solutions to difficult problems, challenges and accomplishments in an electronic platform, and assemble them in easy to digest "Playbooks" that can be used by all directors and their senior leadership teams to learn how similar conservation and management problems are solved, obstacles are tackled, and challenges are overcome in other Agencies. This Knowledge Hub is intended to be a living repository of the methods, best practices, lessons learned, applied techniques, successes, and failures described within each Playbook.

Playbooks will eventually be available across a wide array of themes and topics that address common priorities across the fish and wildlife management community. From agency business practices to resource management to people and communities, this Knowledge Hub makes information easily accessible to AFWA members to build capacity through collaboration, shared experiences, and improved communication. Using these Playbooks will help you jump start the initiation phase inherent to any project and minimize the time and resources spent "re-inventing the wheel" we all know we do.

After a successful launch and proof of concept, in 2025 AFWA will look to enhance content, and make the tool available to a wider swath of state agency managers and professionals.



## 2024 "WATERS TO WATCH"

Annually, the National Fish Habitat Partnership highlights some of the best conservation projects implemented through our 20 partnerships across the country. These voluntary, locally driven projects represent some of the top conservation activities completed or in progress. These projects are carried out under the goals and objectives of the National Fish Habitat Action Plan. These conservation projects conserve freshwater, estuarine, and marine habitats essential to many fish and wildlife species. Projects like the ones represented on this list are fundamental to the overall success of the National Fish Habitat Partnership.

The 2024 Waters to Watch list and associated Fish Habitat Partnerships:

- Cochiti Reservoir, NM – Reservoir Fish Habitat Partnership
- Jenny Creek, CA – California Fish Passage Forum
- Kickapoo Watershed, WI – Fishers and Farmers Partnership
- Zangle Cove Bulkhead Removal, WA – Pacific Marine and Estuarine Partnership

For more information and descriptions of the "Waters to Watch" list for 2024 as well as other annual projects, visit: [fishhabitat.org/waters-to-watch](https://fishhabitat.org/waters-to-watch).



# STRENGTH OF PARTNERSHIPS



## Bird Conservation

### Bird Conservation Committee

As detailed in the addendum report to the 2022 National Survey entitled “Birding in the United States: A Demographic and Economic Analysis”, 37% of Americans (over 96 million adults) identify as birdwatchers, generating a total economic output of \$279 billion annually and supporting 1.4 million jobs. The AFWA Bird Conservation Committee (BCC), together with our various working groups, remained dedicated to ensuring healthy and robust bird populations able to be enjoyed by all. The BCC, together with the AFWA Agricultural Conservation Committee, led the way in developing recommendations for continuing to support critical climate-smart policy programs supporting native grasslands. The Committee also organized a special symposium at the annual meeting of The Wildlife Society dedicated to black vulture management and reducing human-wildlife conflict with this increasingly expanding species. Finally, the work of the Migratory Shore and Upland Game Bird Working Group was officially concluded, and their many accomplishments in advancing state-led bird conservation efforts were recognized.





## The U.S. North American Bird Conservation Initiative (NABCI)

NABCI provided a forum uniting federal and state agencies with non-governmental partners to coordinate and prioritize bird conservation efforts at a national scale. Biannual NABCI meetings continue to be a venue bringing together conservation partners to discuss priority actions and develop products that will advance conservation at home and abroad. For example, this year we welcomed a new partner, Environment for the Americas, and for the first time provided direct input developing conservation messages for World Migratory Bird Day 2025. NABCI also successfully launched a **new grant program** aimed at providing support to international conservationists looking to translate their research on migratory birds into English for publication in peer-reviewed scientific journals. These efforts underscore the commitment of NABCI to advancing full annual cycle conservation for shared priority species.

## Southern Wings Launches Full Annual Cycle Online Guide

**The online guide** is intended to help state fish and wildlife agencies be more efficient and impactful by creating and providing easy access to full annual cycle conservation planning resources. Each state page gathers partner data to facilitate comprehensible and data-driven planning and resource decisions, and to assist with the inclusion of full annual cycle conservation strategies in State Wildlife Action Plans (SWAPs). It will allow states to access multiple novel and complementary sources of information that can guide targeted investment of funds to successfully implement SWAP objectives. It will also help states develop partnerships with organizations working in the places their birds use throughout the Western Hemisphere and maximize their protection and conservation.



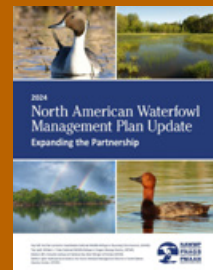
## Fall Flights and North American Waterfowl Management Plan (NAWMP)

*The North American Waterfowl Management Plan (NAWMP)* is one of the most ambitious wildlife conservation initiatives in North America. State fish and wildlife agencies are leaders in the conservation of waterfowl habitats and critical partners of the NAWMP. The NAWMP Committee updated the Plan in 2024, and it was signed by officials from Canada, Mexico, and the United States.

*The North American Wetlands Conservation Act (NAWCA)* provides federal funding to implement the NAWMP and federal funds must be matched by non-federal partners. The goal of the NAWCA program is to restore, enhance, and protect habitat for waterfowl and other wetland-dependent species across the continent—from breeding to wintering grounds.

State fish and wildlife agencies are leaders in funding wetlands conservation through the Association's program known as **Fall Flights**. The program is **Giving Wings to Cross-Border Waterfowl Conservation**. Fall Flights provides a tool for investments in the waterfowl breeding grounds in Canada to ensure a bountiful annual fall migration. The lower forty-eight states invested a combined total of \$5,448,918 million in Canadian waterfowl habitat projects in 2023-2024—surpassing the previous record set in 2020-21. Since 1991, the Fall Flights program has invested \$107,033,071 in the Canadian breeding grounds.

The Association's goal of \$10 million annually for Fall Flights is ambitious but it is soundly established on the habitat need in the Canadian breeding grounds. Fall Flights Advisory Committee members are working with all states to help them meet or exceed the milestone of each state, investing at least 50% of their Fall Flights goal by 2026 and \$10 million annually by 2031.





## Amphibian and Reptile Conservation



The Committee has been busy in 2024! In early 2024, the Committee co-hosted the virtual [Midwest Illegal Turtle Trade Workshop](#) for over 300 participants alongside the Partners in Amphibian and Reptile Conservation working group, the Collaborative to Combat the Illegal Trade in Turtles (CCITT). They also helped produce updated State of the Union appendices on commercial and personal collection regulations of wild herpetofauna across the United States, a guidance document for including [Bsal \(\*Batrachochytrium salamandrivorans\*\) in State Wildlife Action Plans](#), a guidance document for including [Illegal and Unsustainable Reptile and Amphibian Trade in State Wildlife Action Plans](#), and kicked off a series of turtle repatriation workshops in late November 2024. The Committee also hosted virtual sessions on updated Bsal information as well as information on hellbenders.

### Partners in Amphibian and Reptile Conservation (PARC)

Over the last year, PARC has continued their focus on the illegal trade in turtles and disseminating information on herpetofaunal diseases. The Collaborative to Combat the Illegal Trade in Turtles (CCITT) working group held a weeklong workshop to produce their five-year Strategic Plan, organized an illegal trade symposium at the World Congress of Herpetology in Borneo, and worked with a private foundation to secure funding to hire a three-year strategic coordinator position. The Disease Task Team (DTT) continued their popular webinar series with topics on severe perkinsea and snake fungal disease, the latter of which drew close to 300 people from all around the world. The DTT also hosted a special symposium on *Managing Herpetofauna Diseases* at the 2024 Wildlife Society conference. A newly formed task team, the Ethical Herping and Observation Standards (ETHOS), formed in 2024 and will officially launch in the next year while #AmphibianWeek and #WildTurtleWeek continue to grow. This year's #AmphibianWeek celebration included a special screening of the film, *The Frog Ark* as part of the Wild Hope series. The screening included an introduction by U.S. Fish & Wildlife Service Director, Martha Williams, and a panel of scientists working on amphibian disease in North and South America.





# National Fish Habitat Partnership

In 2024, the National Fish Habitat Partnership (NFHP) ([fishhabitat.org](https://fishhabitat.org)), the U.S. Fish and Wildlife Service (USFWS), and partners provided more than \$27.4 million to support 91 fish habitat conservation projects in 29 states. The USFWS provided \$5.9 million, with non-governmental organizations, state resource agencies, and other partners contributing an additional \$21.5 million. This represented a 3.6:1 leveraged funding match for NFHP funding.

The National Fish Habitat Partnership works to conserve fish habitat nationwide, leveraging federal, state, tribal, and private funding resources to achieve the greatest impact on fish populations through priority conservation projects of [20 regionally-based Fish Habitat Partnerships](#). Projects have reconnected miles of rivers and streams while conserving over 45,000 acres of river, lake, riparian, upland, estuary, and wetland habitat.

In 2024, project types include removing barriers to fish passage, reducing erosion from farm and ranchlands, restoring stream banks, combating the impacts of drought, and conducting monitoring and assessment work to identify conservation needs for fish and their habitats. This year's projects meet local priorities that span from restoring urban streams to reconnecting tidal wetlands, in states across the country from Hawaii to Vermont. Projects target and address limiting factors to improve habitat, water quality, and benefit our nation's fisheries resources. This funding will also support the coordination of individual Fish Habitat Partnerships and the operations of the National Fish Habitat Board to help establish national priorities under NFHP.

Many of these projects have been fostered through state fish and wildlife and natural resource agencies' coordination efforts. These projects are making a difference in conserving fish habitat and improving angling opportunities across the country.

Since 2006, NFHP has implemented over 1,500 conservation projects in all 50 states, generating over \$380 million in leveraged funding. NFHP conservation projects have reconnected more than 9,800 miles of rivers and streams while conserving over 70,000 acres of river, lake, riparian, upland, estuary, and wetland habitat. In 2020, NFHP was recognized by Congress as part of the America's Conservation Enhancement (ACE) Act. NFHP guidance and policies are developed in conjunction with our partnerships and National Fish Habitat Board.





## National Fish Habitat Partnership Receives \$500,000 Grant for Reservoir Priority Projects through Bass Pro Shops Outdoor Fund

The National Fish Habitat Partnership (NFHP) announced in October 2024 that at least eight priority Reservoir Fish Habitat Partnership projects received funding through a \$500,000 grant received from the Bass Pro Shops Outdoor Fund. The selected projects bring over \$483,743 in total match funding in support of the Bass Pro Shops grant that will go directly to on-the-ground projects benefiting fish habitat and improving angling opportunities.

Projects funded through this opportunity include:

- DeGray Lake Fisheries Revegetation, Arkansas
- Enhancing Spawning Habitat at Lake Ouachita, Arkansas
- J. Strom Thurmond Lake - Aquatic Vegetation Habitat Establishment, South Carolina
- South Holston Reservoir Habitat Enhancement, Virginia
- Truman Lake Habitat Project, Missouri
- Kentucky Reservoir Habitat Improvement Project, Tennessee
- F.J. Sayers Lake Shoreline Enhancement Project, Pennsylvania
- Paintsville Lake Habitat Improvement Initiative, Kentucky

## Landscape Conservation Joint Task Force

The Landscape Conservation Joint Task Force (JTF) continues to drive collaborative, landscape-scale conservation initiatives. Established in 2021 through a partnership between the Association of Fish and Wildlife Agencies (AFWA) and the U.S. Fish and Wildlife Service, the JTF emphasizes peer-to-peer collaboration to connect regional priorities with national opportunities, creating durable conservation solutions.

In 2024, the JTF advanced inter-regional collaboration through initiatives like the Appalachian Keystone Initiative and alignment with National Fish and Wildlife Foundation (NFWF) business plans. These efforts will integrate State Wildlife Action Plans (SWAPs) to address cross-boundary challenges while respecting unique regional priorities.

The JTF also explored alignment between regional conservation priorities and national programs, including the Natural Resources Conservation Service (NRCS) Working Lands for Wildlife and NFWF initiatives. Advocacy for regional coordinator roles and the development of tools further strengthened multi-state collaboration.

Expanding partnerships remained central. Tribal engagement deepened through collaboration with the Native American Fish and Wildlife Society and partnerships with NFWF, the Department of Defense, and NRCS explored broadened support for landscape-scale conservation.

These efforts underscore the JTF's mission to coordinate shared priorities, remove barriers, and build durable partnerships for sustainable conservation outcomes.





# Education and Outreach



## Project WILD

In 2024, Project WILD celebrated a momentous occasion by having a combined Project WILD, Project WET, and Project Learning Tree conference in San Antonio, Texas. This is the first time since the mid-1990s the “Projects” have held a joint conference. With over 250 attendees, this gathering was a huge success, and we hope to repeat this event in the future. Project WILD has accomplished much in 2024 including:

- Over 10,296 educators across the country participated in WILD professional development training.
- Over 1,500 of those educators completed their training online; doubling the number of online participants from last year.
- For the fourth year in a row, Project WILD was the beneficiary of a grant partnership with the North American Association for Environmental Education and the Environmental Protection Agency. Through this initiative, Project WILD updated their existing online courses and created new ones.
- Project WILD was the recipient of a Multi-State Conservation Grant. The result of this grant is three new online courses that will be rolled out in Spring 2025. The courses are: 1) Healthy Connections; a course on the health connections among wildlife, the ecosystem, and people. 2) Room to Roam; a course on wildlife corridors and highlighting the success stories of state wildlife corridor efforts. 3) Human Dimensions of Wildlife Conservation; a course on human-wildlife interactions and how peoples value orientation around wildlife factor into decision making in wildlife management.
- *Creciendo WILD*, the Spanish version of Project WILD’s early childhood curriculum titled *Growing Up WILD*, was added to the suite of Project WILD resources.



## Engagement and Education

Our fish and wildlife agencies are finding it harder to stay (or become) relevant in today's world and must learn how to better engage broader constituencies to ensure the future of North America's conservation legacy. After decades of conservation success under the Wildlife Restoration and Sport Fish Restoration Acts, the future success of these foundational conservation programs depends on the conservation community's ability to relate to the broader public that benefits from work supported by the Acts. Through the multistate conservation grant program, the AFWA Engagement and Education Committee was able to address some of these issues.

State fish and wildlife agency staff were invited to participate in our first ever Engagement Academy at the National Conservation Training Center in Shepherdstown, WV. The Academy successfully worked to support conservation organizations seeking the development of work forces that represent the public, prioritize well-rounded and comprehensive partnerships, engage in outreach efforts that extend to all members of the broad conservation community, and provide outdoor recreation spaces that are safe and welcoming to all people. Through systems thinking and change management strategies, participants were equipped with tools to better accommodate, represent, and serve all members of the conservation community. We successfully demonstrated how to use a Systems Thinking approach that results in engagement or full participation, with the objectives of creating a welcoming culture, propagating a spirit of belonging, increasing innovation, recruiting underrepresented groups, fostering generational relevance, and increasing positive involvement in the outdoors.

The Committee provided the conservation community with five Coffee Talks, supporting a constructive and courageous space to engage in vulnerable conversations and overcome barriers to engage and serve broader constituencies.

The Committee organized a workshop on *Recruitment & Retention of Agency Employees* during the 2024 AFWA Annual Meeting. This workshop encouraged constituent engagement through the introduction of evidence-based practices for recruiting and retaining employees. Participants identified and engaged in strategies to implement initiatives for improving hiring practices and tools to embed effective onboarding within their agencies.

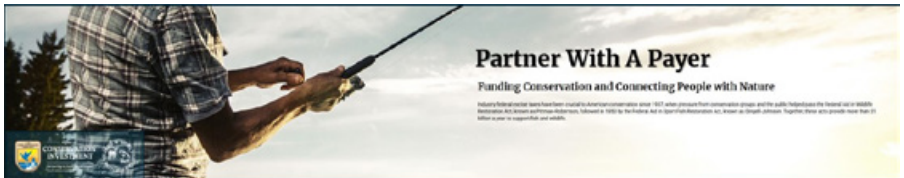


# Industry Relations

Thanks to our industry partners, states leverage dollars from hunting and fishing licenses to use the Pittman-Robertson Wildlife Restoration Trust Fund and the Sport Fish Restoration and Boating Trust Fund, which continue to be the foundational pillars of the American System of Conservation Funding. These funds are administered via the U.S. Fish and Wildlife Service Office of Conservation Investment (OCI), through which over 35.5 million acres and 9,000 Wildlife Management Areas (WMAs) are maintained and operated, with research, monitoring, and inventory conducted for more than 500 species of birds and mammals and 200 species of fish. The program supports approximately 300 state hatcheries producing over 1 billion fish, with more than 8,900 areas operated and maintained for public boating and fishing.

## Partner with a Payer

The Partner with a Payer initiative (PWP), a communication collaboration between WSFR, industry, and the Association, increases awareness and understanding of the achievements enabled by excise tax funds and strengthens relationships across all sectors of the partnership. A critical communication element of this partnership is the National Survey of Fishing, Hunting, and Wildlife-Associated Recreation (Survey), which is funded by a multistate conservation grant. Conducted every 5 years, the Survey is updated with addendums that provide a closer look on specific topics and enable analysis of recent and long-term trends of U.S. residents in fishing, hunting, wildlife watching, target shooting, birding, and motorized boating. In 2024, six addendums were published, including Fishing and Hunting Recruitment, Retention, and Reactivation, Economic Contributions of Wildlife Watching, and Birding in the United States: A Demographic and Economic Analysis. The new data shows that in 2022 there were 14.4 million hunters and 39.9 million anglers 16 years and older, spending associated with wildlife watching generated \$250.2 billion, and 96 million Americans participating in bird watching with expenditures over \$107 million. Looking forward, 2025 is the 75th anniversary of the Sport Fish Restoration Act, and the Association will be working with PWP and other partners on messaging and celebrations.



## Recruitment, Retention and Reactivation (R3)

Participation rates in outdoor activities – including hunting, angling, boating, and target shooting – continue to evolve, presenting unique challenges and opportunities for state agencies and the overall community to adapt to. An openness to change is critical for R3 efforts to be successful. As an association, several states, agencies, and partners are involved in advancing R3 efforts, many of which have been established over the past 10 years. One particular advancement is at least 36 states, including the District of Columbia, now have at least one R3 point of contact either for hunting and shooting sports or angling, and in several cases, both. In 2024, the Association's President's Task Force dedicated to Angler R3 released a [new report on Angler R3 Recommendations](#) to help states with Customer Relationship Management. This report served as an update to a report that was developed in 2018. The recommendations in the 2024 Report include:

1. Commit to Customer Relationship Management (CRM).
2. Commit to Marketing
3. Commit to Evaluation
4. Continued Commitment to Original Task Force Recommendations





# GOVERNMENTAL PRIORITIES

## Government Affairs & Congressional Advocacy

In general, challenges to passing even the most bipartisan legislation continued into the second year of the 118<sup>th</sup> Congress, with just over 170 bills enacted in 2024. However, the Association and our coalition partners once again secured a number of policy wins for conservation and state agencies, including the successful reauthorization of the *America's Conservation Enhancement Act* (ACE). As we look ahead to 2025, we remain steadfast in our pursuit of dedicated funding for Species of Greatest Conservation Need (SGCN), enhanced funding for the Pittman-Robertson Wildlife Restoration Fund (PR), and reauthorization of the Sport Fish Restoration and Boating Trust Fund, among other priorities.





## Reauthorizing and Improving Core Conservation Programs

The most important achievement of 2024 was the successful reauthorization of the ACE Act, extending critical programs including the National Fish Habitat Partnership (NFHP) and the North American Wetlands Conservation Act (NAWCA), and the Chesapeake Bay Program through 2029. States are also ensured the necessary authority to continue regulating types of fishing tackle based on localized effects for the next five years. The bill also expedites formation of the Chronic Wasting Disease Task Force, includes some important programmatic updates to the NFHP program, and reauthorizes funding for livestock depredation compensation and prevention. We also applauded the enactment of the bipartisan *Migratory Birds of the Americas Conservation Enhancements Act* of 2023, which will reauthorize and revise the Neotropical Migratory Bird Conservation Act through Fiscal Year 2028 at \$6.5 million annually. Additionally, the AFWA-endorsed *Wildlife Innovation and Longevity Driver (WILD) Reauthorization Act* was enacted, reauthorizing the Partners for Fish and Wildlife Program and reauthorizing and improving administrative flexibility for the Multinational Species Conservation Funds through 2029.

## Continued Emphasis on the Importance of Securing Funding for Species of Greatest Conservation Need

Following the introduction of Recovering America's Wildlife Act (RAWA) in the Senate in March 2023 by Senators Heinrich (D-NM) and Tillis (R-NC) there was little movement or activity on the bill in 2024. On the House side, Congresswoman Dingell, showing her commitment to the bill, introduced the measure at the end of the 118<sup>th</sup> Congress to maintain its record of bicameral introduction in each of the five Congresses. These champions remain committed to RAWA and achieving the overarching recommendation of the Blue-Ribbon Panel: Secure dedicated funding for the recovery and management of SGCN. Our lead sponsors and coalition partners look forward to advancing legislative solutions again in 2025.

Most of the activity in 2024 related to a bill sponsored by Chairman Westerman (R-AR) of the House Committee on Natural Resources, who in February 2024 introduced his vision for funding habitat conservation and providing resources for states to implement their State Wildlife Action Plans (SWAPs). The Chairman's bill focused on habitat management and included support for state fish and wildlife agencies and tribes to do conservation work on the ground in collaboration with private landowners and other partners.

We sincerely appreciate our champions on the Hill that continue to lead the charge for wildlife conservation and look forward to getting a bill passed that secures sustainable fish and wildlife funding for states, tribes and partners to do collaborative conservation on the ground to prevent the more than 12,000 SGCN from becoming further threatened or endangered. The economic arguments for preventative, proactive and voluntary conservation in collaboration with the private sector are clear. It will be our job to continue to tell that story in a compelling way in order to leverage congressional support for the legislation in 2025 and beyond.



## Protecting Conservation Appropriations

Congress once again averted a government shutdown by passing a stop-gap Continuing Resolution (CR) which will expire March 14, 2025. While FY25 appropriations have yet to be finalized before the CR expires, we are pleased to once again report that in the midst of a challenging fiscal environment, funding for key conservation programs in the current appropriations bills have been maintained near current levels. State and Tribal Wildlife Grants, U.S. Fish & Wildlife Service (USFWS) Migratory Bird Management, the North American Wetlands Conservation Fund, U.S. Geological Survey (USGS) Cooperative Research Units, and Bureau of Land Management (BLM) and U.S. Forest Service (USFS) Wild Horse and Burro Management programs would all receive at or near-level funding, ensuring continued support for critical conservation priorities. While we originally advocated for increases, maintaining these funding levels in a budgetary cycle that saw significant reductions across many Interior programs represents a major win for the Association and our coalition partners.



## Advancing Conservation in the Farm Bill

In 2023, when negotiations over a new Farm Bill fell flat, the 2018 Farm Bill was extended through the 2024 fiscal year. Similar difficulties persisted in 2024: House Agriculture Committee Chairman GT Thompson (R-PA) introduced a Farm Bill in May, and Senate Agriculture Committee Chairwoman Debbie Stabenow introduced her Farm Bill in November, but neither iteration made it beyond committee. Thus, another year passed without a renewed, updated Farm Bill, much to the chagrin of the agricultural and conservation communities.

The 2018 Farm Bill was once again extended, this time through the 2025 fiscal year, in the final days of the 118th Congress. All provisions of the Farm Bill—excluding so-called “orphan programs,” which are appropriated separately from the Farm Bill—were included in the extension, thereby giving the U.S. Department of Agriculture (USDA) the authority to implement the law through September 30, 2025.

Funding for orphan programs, which was initially included, was dropped during spending negotiations surrounding the CR legislation that the Farm Bill extension was attached to. Conservation title programs affected include the Voluntary Public Access-Habitat Incentive Program (VPA-HIP), the Grassroots Source Water Protection Program, and the Feral Swine Eradication and Control Pilot Program. These programs likely will not see renewed federal funding until a new Farm Bill is passed.

Also, notably absent from the extension was the inclusion of the remaining Inflation Reduction Act (IRA) dollars earmarked for Climate Smart Agriculture and Forestry projects into the baseline of the conservation title (approximately \$10 billion). This investment would have increased the title’s total funding by approximately 25%. Reports indicate that including the funding was supported by the House Committee on Agriculture Majority but rejected by House Leadership during extension negotiations. The silver lining is that there is Republican support on the House Committee on Agriculture in keeping these funds in the conservation title, but there will be serious discussions in 2025 of reallocating the funds outside the Farm Bill.



### Agriculture Conservation Wins in 2024

Despite the challenges posed by legislative uncertainty, 2024 was a banner year for the implementation of Farm Bill conservation programs. Record funding was invested in programs such as the Regional Conservation Partnership Program (RCPP), the Environmental Quality Incentive Program (EQIP), the Agricultural Conservation Easement Program, and others. Between Farm Bill and IRA funding, over five billion dollars were at the Natural Resources Conservation Service's (NRCS) disposal for conservation in 2024. The IRA dollars alone (approximately three billion) supported more than 23,000 climate-focused conservation projects, impacting over 11 million acres.

An additional win in 2024 was the allocation of grants for the VPA-HIP program. VPA-HIP received \$10 million dollars in competitive funding in the 2023 Farm Bill extension, which proved crucial in maintaining state agencies' public access programs, especially given that funding was not allocated in the 2024 extension. Twenty-three of the twenty-six states eligible to apply (only states that had previously requested VPA-HIP funding were eligible) received funding.

### Farm Bill Outlook in 2025

We are cautiously optimistic that a new Farm Bill will be passed in 2025. The Senate Committee on Agriculture, Nutrition, and Forestry Chairman, John Boozman (R-Ark.), and the House Committee on Agriculture Chairman, GT Thompson (R-PA), have both expressed their desire to get a Farm Bill done in 2025. Agreement between the chambers—aided by unified party control, and evident by the similarities between Thompson's 2024 Bill and the Farm Bill Priorities Summary released by Boozman's office in 2024—should facilitate the process of drafting and passing a new Farm Bill. However, the timeline on introductions, hearings, and floor votes remains unknown.

The introduction of Thompson's 2024 Farm Bill afforded the opportunity to evaluate where the Congressman stands on the legislation. Positive aspects included plus-ups for VPA-HIP, RCPP, and EQIP, the creation of the Forest Conservation Easement Program, and the elimination of adjusted gross income limitations for the Agricultural Conservation Easement Program. Most concerns in the conservation community related to the Conservation Reserve Program (CRP): the acreage cap of 27 million acres was not increased, rental rate structures were altered, and a minimum acreage allowance for grasslands CRP was established. We will continue to advocate for the positive qualities of Thompson's legislation and work with offices to address our concerns in the new year.



## Ensuring Healthy Aquatic Habitats to Improve Angling Opportunities

Passage of the nation's biennial Water Resources Development Act (WRDA) occurred at the end of 2024. The Act authorizes U.S. Army Corps of Engineers (USACE) projects and feasibility studies. While the legislation did not include Project Partnership Agreement (PPA) reform as we had hoped, it did include language requiring a Government Accountability Office (GAO) study on project lifespans and the indemnification clause in PPAs. This study should help us build the case for future PPA reform that shares risk equally among the federal and non-federal project sponsors. Other wins in the WRDA legislation included a reduced non-federal cost share for watercraft inspection and decontamination stations in authorized basins and the extension of several

important aquatic invasive species programs.

Ensuring states have the funding and tools to prevent and respond to aquatic invasive species was a common theme this year. In addition to the aquatic invasive species-related components of WRDA, the Association advocated for policy changes to allow states to continue to attach fees to the boating registration process without risking their Boating Safety Grants from the U.S. Coast Guard (USCG)—many of these fees are used to fund state aquatic invasive species prevention and management programs. Our advocacy culminated in the introduction of the State Boating Act, a bill to allow states to attach related fees to the boating registration process. While the bill was not included in the NDAA or the USCG reauthorization, we are hopeful we can include it in next year's Sportfish and Boating Trust Fund Reauthorization bill.

Throughout the year, the Association also engaged with the U.S. Environmental Protection Agency on the re-registration of the piscicide rotenone, a key tool for removing invasive and unwanted aquatic fish species and restoring aquatic habitats to the benefit of sport fisheries. Re-registration of rotenone is in jeopardy unless the EPA receives data from the requested 21-day subchronic inhalation study with neurotoxicity parameters. Ensuring the availability of rotenone will continue to be a priority for the Association in 2025.

In 2025, we will be celebrating the 75th Anniversary of the Sportfish Restoration Trust Fund program which provides funds to state fish and wildlife agencies, the District of Columbia, and U.S. territories for fishery projects, boating access, and aquatic education. Since 1950, it has generated over \$11 billion for the conservation and restoration of sport fish species and their habitats. These funds also support connecting people with nature through outdoor recreational opportunities and aquatic resources education programs. This is a fitting backdrop to seek reauthorization, along with our industry partners, of the Trust Fund in 2025.

## Other Legislative Achievements

The Association-endorsed Range Access Act, which will bolster recreational shooting opportunities by requiring the U.S. Forest Service and the Bureau of Land Management (BLM) to have a minimum of one target shooting range free to the public in each of their respective districts, was included in the large package of bills that made up the successfully enacted Expanding Public Lands Outdoor Recreation Experiences Act. The Association-endorsed Good Samaritan Remediation of Abandoned Hardrock Mines Act of 2024 was also signed into law, establishing a pilot program for non-federal partners to remediate historic mine residue at abandoned hardrock mine sites, as well as establishing a Good Samaritan Mine Remediation Fund to receive proceeds from the sale or use of recovered materials during remediation, for land management agencies that authorize Good Samaritans to conduct remediation projects on federal land.

While not enacted, we were able to get positive reaction on the Hill for two additional Association priorities – wildlife movement and closing a loophole in the collection of federal excise taxes. In 2024 we celebrated the bipartisan introduction



of the Wildlife Movement through Partnership Act, a bill that would bolster efforts to conserve wildlife migration corridors and seasonal habitat. Since the signing of Secretarial Order 3362 (SO 3362): Improving Habitat Quality in Western Big Game Winter Range and Migration Corridors, State and Tribal governments have worked with the Department of the Interior, U.S. Forest Service, NGOs, and private partners to improve over three million acres of big game habitat, with more than one million of those acres located within State-identified migration corridors. The Wildlife Movement Through Partnerships Act would continue and expand this great work by establishing a grant program to improve or conserve habitat quality in wildlife movement areas across the country. The bill would also establish a State and Tribal migration research program to provide funds for increased data collection, analysis, and identification of movement areas.

Finally, the completion of a GAO report reinforced our longstanding position that Congressional action is needed to appropriately address the loophole that exists regarding the collection of excise taxes on archery and angling equipment sold directly to consumers from outside of the U.S. by online vendors. Led by our partners at the Archery Trade Association and the American Sportfishing Association, we have received bicameral and bipartisan support for legislation to address this issue and expect to make progress on closing this loophole in 2025.

## Engagement with Federal Partners

In addition to our work with Congress, the AFWA Government Affairs team actively engaged on a number of federal agency policy and rule making efforts. With the valuable assistance of state subject matter experts, the Association submitted significant comments on a series of proposed National Wildlife Refuge policies and rule makings related to use of lead ammunition and fish tackle, refuge planning and stepdown plans, biological integrity, diversity and ecological health, wilderness, and wild rivers in 2023. In 2024, many of these policies were rolled out, some of our comments were included, others were not.

Perhaps the most concerning of the proposed refuge policy revisions related to Biological Integrity, Diversity and Ecological Health (BIDEH). If enacted, this policy would have created uncertainty for longstanding and well-established wildlife management and conservation practices common on refuges like grazing, trapping, and farming. Equally concerning it would have impinged on state agency authority to manage predators and imposed additional administrative burden for managers within the National Wildlife Refuge System.

The Association provided significant input from the early stages of drafting on ways to improve the policy and provisions to avoid, all of which went unaddressed and ultimately resulted in the Association's opposition to the proposed policy. Fortunately, after significant push back from the Association, as well as partner conservation organizations, and Congress, the policy was ultimately withdrawn by the Department of Interior (DOI) at the end of 2024.

The Hunting and Wildlife Conservation Council (HWCC), a Federal Advisory Committee to USDA Secretary Vilsack and DOI Secretary Haaland, tackled the issue of use of lead ammunition for hunting on National Wildlife Refuge (NWR) System properties. The Association has long advocated for voluntary and non-regulatory approaches to the issue along with close collaboration with state fish and wildlife agencies. The Association participated in a working group that helped to develop a non-regulatory pilot program at a series of NWRs to inform hunters on the availability and effectiveness of non-lead alternatives. This is viewed as a preferred approach over regulations prohibiting lead ammunition use that we saw in the Service's more recent Hunt Fish NWR Station Rules. The Association will continue to encourage a reliance on science, education and voluntary approaches to the issue of lead ammunition.



# International Relations



## Global Impact: Leveraging Strengths and Strategic Collaborations

Working together with partners, through alliances and joint collaborations, and focusing on relationship building, is essential to successfully navigate the global conservation landscape. Whether it was developing compromise text at the Convention on Migratory Species Conference of the Parties (CoP), brainstorming how best to conserve and restore grasslands across North America at the Trilateral Committee for Wildlife and Ecosystem Conservation and Management, discussing how the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) could be a tool to support the conservation of American eel or developing strategic actions for the conservation of shorebirds through the Western Hemisphere Shorebird Reserve Network (WHSRN), the Association represented U.S. and Canadian states, provinces and territories and used their conservation and management expertise and information for positive impact.

Global legal wildlife trade is worth billions, and it is critical it is sustainable. To support the conservation and sustainable use of U.S. native turtles, the Association contracted to develop an [assessment](#) of international trade in turtles from 2000-2023. As 2024 wrapped up, preparations began for CITES CoP 20 and the International Union for Conservation of Nature (IUCN) World Conservation Congress.



# Legal Strategy

As AFWA's Legal Strategy program greets its second decade, we are celebrating by reflecting. This year we are embarking on a 10-year retrospective of the program, which enjoyed an active 2024 thanks to a year full of new case law and old challenges resurfacing. Last year we continued to assist states in addressing jurisdictional issues, challenges to longstanding authorities like the open fields' doctrine, and areas of emerging complexity like advanced hunting and fishing technologies. Through our deep network of committees, programs, and partnerships, we also continued to educate current and aspiring wildlife professionals about state wildlife law, impactful Supreme Court opinions in environmental and administrative law, and the Association's initiatives relevant to attorneys and policy-focused professionals.

In 2024 we renewed our Legal Strategy partnership with the National Wild Turkey Federation (NWTf) to advance educational programs, increase awareness of state management authority, and enhance collaborative relationships between State and Federal legal personnel. This partnership forms the core of our efforts to provide legal and educational support to the Association's membership and a foundation for the next generation of wildlife law and policy professionals.

With the critical input of directors and partner committees, AFWA counsel and the Legal Committee developed comments and engaged on federal legislative and regulatory proposals for the Endangered Species Act, Refuge Improvement Act, Clean Water Act, and more. We also provided research and coordination for AFWA committees' work on topics ranging from state Certificate of Need (CON) and boating fees to federal excise tax slippage to restraint systems required for agency aircraft operations.

In 2025, AFWA counsel will continue to support our government affairs team by tracking federal legislation and rulemaking pertaining to federal aid in wildlife restoration and education, endangered species listing, delisting, and consultation, and collaboratively assessing the impact of significant opinions like *Loper Bright* on agency rulemaking processes.

Finally, we will continue to offer general legal services, including intellectual property protection, contract review, and organizational governance, to state fish and wildlife agencies, regional associations, flyway councils, and related organizations.

# CONSERVATION PRIORITIES



## Climate Adaptation

The AFWA Climate Adaptation Committee continues to support members' efforts to sustain fish and wildlife in a changing climate. The Association continued supporting the National Fish, Wildlife, and Plant Climate Adaptation Network. The Network led a major revision of the National Fish, Wildlife, and Plant Climate Adaptation Strategy. The strategy provides guidance on advancing climate adaptation in natural resource management for the next decade. It will be distributed through the Association and partner networks in early 2025. Climate Adaptation Leadership Awards were presented to seven individuals and organizations recognizing outstanding work to increase the resilience of living natural resources to better sustain fish, wildlife, and plants.





## Wildlife Diversity Conservation & State Wildlife Action Plans

The Association continued its long-standing advocacy for the State and Tribal Wildlife Grants Program. Dear Colleague Letters supporting funding were signed by over 188 bipartisan members of Congress. The program received \$72.4 million in FY24, a slight decrease over the previous year. Funding for FY25 is pending enactment of a final budget expected in early 2025. The Association supported the second major revision of State Wildlife Action Plans by holding monthly webinars, collaborating with the U.S. Fish and Wildlife Service on guidance for digital formats, and issued a joint memo on plan review. A visioning project was launched to identify future priorities for state wildlife diversity programs.



## One Health and Fish & Wildlife Health

The Association's new One Health Committee launched and started work on implementing the recommendations from the President's Task Force report. The recommendations are centered around policy, coordination, training, and science. The Association continued its collaboration with the Environmental Protection Agency, Environmental Council of the States, and the Association of State and Territorial Health Officials on a One Health Community of Practice. The AFWA Fish and Wildlife Health Initiative updated the Fish and Wildlife Health Toolkit to provide guidance for agencies for increasing fish and wildlife health capacity. The Association provided coordination and support to the four regional fish and wildlife health coordinators. The Fish and Wildlife Health Committee promoted communication and support on a range of issues including chronic wasting disease including the release of captive bred cervids into free-ranging wildlife populations, lead in fish and wildlife, white-nose syndrome in bats, aquatic animal health, and the national fish and wildlife health database.



## Science and Research

The Association maintained cooperative agreements with the U.S. Fish and Wildlife Service, U.S. Geological Survey, and U.S. Forest Service to support science coordination and support. The AFWA Science and Research Committee began exploring the use and implications of artificial intelligence and machine learning on fish and wildlife conservation. The committee is also examining opportunities to make better use of NASA geospatial data for fish and wildlife conservation. The social science/human dimensions subcommittee is compiling use cases that demonstrate how social science is used in agency decision-making.



## Energy and Wildlife

The AFWA Energy and Wildlife Policy Committee (EWPC) continues to work with states and partners to reduce impacts to fish and wildlife from energy development and generation in North America. The Committee's Solar Wildlife Working Group (SWWG) published [Communications Framework for Solar Energy Project Proponents and State Fish and Wildlife Agencies](#), in collaboration with the American Clean Power Association. The Committee approved a resolution to support and promote this Framework at the Annual Meeting in Madison, WI. The SWWG also released the [Solar Beneficial Management Practices Database](#) which brings together all available state fish and wildlife agency best management practices for wildlife and solar into a searchable database. The Committee's Wind Wildlife Working Group developed [a document](#) that summarizes state mechanisms for low-impact wind siting and continues to support states on issues related to wind and wildlife. EWPC continues to closely coordinate with our partners including U.S. Geological Survey, U.S. Fish & Wildlife Service, Department of Energy, Renewable Energy Wildlife Institute, and American Clean Power Association to promote information dissemination and collaboration.



## Invasive Species

The AFWA Invasive Species Committee started the year with the development and dissemination of biosecurity practices to prevent aquatic hitchhikers in feederfish. Thankfully, no crayfish or bullfrog hitchhikers were documented this year. The Committee also surveyed state invasive species coordinators on the Early Detection, Rapid Response Framework and worked with the Department of the Interior to develop a webinar series to highlight portions of the Framework and to provide space for state feedback to federal partners. Three webinars were held in 2024 and a fourth is scheduled for early 2025. The Committee also submitted comments on white papers developed by the Invasive Species Advisory Committee and hosted virtual meetings in between the in-person Committee events. In August, the Committee helped with dissemination of information relating to the discovery of zebra mussels in moss ball shipments across the United States and worked with federal partners to provide updates.



## Furbearer Management Program

The AFWA Furbearer Conservation Technical Working Group continues to develop [Best Management Practices for Trapping](#) with our state and federal agency partners. We have also partnered with U.S. Department of Agriculture - APHIS Wildlife Services, in a project to investigate the prevalence of SCV2 in wild carnivore species. Research projects are being conducted in numerous states and over 1000 animals from 19 species have been submitted for testing. Although experts are still learning about SARS-CoV-2 in animals, there is currently no evidence that animals play a significant role in spreading the virus to people. The AFWA Furbearer Conservation working group also conducted numerous [Trapping Matters Workshops and Wild Fur Schools](#) for agencies in 2024.



## Human-Wildlife Conflict Program

The AFWA Human/Wildlife Conflict working group developed a *Human Wildlife Interactions* Monograph entitled “Urban Coyotes as a Source of Conflict with Humans: An Evaluation of Common Management Practices”. Multiple authors from numerous agencies contributed. In addition, this group produced a report on [Understanding the Management, Funding, and Staffing of Human-Wildlife Conflicts by State Fish and Wildlife Agencies](#). The group is now working on another monograph sized publication on the topic of beaver conflict management. For more information contact AFWA staff Bryant White [bwhite@fishwildlife.org](mailto:bwhite@fishwildlife.org)





# FINANCIAL & BUSINESS STRATEGIES

## Multistate Conservation Grant Program

The Multistate Conservation Grant Program (MSCGP) was established through the Wildlife and Sport Fish Restoration Programs Improvement Act of 2000. It is administered by the Association of Fish & Wildlife Agencies in partnership with the U.S. Fish and Wildlife Service.

Each year, the MSCGP directs up to \$11 million to support projects supporting fish and wildlife conservation work done by state fish and wildlife agencies and other conservation organizations.

The 55 projects approved for 2024 (in addition to four obligated in previous years) focus on five strategic priorities identified by the Association's membership and were awarded \$12,205,542.06.

In 2023, the Association of Fish and Wildlife Agencies launched the Multistate Conservation Grant Program (MSCGP) Grants Database, and it is growing with the addition of new grants every year.

This platform provides a comprehensive overview of awarded MSCGP grants from the program's inception to the present year. Featuring over 600 previous grants, the dashboard is a great tool for applicants, offering a unique opportunity to explore the wealth of projects and initiatives that have received funding over the years.





Projects implemented in 2024 include:

### Human Costs and Impacts of Losing Hunting & Trapping as Wildlife Management Tools

#### *-Sportsmen's Alliance Foundation*

It's no secret that over the past five decades, state wildlife agencies have faced persistent calls to limit and/or outright ban hunting and trapping activities. When these calls materialize into policy, there are many downstream impacts to not only wildlife populations and habitats but also farmers, homeowners, families, communities, public health and safety, and insurance premiums. However, the only available data to analyze the impact is nearly 20 years old (2005).

Today, the public is largely unaware of the critical and important role hunting and trapping play in limiting human-wildlife conflicts, reducing damage to private and public property, and maintaining public safety. As human and wildlife populations increase, so do human-wildlife conflicts lead to increased demands on state wildlife agencies for relief.

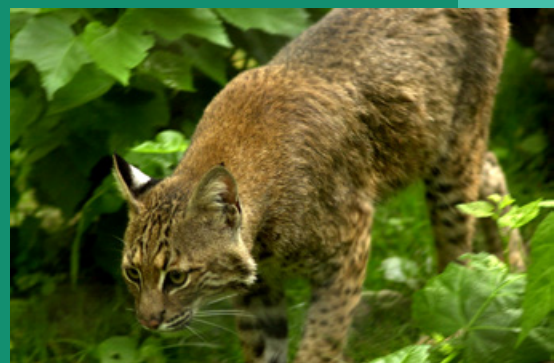
This project will provide comprehensive insights to help policymakers, the media, and the general public better quantify and describe the benefits of hunting and trapping, as well as the expected impacts if hunting and trapping were lost as management tools. For example, we will quantify the financial damages from deer-auto collisions, as well as crop and livestock losses. By documenting and communicating current levels of known wildlife damage and safety threats (disease, air and highway transportation, infrastructure security, et al) plus trends over time, we will give policymakers, agency personnel and others the tools necessary to explain the benefits and cost-effectiveness of utilizing hunting and trapping as wildlife management tools.

### Coordination of State Fish and Wildlife Agencies' Authority to Manage Wildlife Resources in Concert with Federal Actions Required by International Treaties, Conventions, Partnerships, and Initiatives

#### *-Association of Fish & Wildlife Agencies*

Support for state agency participation in international treaties, conventions, and initiatives such as the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and the International Union for Conservation of Nature (IUCN) was critical this year. State fish and wildlife agency representatives met in person with the U.S. Fish and Wildlife Service (USFWS) CITES staff to discuss issues of importance to the USFWS and state agencies, enhance collaboration, and advance implementation of CITES in the U.S. State fish and wildlife agency staff also engaged globally through the CITES Animals Committee. They worked with partners on issues of importance to the sustainable use of native species of birds, mammals, and fish, such as traceability, expedited permits, American eel conservation, and more. The pilot trade status assessment published examined international trade in 63 turtle species native to the United States. It was developed as a pilot assessment to inform the potential future assessments of bobcats, river otters, and other CITES-listed species.

Participation in the U.S. IUCN Annual Meeting and the Regional Conservation Forum was also made possible by the grant.



## Management Assistance Team

### THE LEADERSHIP LAUNCHPAD



The Management Assistance Team's (MAT) work is funded by a Multistate Conservation Grant. MAT is charged with increasing the leadership capacity and agency effectiveness within state fish and wildlife agencies and the conservation community through leadership and organizational development initiatives, training, consulting, and support of the National Conservation Leadership Institute (NCLI). In 2024, MAT provided training to a total of 2,840 individuals. MAT ran 19 WEBINARS over 25 sessions for 727 students. The webinars offered in 2024 included: Florida - Visionary Leadership (NEW); Breaking Down Stressful Situations (offered twice); Boundary Setting for Work-Life Balance; Understanding and Solving for People Challenges (NEW); Cultivating Wellbeing-centric Capacity; Elevating Meetings (NEW); Great Presentations with PPT; Communicating Effectively (revised)- offered twice); Navigating Change (revised); Difficult Conversations and Dealing with Difficult People (offered twice); Decision-making Insights & Tools (NEW); Cooperative Language; Internal Dialogue; The North American Model of Wildlife Conservation: Seven Tenets and the Contemporary Context (NEW); Expanding Your Leadership Reservoir: Strategies for Capacity Building (NEW); -offered twice).

Of these webinars, seven were new, and two were revised. MAT also conducted six ONLINE COURSES/ 13 Sessions for 212 students consisting of six Topics... Adaptive Leadership Principles (offered five times); Conservation Communication Strategies; Leader as Communicator (offered three times); Reflections on Agency Management; Visionary Leadership; What Great Managers Know (offered twice). MAT continued to make available five ON-DEMAND WEBINARS with 1,278 views and a SELF-PACED COURSE, Presenting for Impact, with 194 participants. Additionally, 10 FACE-TO-FACE WORKSHOPS were held with 313 attendees: Adaptive Leadership Principles; Adaptive Leadership Challenge; Difficult Conversations and Dealing with Difficult People; Emotional Intelligence; Holding Environment for Employees Affected by Floods; Listening Session; The Power of Storytelling; Public Involvement; Reflections on Agency Management.

Lastly, MAT provided CONSULTING SERVICES to nine agencies/organizations: Georgia, Florida, Maine, North Carolina, New York, Oklahoma, Utah, Virginia, and Washington. Agencies were consulted regarding state/agency-based leadership development programs, assistance with courses to add to their already established programs, and/or sessions to address specific organizational concerns. Notable accomplishments in 2024 included MAT's collaboration and partnership with American Management Association (AMA) to offer 27 ON-DEMAND LEARNING MODULES (6 packets) to 93 participants. In addition, a new week-long hybrid leadership development program for early career professionals titled LEADERSHIP LAUNCHPAD was delivered to 23 participants, and MAT partnered with Grow Your Own Leaders to offer a free webinar at a National Conference. For more information on MAT's products and services visit

<https://www.fishwildlife.org/afwa-inspires/mat-team>.



# National Conservation Leadership Institute

The National Conservation Leadership Institute (NCLI) was established in 2005 to help develop conservation leadership to address the daunting challenges facing our ever-changing world. Through intense and empowering learning sessions facilitated by top-ranked faculty, peer coaches, and peers, this premier leadership program provides conservation professionals with the skills and knowledge needed to address conservation's most pressing needs. COHORT 17 continued its leadership journey and graduated 31 individuals in June 2024 bringing the total NCLI Alumni to 593 strong. State agencies represented were AK, AR, AZ, CA, FL, ID, IL, KY, MI, MO, NE, NY, OH, SC, VT, WA, and WI. The organizational makeup is 19 from state agencies, six from federal agencies, four from NGOs, one from industry and one from NGO/tribal. COHORT 18 began its journey in October and comprised of 40 participants. The organizational makeup is 26 from state agencies, seven from federal agencies, six from NGOs, and one from Industry. NCLI ALUMNI ENGAGEMENT continued last year with the delivery of a 1-Day Virtual Alumni Summit (60 Attendees), and two National Receptions. ADDITIONAL NCLI ACTIVITIES included a live informational session for potential nominators and applicants to the NCLI. For more information on the NCLI, please visit [www.conservationleadership.org](http://www.conservationleadership.org).



National Conservation Leadership Institute  
Cohort 18  
October 21 - 26, 2024



# 2024 Annual Meeting

The Association held its 114<sup>th</sup> Annual Meeting, September 22-25, 2024, in Madison, Wisconsin. Leading off the conference was the 2024 Plenary Session: “The 75<sup>th</sup> Anniversary of A Sand County Almanac: Fullness of Nature and Wellness in our Time.” Our three plenary speakers looked into the past, reflecting upon Aldo Leopold and his poetic spirit, highlighted in A Sand County Almanac, and how his influence has shaped conservation delivery to this very day. The Association thanks all our plenary speakers, Buddy Huffaker (Executive Director, Aldo Leopold Foundation), Jason Sumners (Director, Missouri Department of Conservation), and Florence Williams (Journalist/Author) for their insights.

## 2024 Annual Meeting Resolutions

The voting membership of the Association of Fish & Wildlife Agencies passed ten resolutions during its Business Meeting held on September 25, 2024, in Madison, Wisconsin. Resolutions are developed within AFWA Committees to express formal opinion for adoption by the Association.

1. Use of the Hunter Education Core Curriculum and Continued Support for Regulated Hunting in North America
2. Supporting the Creation of an Interdisciplinary Training, Research, and Development Center to Support Instream Flow and Water Level Conservation
3. Supporting the AFWA-ACP-EWAC Communications Framework for Solar Energy Project Proponents and State Fish and Wildlife Agencies
4. Support for the Climate Adaptation Strategy for America’s Fish, Wildlife, and Plants
5. Support for the North American Wetlands Conservation Act (NAWCA)
6. Recognizing the 25<sup>th</sup> Anniversary of Partners in Amphibian and Reptile Conservation (PARC)
7. Recognizing the 25<sup>th</sup> Anniversary of the North American Bird Conservation Initiative
8. Recognizing the 15<sup>th</sup> Anniversary of Southern Wings
9. In Opposition to the Release of Captive-Bred Cervids into Free-Ranging White-Tailed Deer Populations
10. Appreciation to the Wisconsin Department of Natural Resources for a Successful 114<sup>th</sup> Annual Meeting

[You can view the full text of the resolutions on the AFWA website.](#)



## Annual Meeting Sponsors

The Association extends its appreciation to the 114<sup>th</sup> Annual Meeting Sponsors and exhibitors.

### **Sustaining Partner Level:**

U.S. Fish and Wildlife Service

### **Platinum Level Sponsors:**

Bass Pro Shops, Ducks Unlimited, National Wild Turkey Federation, National Oceanic and Atmospheric Administration, Paylt Outdoors, Recreational Boating & Fishing Foundation, U.S. Department of Agriculture- APHIS Wildlife Services, Wild Sheep Foundation

### **Gold Level Sponsors:**

Aspira, Brandt, Bureau of Land Management, Booz Allen Footprint, Kalkomey, NASA, National Audubon Society, National Shooting Sports Foundation, U.S. Geological Survey, USDA Forest Service

### **Silver Level Sponsors:**

American Bird Conservancy, Archery Trade Association, Esri, Natural Resources Foundation of Wisconsin, Rocky Mountain Elk Foundation, Pheasants Forever/Quail Forever

### **Bronze Level Sponsors:**

Airgun Sporting Association, AFWA Management Assistance Team/ National Conservation Leadership Institute, Boone and Crockett Club, DJ Case & Associates, Gordon-Darby, Interior Federal Credit Union, Mule Deer Foundation, National Archery in the Schools Program, North American Non-Lead Partnership, Pig Brig Trap Systems, Southwick Associates, Priogen, The Garcia Companies, The Wildlife Society, Timmons Group, Voss Signs, Wildlife Management Institute

### **Special Event Sponsors:**

American Sportfishing Association

## 2024 Annual Awards



The Association of Fish & Wildlife Agencies (AFWA) recognized six individuals, four distinguished groups, one state agency, one federal agency, and one private landowner for their dedication to advancing fish and wildlife conservation at the Association's Annual Awards Ceremony on September 25, 2024, in Madison, Wisconsin.

### **Recipients include:**

#### **Lifetime Achievement Award**

Dr. Karen Waldrop, Ducks Unlimited

#### **Stephen Kellert Award**

Texas Master Naturalist Program

#### **Private Lands Fish and Wildlife Stewardship Award**

Terry Schmidt, Schmidt Ranch (AZ)

#### **Conservation Law Enforcement Award**

West Virginia Natural Resources Police Section, District IV

#### **Mark J. Reeff Memorial Award**

Meagan Thomas, Virginia Dept of Wildlife Resources

#### **Gary Taylor Award**

Sean Saville, Alliance for America's Fish & Wildlife

#### **Earnest Thomson Seton Award**

Colorado Wolf Team, Colorado Parks and Wildlife

#### **Special Recognition Awards**

Richard Aiken, U.S. Fish & Wildlife Service Office of Conservation Investment Assessment Group (TAG).

# 2024 Financials

The funds entrusted to the Association enable us to provide coordinated services; support for international programs, projects and coalitions; promote wildlife associated recreation; and help members continue to address the most pressing conservation challenges of the day.

Revenue Summary	FY2024
State	25%
Provincial/Territorial	<1%
Associate	<1%
Affiliate	<1%
Contributing	1.5%
Grant Revenue	
Federal	17%
Multistate	24%
Foundational	2%
International	5%
Other Revenue	
Annual Meeting	8%
Misc. State Contributions	1%
Overhead	9%
Miscellaneous	5%
Total Revenue	\$7,249,000
Total Expenses	\$7,131,000

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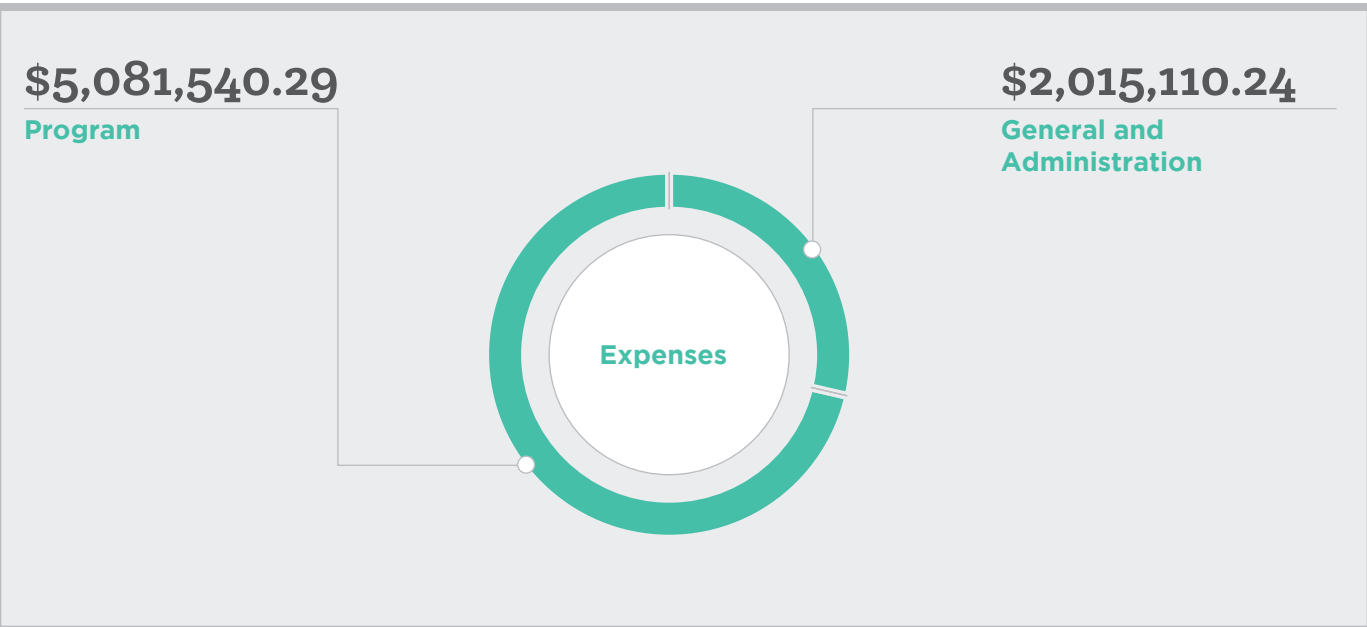
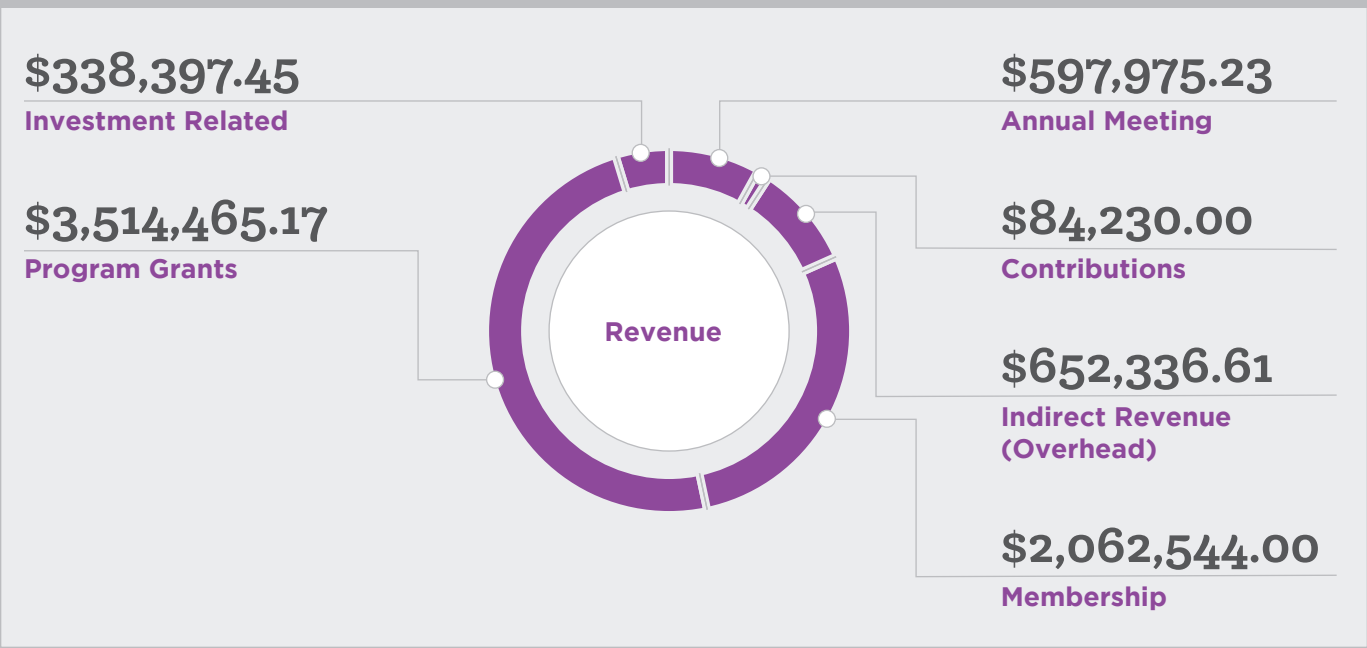
**Additional Photos:** Christopher Baker (pg. 2); New York State Department of Conservation (pg. 2, 17, 36); North Carolina Wildlife Resources Commission (pg. 2); Oregon Department of Fish & Wildlife (pg. 2, 19); Texas Parks & Wildlife Department (pg. 2, 10, 22, 30, 38); Maine Department of Inland Fisheries & Wildlife (pg. 4); Idaho Fish & Game (pg. 5, 14); Colorado Parks and Wildlife (pg. 6); Ondreicka (pg. 7); Piotr Krzeslak (pg. 7); Mossy Oak (pg. 8); California Fish Passage Forum (pg. 9); Ohio Department of Natural Resources (pg. 11, 31); Scott Prince (pg. 11); Nicholas A. Tonelli (pg. 12); Scott Butner (pg. 13); U.S. Army Corps of Engineers (pg. 14); Chirag Sanghani (pg. 15); John Denney III (pg. 18); Chuck Aaron (pg. 20); Maryland Department of Natural Resources (pg. 23, 38); Florida Fish and Wildlife Conservation Commission (pg. 26); U.S. Fish & Wildlife Service (pg. 27); Owen Humphreys (pg. 27); J. Bartholmai (pg. 28); Washington Department of Fish and Wildlife (pg. 28, 36); Wisconsin Department of Natural Resources (pg. 29); Sylvia Dolson (pg. 29).





Organizational Excellence and Learning Organizations

The Association is committed to the concept of ensuring that AFWA is a vibrant and evolving organization, which we have come to recognize as a “learning organization.” Conceptually, we have embraced the vision of creating an organization that seeks to facilitate a culture of reflection, growth, curiosity, exploration, safety in taking risks, and learning. The Association is invested in furthering its commitment to foster a welcoming culture, which is an important aspect of cultivating a learning environment.



The Association’s independently audited financial statements and IRS 990 are available upon request.

# OUTLOOK FOR THE FUTURE



## Outlook to the Future

The redefinition of our membership categories and more focused communication with those categories has shown significant financial growth in membership. Additionally new partnerships, such as with the Department of Energy highlight our ability to expand our reach into new programmatic areas while finding new revenue opportunities.

The future is bright at AFWA!





## The Association Committees, Subcommittees & Working Groups

Almost without exception, the accomplishments of which the Association is most proud started within our 70+ committees, subcommittees and working groups, and our 1,000+ committee members. Without a doubt, the Association's success in advancing positions that further our collective capacity to manage resources will only continue thanks to the enduring personal contributions of the greater Association membership.

### Agricultural Conservation Committee

Conservation Reserve Program Working Group

Environmental Quality Incentives Program / Conservation Stewardship Program Joint Working Group

Farm Bill Easements Working Group

Forestry Working Group

Public Access Working Group

Regional Conservation Partnership Program Working Group

Private Lands Working Group

### Amphibian & Reptile Conservation Committee

### Angler & Boater R3 Committee

### Annual Meeting/Awards Committee

### Audit Committee

### Bird Conservation Committee

Bird & Fish Related Conflict Working Group

Grassland Work Group

Harvest Information Program (HIP) Work Group

Incidental Take Working Group

Migratory Shore and Upland Game Bird Working Group

Partners in Flight/Shorebird/Waterbird Working Group

Resident Game Bird Working Group

Waterfowl Working Group

### Climate Adaptation Committee

### Conservation Business Practices Committee

Technology & Data Subcommittee

### Engagement and Education Committee

Education Working Group

Engagement & Connections Working Group

EEC/WDCF Joint Working Group

Outreach & Marketing Working Group

Project WILD Subcommittee

Wildlife Viewing & Nature Tourism Working Group

### Energy and Wildlife Policy Committee

Solar Wildlife Working Group

Wind Wildlife Working Group

### Executive Committee

### Fall Flights Advisory Committee

### Federal Lands Policy Committee

Wild Horses & Burro Working Group

### Finance Committee

### Fish & Wildlife Health Committee

Lead and Fish and Wildlife Health Working Group

Aquatic Animal Health Working Group

AFWA SARS CoV-2 Working Group

### Fish and Wildlife Trust Fund Committee

Federal Assistance Coordinators Subcommittee

Trust Fund Collection Working Group

### Fisheries & Water Resources Policy Committee

Subcommittee on Water

Bird & Fish Related Conflict Working Group

Drug Approval Working Group

Fish & Wildlife Coordination Act Working Group

### Hunting/Shooting Sports Participation Committee

### International Relations Committee

CITES Technical Working Group

### Invasive Species Committee

Feral Swine Working Group

### Law Enforcement Committee

Interstate Wildlife Violator Compact

### Leadership/Professional Development Committee

### Legal Committee

### Legislative and Federal Budget Committee

### National Grant Committee

Multistate Conservation Grant Program

### Nominating Committee

### One Health Committee

### Ocean Resources Policy Committee

### Resolutions Committee

### Science and Research Committee

Human Dimensions and Social Science Subcommittee

Shared Science and Research Priorities Working Group

### Sustainable Use of Wildlife Committee

Furbearer Conservation Technical Working Group

### Threatened/Endangered Species Policy

ESA and Climate Change Working Group

### Wildlife Diversity Conservation and Funding Committee

Bat Working Group

EEC/WDCF Joint Working Group

Pollinator and Invertebrate Conservation Working Group

State Wildlife Action Plan Databases and Dashboards Working Group

### Wildlife Resource Policy Committee

Human/Wildlife Conflict Working Group

BearWise Working Group

## Staff\*

\* 2024 staff list

**Ron Regan**, Executive Director

**Patricia Allen**, Director of Communications

**Jacob Blandford**, Adaptation Program Manager

**Bettina Fiery**, Program Manager, Professional Development

**Meaghan Gade**, Energy and Wildlife Program Manager

**Estelle Green**, Administrative Assistant

**Deb Hahn**, Director of International Programs

**Mark Humpert**, Director of Conservation Initiatives

**Gina Jackson-Krusinski**, Program Manager, Development, Communications and Learning

**Lane Kisonak**, Chief Legal Officer

**Marc LeFebvre**, Program Manager, Project WILD

**David Lind**, Legislative Liaison

**John Lord**, Director of Financial and Membership Services

**Amanda Myers**, Program Manager, Training & Information Services

**Angela Rivas Nelson**, Executive Assistant

**Ryan Roberts**, Program Manager, National Fish Habitat Partnership

**Sean Saville**, Campaign Manager, Alliance for America's Fish & Wildlife

**Ali Schwaab**, Program Manager, Fisheries and Aquatic Resources Policy

**Dean Smith**, NAWMP Director/Wildlife Liaison

**Elena Takaki**, Director, Project WILD and Director of Leadership Development

**Kurt Thiede**, Director of Government Affairs

**Kaline Vatave/Shane Behler**, Program Coordinators, Agriculture Policy

**Bryant White**, Program Manager, Trapping Policy

**Bradley Wilkinson**, Program Manager, Bird Conservation / NABCI Coordinator

**Kerry Wixted**, Program Manager, Reptile & Amphibian/Invasive Species

**Silvana Yaroschuk**, Program Manager, Multistate Conservation Grants/Accounting Asst.

**Jeff Yattaw**, Senior Accounting Manager

## Officers & Executive Committee

### President:

**Judy Camuso**, Maine Department of Inland Fisheries & Wildlife

### Vice-President:

**Paul Johansen**, West Virginia Division of Natural Resources

### Secretary-Treasurer:

**Amanda Wuestefeld**, Indiana Division of Fish and Wildlife

### Past President:

**Chuck Sykes**, Alabama Division of Wildlife & Freshwater Fisheries

## EXECUTIVE COMMITTEE

### Chair:

**Ryan Brown**, Virginia Department of Wildlife Resources

### Vice-Chair:

**Christie Curley**, Ontario Ministry of Natural Resources and Forestry

### Members:

**Tim McCoy**, Nebraska Game & Parks Commission

**Jason Sumners**, Missouri Department of Conservation

**Mark Tisa**, Massachusetts Division of Fisheries & Wildlife

**Kendra Wecker**, Ohio Division of Wildlife

**David Yoskowitz**, Texas Parks and Wildlife Department

## EX OFFICIO VOTING MEMBERS

### Canada:

**Céline Davis**, Ecosystems Branch, British Columbia Ministry of Water, Land and Resource Stewardship

## REGIONAL ASSOCIATION MEMBERS

### Midwest:

**Pete Hildreth**, IA DNR-Conservation and Recreation Division

### Northeast:

**Jacqueline Lendrum**, New York Division of Fish and Wildlife

### Southeast:

**Robert Boyles, Jr.**, South Carolina Department of Natural Resources

### Western:

**Jim Fredericks**, Idaho Department of Fish and Game

*\*Current slate 2024-2025 Officers & Executive Committee Members – January 2025*



## MEMBERS OF THE ASSOCIATION OF FISH & WILDLIFE AGENCIES

Why is the Association relevant? It's because of the active involvement of a great assembly of member agencies and organizations to achieve a great vision of sound fish and wildlife resource management throughout North America for long-term public benefit, use and support.

### Governmental Members

#### U.S. State and Territorial Fish and Wildlife Agencies

Alabama Division of Wildlife and Freshwater Fisheries  
 Alaska Department of Fish and Game  
 Arizona Game and Fish Department  
 Arkansas Game and Fish Commission  
 California Department of Fish and Wildlife  
 Colorado Division of Parks and Wildlife  
 Connecticut DEEP Bureau of Natural Resources  
 Delaware Division of Fish and Wildlife  
 Florida Fish and Wildlife Conservation Commission  
 Georgia Wildlife Resources Division  
 Hawaii Department of Land and Natural Resources  
 Idaho Department of Fish and Game  
 Illinois Department of Natural Resources  
 Indiana Division of Fish and Wildlife  
 Iowa Department of Natural Resources  
 Kansas Department of Wildlife and Parks  
 Kentucky Department of Fish and Wildlife Resources  
 Louisiana Department of Wildlife and Fisheries  
 Maine Department of Inland Fisheries & Wildlife  
 Maryland Wildlife and Heritage Service  
 Massachusetts Division of Fisheries & Wildlife  
 Michigan Department of Natural Resources  
 Minnesota Division of Fish and Wildlife  
 Mississippi Department of Wildlife, Fisheries and Parks  
 Missouri Department of Conservation  
 Montana Department of Fish, Wildlife & Parks  
 Nebraska Game and Parks Commission  
 Nevada Department of Wildlife  
 New Hampshire Fish and Game Department  
 New Jersey Division of Fish and Wildlife  
 New Mexico Game and Fish Department  
 New York State Department of Environmental Conservation  
 North Carolina Wildlife Resources Commission  
 North Dakota Game and Fish Department  
 Ohio Division of Wildlife  
 Oklahoma Department of Wildlife Conservation  
 Oregon Department of Fish and Wildlife  
 Pennsylvania Fish and Boat Commission  
 Pennsylvania Game Commission  
 Rhode Island Department of Environmental Management  
 South Carolina Department of Natural Resources

South Dakota Game, Fish and Parks Department  
 Tennessee Wildlife Resources Agency  
 Texas Parks and Wildlife Department  
 Utah Division of Wildlife Resources  
 Vermont Department of Fish and Wildlife  
 Virginia Department of Wildlife Resources  
 Washington, DC Fisheries/Wildlife Division  
 Washington Department of Fish and Wildlife  
 West Virginia Division of Natural Resources  
 Wisconsin Department of Natural Resources  
 Wyoming Game and Fish Department

#### U.S. Territories

Guam Department of Agriculture  
 Virgin Islands Department of Planning and Natural Resources

#### U.S. Federal Members

Bureau of Land Management  
 National Oceanic and Atmospheric Administration - Fisheries Service  
 National Park Service  
 U.S. Department of Agriculture - APHIS/Wildlife Services  
 U.S. Department of Agriculture - Forest Service  
 U.S. Environmental Protection Agency  
 U.S. Fish and Wildlife Service  
 U.S. Geological Survey

#### North American Members

Alberta Environment and Parks  
 British Columbia Ministry of Water, Land and Resource Stewardship  
 Canadian Wildlife Service  
 Manitoba Natural Resources and Northern Development  
 New Brunswick Department of Energy and Resource Development  
 Northwest Territories Department of Environment and Natural Resources  
 Nova Scotia Department of Natural Resources  
 Nunavut Wildlife  
 Ontario Ministry of Natural Resources  
 Prince Edward Island Forests, Fish and Wildlife Division  
 Quebec Ministère des Forêts, de la Faune et des Parcs  
 Saskatchewan Environment  
 Yukon Department of Environment

#### Contributing Members

American Bird Conservancy  
 American Clean Power Association (ACP)  
 American Fisheries Society  
 American Sportfishing Association  
 Archery Trade Association  
 Atlantic States Marine Fisheries Commission

BASS LLC  
 Backcountry Hunters & Anglers  
 Bat Conservation International  
 Boone & Crockett Club  
 Canadian Wildlife Federation  
 College of Natural Resources (Univ. of Wisconsin-Stevens Pt.)  
 Congressional Sportsmen's Foundation  
 Conservation Visions  
 Conservation Youth Shooting Sports Council to Advance Hunting and the Shooting Sports  
 Dallas Safari Club  
 Delta Waterfowl Foundation  
 Ducks Unlimited Canada  
 Ducks Unlimited, Inc.  
 Fur Institute of Canada  
 Fur Takers of America, Inc.  
 International Hunter Education Association-USA  
 Island Conservation  
 Max McGraw Wildlife Foundation  
 Mule Deer Foundation  
 National Association of State Boating Law Administrators  
 National Audubon Society  
 National Bobwhite and Grassland Initiative  
 National Bowhunter Education Foundation  
 National Deer Association  
 National Marine Manufacturers Association  
 National Rifle Association  
 National Shooting Sports Foundation, Inc.  
 National Trappers Association  
 National Wild Turkey Federation  
 National Wildlife Federation  
 NatureServe  
 North Dakota Natural Resources Trust  
 Outdoor Stewards of Conservation Foundation  
 The Peregrine Fund  
 Pheasants Forever  
 Pope and Young Club  
 PERC: The Property and Environment Research Center  
 Recreational Boating and Fishing Foundation  
 Renewable Energy Wildlife Institute  
 Resource Management Service, LLC  
 Rocky Mountain Elk Foundation  
 The Ruffed Grouse Society  
 Safari Club International  
 Theodore Roosevelt Conservation Partnership  
 The Conservation Fund  
 The Wildlife Society  
 Wild Sheep Foundation  
 Wildlife Disease Association  
 Wildlife Management Institute

# **SAVE THE DATE!**

## **Association of Fish & Wildlife Agencies**

### **115TH ANNUAL MEETING**



**SEPTEMBER 21-24, 2025**

**TUCSON, ARIZONA**





**ASSOCIATION *of*  
FISH & WILDLIFE  
AGENCIES**

**THE VOICE OF FISH AND WILDLIFE AGENCIES.**

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[www.fishwildlife.org](http://www.fishwildlife.org)

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