

# 2015

ANNUAL REPORT



*"The nation behaves well if it treats the natural resources as assets, which it must turn over to the next generation increased, and not impaired in value."*

*~ Theodore Roosevelt*



*"The building blocks of our nation are healthy forests, abundant fish and wildlife, rich soils and productive waters."*

*~ Bob Ziehmer, Director of the Missouri Department of Conservation*



## President's Message



It is a pleasure to serve as your President during 2015-16. I have been actively engaged with the work of the Association for more than a decade and I am always amazed at the breadth and depth of the work that it manages on behalf of its state, provincial, and territorial members.

During the past year, I was pleased to be able to attend the meetings of the Blue Ribbon Panel on Sustaining America's Diverse Fish and Wildlife Resources. The quality of the conversations in those meetings, the new professional relationships that have been formed across diverse sectors of

American conservation, recreation, and business life, and the final recommendations from the Panel, have been nothing short of incredible.

During my formal remarks as the new President at the Association's Business Meeting in Tucson last September, I stressed the importance of direct and earnest state agency director engagement in advancing the Panel's recommendations. I appreciate the many state directors who have responded positively to that appeal. In the coming months I will continue to focus on the imperative need for making the case for new, sustainable, dedicated funding to accelerate State conservation endeavors. However, I am counting on the engagement of each and every state director, for if the Blue Ribbon Panel is going to be successful, it will require all of us to get engaged.

The work of the Blue Ribbon Panel is a game changer – it may represent the biggest conservation initiative of our respective careers, and we have an opportunity to radically enhance the stateside conservation funding landscape. It won't be easy, but we have to give it our all if we are to succeed. As Theodore Roosevelt once said, "Believe you can and you're halfway there."

I look forward to working with you in achieving this sustainable, dedicated funding to help State fish and wildlife agencies carry out their missions.

Sincerely,

A handwritten signature in black ink that reads "David Chanda". The signature is written in a cursive, flowing style.

Dave Chanda  
President





## Executive Director's Message

2015 was a year filled with hard work and great outcomes at the Association of Fish and Wildlife Agencies. We completed an office move, adopted a revised strategic plan, made focused progress with legal and government affairs strategies, began to define the breadth and scope of conservation delivery by state agencies, and engaged with a full spectrum of national opportunities ranging from endangered species policy to monarch butterfly conservation planning.



One thing we can be especially proud of was the completion of the work of the Blue Ribbon Panel on Sustaining America's Diverse Fish and Wildlife. The Association is a small organization and it took a major commitment from staff and our leadership to assemble and manage this legacy initiative.

In reality, the hard work is just now beginning, as we pursue dedicated funding through federal legislation and other recommendations of the Panel. We are gearing up for a multi-front campaign on the Hill and before the public with both legislative and public relations strategies at the fore.

The stateside funding challenge has been an elusive outcome for many of our careers. This may be our last best shot for the next decade -- exciting times ahead and I know we will collectively step up to the challenge.

It continued to be a joy and a pleasure to serve the Association's membership in 2015 -- thank you for professional friendships, personal growth in addressing challenging issues, and true progress in advancing our collective mission.

Best Regards,

*Ronald J. Regan*

Ronald J. Regan  
Executive Director

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# BLUE RIBBON PANEL

ON SUSTAINING AMERICA'S DIVERSE FISH & WILDLIFE RESOURCES

***WE BELIEVE***

*America's fish and wildlife are  
resources worth sustaining.*



## Blue Ribbon Panel on Sustaining America's Diverse Fish and Wildlife Resources

The Blue Ribbon Panel on Sustaining America's Diverse Fish and Wildlife Resources met three times this year. The inaugural meeting of the Panel was held in Aurora, CO in March, the second meeting was hosted by John Morris at Big Cedar Lodge in Ridgedale, MO in September and the final meeting was hosted by Hess Corporation in Houston, TX in December. Listening sessions were held by the Panel in Washington DC in July and Houston, TX in September to solicit ideas on funding from the broader business and conservation communities.

The Panel examined nearly two dozen funding options to sustainably finance fish and wildlife conservation. Panelist Bob Ziehmer, Director of the Missouri Department of Conservation led a working group that developed a communications strategy and Jeff Crane, President of the Congressional Sportsman's Caucus and Collin O'Mara, President and CEO of the National Wildlife Federation lead a legislative working group that developed bill text and held meetings with Senate staff.

At the final meeting in December, the Panelists agreed on a new funding option and several associated recommendations that will be released at the National Press Club in Washington DC on March 2. The next step is to develop a business plan for implementation of the Blue Ribbon Panel's recommendations and identify champions in the Senate and the House who will help lead legislative efforts. The Association owes a great deal of gratitude to co-chairs David Freudenthal and John Morris and the entire Blue Ribbon Panel for their commitment and hard work this past year.

*"I strongly believe that the future of our industry, the outdoor sports that we serve, and the outdoor sports we personally enjoy, is absolutely more dependent upon how we manage our natural resources than anything else."*

*~ John L. Morris, Bass Pro Shops Founder  
Blue Ribbon Panel Co-Chair*

*A special Thank You to the state details who worked at AFWA in 2015 and assisted with the Blue Ribbon Panel- Caroline Gorga (FL), Laurie Hanauska-Brown (MT) and Jenny Dickson (CT).*



### THE BLUE RIBBON PANELISTS

The co-chairs and the 24 panelists represent the outdoor recreation retail and manufacturing sector, the energy and automotive industries, private landowners, educational institutions, legislatures, conservation organizations, sportsmen's groups and state fish and wildlife agencies.

#### National Co-Chairs

John Morris, Founder Bass Pro Shops

David Freudenthal, Former Governor State of Wyoming; Senior Counsel, Crowell & Moring

#### Members

Kevin Butt, Regional Environmental Director, Toyota Motor Engineering & Manufacturing, NA, Inc.

Richard Childress, CEO & Chairman, Richard Childress Racing Enterprises; Board Member NRA

Jeff Crane, President, Congressional Sportsmen's Foundation

Bruce Culpepper, Executive Vice President, Shell Americas

John Doerr, President & CEO, Pure Fishing, Inc.

Jim Faulstich, Vice Chair, Partners for Conservation; Owner Daybreak Ranch

John Fitzpatrick, Director, Cornell Lab of Ornithology

Greg Hill, President & COO, Hess Corporation

Becky Humphries, Executive Vice President, National Wild Turkey Federation

Stephen Kellert, Professor Emeritus, Yale School of Forestry and Environmental Studies

Jennifer Mull, CEO, Backwoods Equipment, Inc.; President Outdoor Industry Association

John Newman, Board Member, Ducks Unlimited, Inc.

Mike Nussman, President & CEO, American Sportfishing Association

Margaret O'Gorman, President, Wildlife Habitat Council

Glenn Olson, Donal O'Brien Chair in Bird Conservation and Public Policy, National Audubon Society

Collin O'Mara, President and CEO, National Wildlife Federation

Connie Parker, CEO, 12 North Capital LLC; Board Member Teddy Roosevelt Conservation Partnership

Charlie Potter, CEO, Max McGraw Wildlife Foundation

Steve Sanetti, President & CEO, National Shooting Sports Foundation

John Tomke, Chair, Wildlife & Hunting Heritage Conservation Council

Jeff Trandahl, Executive Director & CEO, National Fish & Wildlife Foundation

James Walker, Board Vice Chairman, EDF Renewable Energy; Board Member American Wind Wildlife Institute

Steve Williams, President, Wildlife Management Institute

Bob Ziehmer, Director, Missouri Department of Conservation

#### Ex Officio Members

Michael Bean, Principal Deputy Asst. Secretary for Fish, Wildlife and Parks, US Department Interior

Ronald Regan, Executive Director, Association of Fish & Wildlife Agencies

**WE BELIEVE**

*That collaboration - not regulation - is the best path toward securing a future where fish and wildlife and natural resource-based enterprise thrive.*



## International Affairs

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### Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

Illegal wildlife trafficking continues to dominate much of the international wildlife conservation discussion, raising the profile of CITES, a convention signed by over 180 nations to ensure that international trade in animals and plants is not detrimental to their survival.

Although illegal wildlife trade discussions revolve mostly around elephants, rhinos, and other nonnative species, the enhanced profile of CITES requires that the state agencies remain an active participant. Your CITES Technical Work Group represented state and when applicable Provincial and Territorial agencies interests at interagency meetings and at the 28th Animals Committee.

Knowing the importance of informed and engaged state fish and wildlife agencies, the Work Group conducted CITES workshops at the NEAFWA, MAFWA and WAFWA meetings and held a webinar. The workshops engaged 85 professionals from 26 States and AFWA, NPS, BLM, USGS, USFWS, and WMI in dynamic conversations about the ability of CITES to both positively and negatively impact agency authority and their ability to manage wildlife. The webinar reached almost 50 state agency personnel representing 24 states and one USFWS representative. Outreach and education materials developed for the workshops will be used for years to come with states and their partners.

### AFWA Abroad

In addition to its presence at CITES, AFWA was a member of the U.S. Delegation to the 12th Conference of the Parties of the Ramsar Convention on Wetlands and represented the states on the U.S. National Ramsar Committee and the Hemispheric Council of the Western Hemisphere Shorebird Reserve Network.

## Legal Strategy Programs

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Following a promising first year, AFWA's Legal Strategy program had a second year of growth and further development. The Association's general counsel spearheads the strategy under the advisement of AFWA's Executive and Legal Committees; a staff attorney assists with the legal strategy.

### Law School Outreach & Law Clinic

In 2015, the Association continued helping Michigan State University (MSU) College of Law build its conservation law program. AFWA aided MSU in obtaining private funding to endow a scholarship program for students doing conservation law internships. Also, AFWA's general counsel, Carol Bambery, taught two law courses at MSU during the school year. In the fall, she taught the wildlife law class she has taught for the past few years, which highlights animal welfare, the North American Model and state authority to manage fish and wildlife under the public trust. In the spring, the general counsel also piloted a new course covering legal issues with energy development and wildlife.

AFWA also coordinates conservation law internships for law students. This year, AFWA helped place one MSU law student with a state agency (Wisconsin) for the summer. AFWA



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AFWA's Legal Strategy Advisory Council focuses on high-level issues affecting state agencies' legal authority and has made significant progress this year in identifying and addressing such challenges.

also hosted three interns in its office during the summer. Internships give students hands-on experiences in conservation law. Further, the general counsel connected two of her students with state directors and attorneys to do discrete projects for which they were also able to obtain course credit. AFWA also conducted outreach to several law schools in various parts of the country with the goal of spreading the word about the state role in fish and wildlife conservation as well as about internships and especially to interest the schools in offering the conservation law courses. By connecting with law students and law schools across the country, the Association hopes to inspire law students to carry their wildlife law experiences forward as they become practicing lawyers, legislators, judges, parents and voters.

AFWA also published three issues of its *Wildlife Law Call: Case Updates*. This triannual newsletter, supported by law students and clerks, summarizes selected court decisions on fish and wildlife conservation-related issues.

### **Wildlife Law Education for Lawyers**

Last year, the Legal Strategy developed a blueprint for delivering wildlife law educational opportunities and products to practicing lawyers and judges through live seminars and web-based courses. This year, with the assistance of state attorney presenters and partners such as the MAT Team, the National Association of Attorneys General, and the Sacramento Barristers Club, we offered an online CLE and a live CLE on conservation law topics. We also sought and obtained opportunities to publish articles on conservation law.

### **Legal Strategy Advisory Council**

AFWA's Legal Strategy Advisory Council, or Think Tank, a small group of AFWA staff, state directors, and former counsel, has met a few times this year. The group focuses on high-level issues affecting state agencies' legal authority and has made significant progress this year in identifying and addressing such challenges.

### **AFWA Documents Collection**

The Association continued to make progress toward establishing its documents collection, hosted by MSU's law library. The online collection, generously hosted by MSU College of Law, archives AFWA historical materials such as resolutions and proceedings and other public domain documents.

### **Legal Counsel**

AFWA offers in-kind legal services to state agencies, regional associations, flyway councils and other state-agency-based entities. The services extend to contract and nonprofit governance issues. The legal team also monitors and analyzes court cases and federal agency actions that may impact states' legal authority to conserve fish and wildlife and their habitats. The Association is available to assist member agencies when they need support in litigation. In early 2015, AFWA filed an amicus brief in the U.S. Supreme Court in support of Wisconsin in a case involving hunting regulations.





## Farm Bill

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The conservation programs authorized by the Farm Bill continue to create opportunities for state fish and wildlife agencies to partner with landowners and conservation groups to restore habitat, reduce erosion, improve water quality, and provide access to hunters and anglers. Although the work on writing and passing the Farm Bill was done in 2014, AFWA's Agricultural Conservation Committee and its working groups engaged regularly with the U.S. Department of Agriculture throughout the implementation process to provide input and encourage the department to align Farm Bill program delivery with state agency priority resource concerns.

2015 was a hugely successful year for wildlife conservation on private lands. In September, the Fish and Wildlife Service determined that Endangered Species Act protections were not warranted for the greater sage-grouse, the culmination of an unprecedented collaboration that was the largest land conservation effort in U.S. history. Through the Natural Resources Conservation Service and efforts like Working Lands for Wildlife, voluntary conservation also played a major role in restoring and protecting species including the New England cottontail, lesser prairie-chicken, Louisiana black bear, and others, all while keeping working lands working and avoiding the need for increased regulation.

## Industry/Agency Coalition

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The Association continued its commitment to strengthening agency partnerships with the hunting, shooting sports, archery, boating and sport fishing industries in 2015. In 2006, leaders from state agencies, industry trade and sportsmen's organizations and the USFWS met for the first time in many decades to find opportunities to foster better partnerships; assess the programs that deliver Wildlife and Sport Fish Restoration (Federal Excise Tax) funds to agencies; and to improve programmatic alignment between the groups. The strategic partnerships between state agencies and industry are not only crucial because of the North American Model of Wildlife Conservation but also in terms of recruiting and retaining our shared customers, America's sportsmen and women.

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## OTHER LEGISLATION & POLICY

*The Association engages with Congress and the Administration to strengthen support for sound, state-based conservation. In 2015, AFWA and its members sent letters to Congress; delivered testimony and briefings; participated in coalitions; and provided comments to federal agencies on more than 30 pieces of legislation and policy, including:*

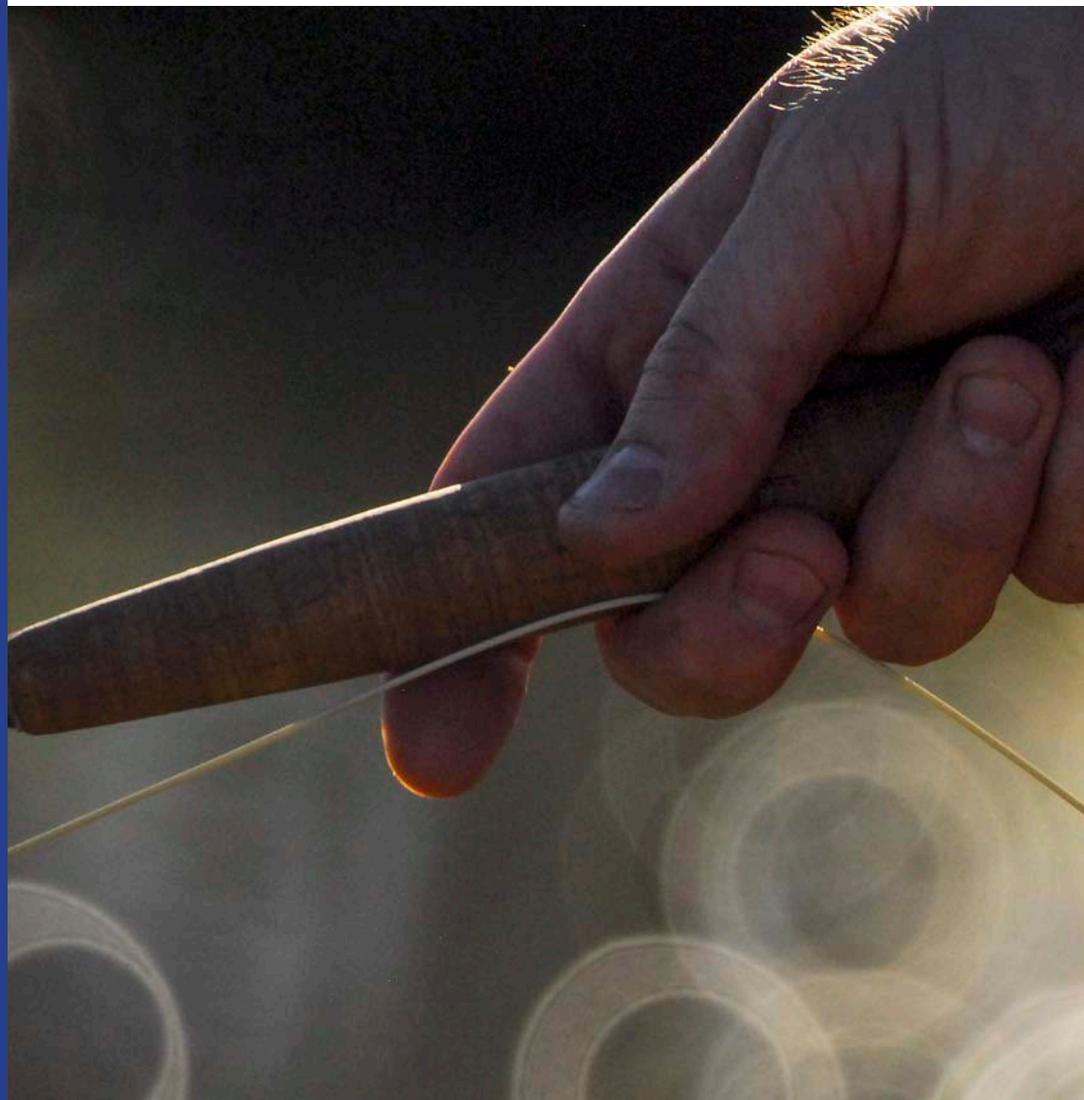
- Access to Public Lands for Hunting & Fishing
- Budget Sequestration
- Chronic Wasting Disease Program Standards & State Authority
- Clean Water Act Jurisdiction & Waters of the U.S.
- Comprehensive energy and hydropower reform legislation
- Conservation Tax Incentives
- Controlled Substances Act
- Drought
- Duck Stamp Legislation implementation
- Endangered Species Act and proposed rule to change petition processes
- Energy and Revenue-sharing Legislation
- EPA Clean Water Act Reinterpretation of Tribes as States
- Farm Bill implementation
- Federal budget and appropriations
- Federal Lands Management & Conservation Planning
- Fire-borrowing, forestry reform, and Wildfire Disaster Funding Act
- Invasive Species
- Lacey Act
- Land & Water Conservation Fund Reauthorization
- Magnuson-Stevens Act Reauthorization
- Migratory Bird Treaty Act
- National Fish Habitat Conservation Through Partnerships Act
- National Fish Hatchery System
- Natural Resources Adaptation
- Neotropical Migratory Bird Conservation Act
- North American Wetlands Conservation Act
- Prelisting Voluntary Conservation Actions Proposed Rule
- Public Lands Legislation
- Recruitment, retention, and reactivation of hunters, recreational shooters, anglers and boaters
- Sage Grouse & Lesser Prairie Chicken Legislation
- Sikes Act
- Sportsmen's Legislation
- Sport Fish Restoration & Boating Trust Fund
- State fish and wildlife agency management authority
- Toxic Substances Control Act
- Transportation bill reauthorization
- Tribal Self-Governance
- Vegetation management on transmission rights-of-way
- Wildlife diseases

AFWA and industry representatives attended the Fish and Wildlife Business Summit in Middletown, Connecticut in April 2015 at O.F. Mossberg & Sons. The group agreed to seek another year of grant funding to support the efforts of the Industry/Agency Coalition through the Wildlife Management Institute. They were successful in obtaining a 2016 Multistate Conservation Grant. The parties also met throughout the year at the industries' tradeshows and conventions and during AFWA's bi-annual meetings.

## Congressional Relations

After a two-year effort by the Association and our partners of the Angling and Boating Alliance, the Sport fish Restoration and Boating Trust fund (SFRBTF) was reauthorized late in 2014 as part of a new 5-year Transportation Bill (FAST Act, H.R.22). The legislation creates parity between administering federal agencies and programs within the SFRBTF itself, like nesting the Multistate Conservation Grant Program under Sportfish Restoration similar to the non-profits grant program within the Recreational Boating Safety Account. It also consolidates CVA and BIG into one program in hopes of finding administrative efficiencies and greater state flexibility.

The Association worked with Senate champions and conservation partners to overcome political concerns by redrafting legislation which garnered greater bipartisan support for the new National Fish Habitat Conservation Through partnerships Act. The bill authorizes the National Fish Habitat Board and Partnerships which implement the National Fish Habitat Action Plan through a grassroots network of fisheries conservation efforts developed to strategically restore and enhance the nation's fish and fish habitats. The legislation is expected to be amended into the Bipartisan Sportsmen's Act of 2015 moving through the



Senate Committee on Environment and Public Works (EPW) this Congress.

The House passed legislation to reauthorize the Magnuson-Stevens Fisheries Conservation and Management Act, otherwise known as the Strengthening Fishing Communities and Increasing Flexibility in Fisheries Management Act (H.R. 1335), but the Senate Committee on Commerce, Science and Transportation has not yet moved a companion bill in the 114th Congress.

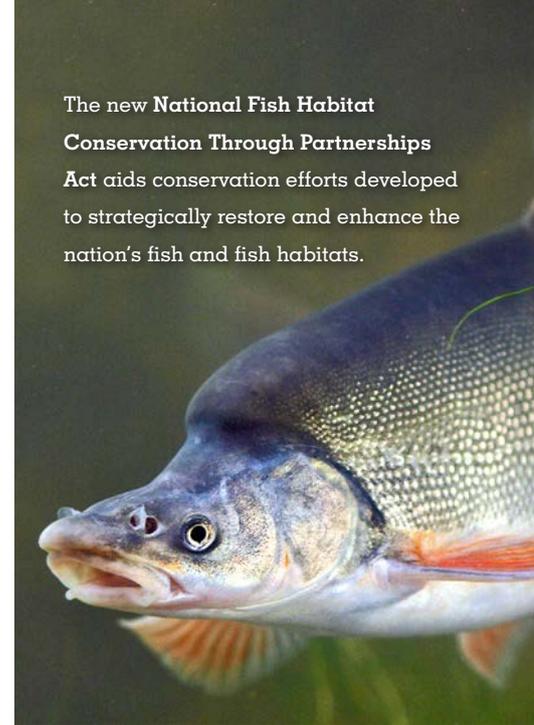
### **Funding Fish and Wildlife Conservation**

The Association continued to advocate for Congressional appropriations which support federal agencies and programs that help states meet their conservation needs and objectives. Ultimately, a two-year budget agreement led to passage of the FY2016 omnibus in mid-December. Along with increased funding for fish and wildlife conservation programs such as State and Tribal Wildlife Grants, invasive species, and others that directly benefit state agencies, Congress made the tax incentive for conservation easement donations permanent.

### **Sportsmen's Legislation**

Once again the House Committee on Natural Resources passed the SHARE Act (H.R.2406), which is a package of hunting, angling and sportsmen's bills sponsored by the House Congressional Sportsmen's Caucus leadership, out of the Committee on Natural Resources. The Senate's Bipartisan Sportsmen's Act (S.405) sponsored by Senators Murkowski and Heinrich contains similar provisions but was split between two committees of jurisdiction to proceed through regular order. The Senate Committee on Energy and Natural Resources passed its portion of the bill out of committee in December, and the Senate EPW Committee is expected to act early in 2015.

The new **National Fish Habitat Conservation Through Partnerships Act** aids conservation efforts developed to strategically restore and enhance the nation's fish and fish habitats.



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**CONSERVATION INITIATIVES**

***WE BELIEVE***

*That it's time to launch the Blue Ribbon Panel on Sustaining America's Diverse Fish & Wildlife Resources.*

# Bird Conservation

## North American Bird Conservation Initiative (NABCI)

One of the key goals of the US NABCI is to maintain a well-coordinated bird conservation community. In January 2015, 66 representatives from NABCI and five national bird conservation partnerships- Partners in Flight, the North American Waterfowl Management Plan, Waterbird Conservation for the Americas, the US Shorebird Conservation Partnership, and the Migratory Bird Joint Ventures- convened for a workshop to discuss needs for promoting more effective coordination, collaboration, and integration of priorities and activities among these networks. This workshop laid the groundwork for stronger national collaborations in bird conservation science (including social science), communication, and advocacy.

A second key NABCI role is to develop nationally-relevant resources that benefit bird conservation through states, federal agencies, NGOs, and partnerships. In 2015, NABCI released a *Farm Bill Field Guide to Fish and Wildlife Conservation*. The Agricultural Act of 2014, otherwise known as the Farm Bill, is the federal government's largest and strongest program supporting conservation on private lands. NABCI's *Farm Bill Field Guide* bridges the gap between federal Farm Bill legislation and the private landowners that can use these funds to support conservation of birds and other wildlife, helping on-the-ground biologists to direct landowners to funding opportunities.

## Southern Wings

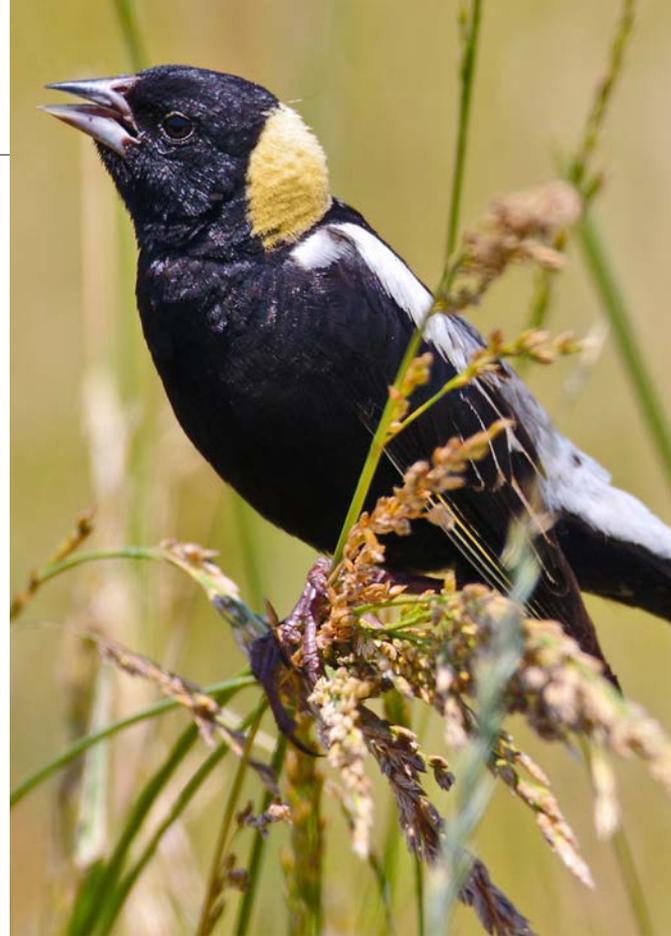
Each year we learn more about the spectacle of bird migration and improve our knowledge of where migratory birds are throughout their annual lifecycle. Swainson's Thrushes traveled from two sites in Colombia to the Texas Coast, Lake Ontario, and Chaplin Lake, Saskatchewan. Bobolinks left Paraguay and crossed the Gulf of Mexico to breed in Wisconsin. With more and more information to guide conservation action, state fish and wildlife agencies provide leadership on the conservation of migratory birds through the Southern Wings Program. Twenty-nine states have contributed over \$1.2 Million USD and \$550,000 in-kind to the conservation of priority migratory birds on their nonbreeding grounds. The states have helped secure over 100,000 acres of grasslands habitat in El Tokio, Chihuahuan Desert. In Guatemala they helped acquire over 9,000 acres for the conservation of shared migratory birds. In cooperation with numerous partners, Southern Wings has developed tree nurseries for reforestation, improved agricultural processes such as transitioning from sun to shade grown coffee, and supported the livelihoods of local communities in Nicaragua.



## North American Waterfowl Management Plan (NAWMP)

State fish and wildlife agencies have been contributing to Canadian waterfowl habitat projects for 50 years. Since 1986, when the NAWMP was signed, State agencies have invested more than \$76.3 million in Canadian breeding ground projects.

The Association continues to encourage state agencies to invest in the breeding grounds of Canada. The Canadian portion of the Prairie Pothole Region supports an average of 66% of North America's breeding ducks. However, the region's habitat is being lost at an



The boblink is a migratory song bird that makes a 5,000 mile trek from the grasslands of South America to their breeding grounds in the Midwestern U.S.



With the disappearance of 80 acres of wetlands every day, the Association continues to encourage state agencies to invest in the waterfowl breeding grounds of Canada.

alarming rate—Canada loses an estimated 80 acres of wetlands every day. At the 2015 Annual Meeting, the Association re-established the “Task Force on State Contributions to NAWMP/NAWCA Projects in Canada” to review progress on implementation of the 2012 Action Plan and to support state agency efforts to increase contributions to Canada.

Thirty-eight states contributed a total of \$3.4 million dollars to Canadian projects in 2015. This exceeds the record set in 2014 for the number of states contributing to the initiative and it is the highest level of investment in Canadian habitat in a single year by state agencies. The state funds, when matched by Ducks Unlimited, NAWCA and Canadian sources, provide a total annual investment in waterfowl habitat in Canada of approximately \$17 million.

In addition to supporting habitat projects in Canada, the Association undertook a review of the U.S. Federal Duck Stamp in 2015. The Association sent its report to the Director of the U.S. Fish & Wildlife Service and requested the Service to work with AFWA, its State members, and NGOs to fully implement the recommendations contained in the report (available online at: [fishwildlife.org](http://fishwildlife.org))

## Amphibian & Reptile Conservation

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In 2015, AFWA collaborated internationally with partners to address the emerging threat of *Batrachochytrium salamandrivorans*, or *Bsal*. This fungus is thought to be of Asian origin, but it has been introduced into wild salamanders in the Netherlands and Belgium, and populations of certain salamanders there are now considered extirpated. It has also been documented in animals in commercial trade.

While *Bsal* is not yet known to occur in the United States, over 100,000 salamanders are imported into the United States annually, many of them Asian species known to be carriers. The United States is also home to the most salamander species (nearly 200) worldwide; this poses a major challenge to state fish and wildlife agencies charged with managing these species.

In follow-up to AFWA’s 2014 letter to USFWS Director, Dan Ashe, regarding the threat of *Bsal*, the chairs of the Amphibian & Reptile Subcommittee and Invasive Species



Committee met with Director Ashe in February 2015 to discuss next steps for action. The Association also led the development of a Rapid Response Plan template, which will be released in early 2016.



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

PARC continues to engage in strategic visioning to improve the effectiveness of its efforts and products.

PARC also focused on habitat conservation and restoration, and made the identification of Priority Amphibian and Reptile Conservation Areas (PARCAs) a focal area for the next several years. Nearly 80 PARCAs in the Southeastern US have been identified and peer-reviewed with state fish and wildlife agency assistance, and states are currently reviewing PARCAs identified in the Northeastern US. PARC also initiated a new Disease Task Team, to provide information and resources on the many amphibian and reptile diseases.

Finally, PARC presented its fifth annual Alison Haskell Award for Excellence in Herpetofaunal Conservation to state herpetologist, John Jensen, of the Georgia Department of Natural Resources. Of the five awards, state fish and wildlife agency herpetologists now make up four of the recipients.

*PARC made the identification of Priority Amphibian and Reptile Conservation Areas (PARCAs) a focal area for the next several years.*

## Invasive Species

Coordination of invasive species management across state lines and jurisdictions was a prevailing concern in 2015. As agencies struggle to find sufficient capacity and resources for invasive species management, AFWA continued to explore ways to improve interstate, and interjurisdictional, collaboration, while also protecting and enhancing state authority.



The AFWA Invasive Species Committee maintained its longstanding partnerships with the National Sea Grant Law Center and the Western Regional Panel of the Aquatic Nuisance Species Task Force (ANSTF). The team made progress toward model regulatory approaches for recreational watercraft inspection and decontamination programs to prevent the spread of aquatic invasive, and to facilitate interstate, and interjurisdictional, collaboration.

The AFWA Invasive Species Committee works to prevent the spread of invasives like zebra mussels and Asian carp.

The Committee partnered with the AFWA Amphibian & Reptile Subcommittee to discuss the threat of the emerging salamander fungus (*Bsal*; see page 16) with USFWS. It also continued implementation of the Memorandum of Understanding (MOU) among the Association, USFWS, and the Pet Industry Joint Advisory Council (PIJAC), by reviewing ecological risk screening results, and providing peer-review, for a USFWS proposal to list eleven, non-traded freshwater fish as injurious.

Finally, the Association continued to work with staff on the Hill to track and improve bill language, and to encourage improved funding, for addressing invasive species management.

## NATIONAL FISH HABITAT AWARDS

Gordon Robertson, Former National Fish Habitat Board Member, Retired ASA, received the Extraordinary Action in Support of Fish Habitat Conservation Award for his service to the NFHP Legislative Support of Fish Habitat Conservation for his service to the NFHP Legislative Team and overall contributions to habitat through ASA.

Drs. Tyrell DeWeber and Tyler Wagner received National Fish Habitat Awards for excellence in Scientific Achievement for work on Eastern Brook Trout Habitat Modeling.



## National Fish Habitat Partnership

State support has been key in helping to manage and implement 514 projects spanning 47 states through 19 regional partnerships that the National Fish Habitat has supported since 2007. Many of these projects have been fostered through coordination efforts by state fish and wildlife and natural resource agencies and are making a difference conserving fish habitat and improving angling opportunities across the country.

### National Fish Habitat Board Leadership Changes

The National Fish Habitat Board held nominations for the positions of Board Chair and Vice-Chair at their Fall Board meeting in Sacramento, CA on Wednesday, October 21. Tom Champeau, Director of Freshwater Fisheries for the Florida Fish & Wildlife Commission was named Board Chair and Chris Moore, Executive Director of the Mid-Atlantic Fisheries Management Council was elected Vice-Chair, respectively. Mr. Champeau previously served as the Board Vice-Chair, since November 2014 and replaces Kelly Hepler, South Dakota Game, Fish & Parks who stepped down from the Board after serving as Chair since 2008. Mr. Champeau comes to the Board Chairmanship, having spent 34 years with the Florida Fish & Wildlife Commission. While working in the field, Tom led major lake habitat restoration projects, worked with the local communities and the mining industry on lake design and management for phosphate mined pits, and defining fish community metrics for establishing minimum flows for rivers in Southwest Florida. Tom holds degrees from the University of Michigan and University of Nebraska.



*Mill Creek Restoration, West Virginia*

# Furbearer Resources

## Best Management Practices

Trapping is a strictly regulated, law-enforced activity that helps state agencies collect important information about wildlife and sustain healthy and diverse populations. To improve the welfare of animals captured in traps and modernize trapping technology, AFWA's furbearer resources program has developed 22 Best Management Practices (BMPs) for Trapping in the U.S. documents. These BMPs for furbearers such as coyotes, wolves, raccoons and the newest BMP on trapping arctic fox, are widely used among state agency trapper education programs and recognized international assemblies.

## Trapping Surveys Conducted

A National Survey of Trap Use for the Capture of Furbearers was conducted and gathered information from 7000 trappers that will help in the continued development of BMPs. The survey provides valuable data to assist the U.S. in demonstrating how it has met its commitments in the Agreed Minute and Annex signed with the European Union in 1997. The United States is supposed to have met its commitments by 2016 and the survey will help document how this has been accomplished.



## 10 WATERS TO WATCH IN 2015

States were a key partner in implementing the National Fish Habitat Partnership's list of the 10 "Waters to Watch" in 2015, which represent a snapshot of voluntary, locally driven freshwater, estuarine and marine habitat conservation efforts in progress across the country.

- Alexander Creek Watershed, Alaska** (Mat-Su Basin Salmon Habitat Partnership)
- Kasilof and Anchor River Watersheds, Alaska** (Kenai Peninsula Fish Habitat Partnership)
- Kilchis Estuary, Oregon** (Pacific Marine and Estuarine Fish Habitat Partnership)
- Lake Livingston, Texas** (Reservoir Fisheries Habitat Partnership)
- Lower Heeia Stream Habitat Improvement Project, Oahu Hawaii** (Hawaii Fish Habitat Partnership)
- Mill Creek Restoration, West Virginia** (Eastern Brook Trout Joint Venture)
- Pinole Creek, California** (California Fish Passage Forum)
- Shoshone Springs Pupfish Habitat Project, California** (Desert Fish Habitat Partnership)
- Sun Creek, Oregon** (Western Native Trout Initiative)
- Ulele Springs on the Hillsborough River, Florida** (Southeast Aquatic Resources Partnership)



### **NATIONAL FURBEARER HARVEST STATISTICS DATABASE**

U.S. Furbearer Conservation Technical Work Group produced a database that reports statistics for furbearer species harvested via trapping in the U.S. from 1970 to present. This database is updated annually and will eventually be expanded to include more pieces of data, including harvest statistics from Canada.

### **FURBEARER WORKSHOP AND TRAPPING MATTERS**

Numerous Furbearer Workshops (FurSchools) and Trapping Matters Workshops have been held around the country to help wildlife professionals understand the role of trapping in wildlife management, as well as provide practical training in how to best communicate about trapping with the public and media.

### **Furbearer Workshop and Trapping Matters**

Numerous Furbearer Workshops (FurSchools) and Trapping Matters Workshops have been held around the country. These workshops are designed to help wildlife professionals understand the role of trapping in wildlife management and provide practical training in how to best communicate about trapping with the public and media. The key messages about trapping, developed through national public attitudes surveys, are provided to participants and numerous ways to use them are demonstrated.

### **Monarch Butterfly**

The Monarch butterfly is a familiar sight across North America, yet populations of this iconic insect are declining as a result of habitat loss and changes in land-use practices. In 2014, state directors passed a resolution at AFWA's Annual Meeting supporting voluntary and incentive-based efforts to conserve this species.



In 2015, AFWA President Larry Voyles and U. S. Fish and Wildlife Service Director Dan Ashe signed a Memorandum of Understanding at the North American Wildlife and Natural Resources Conference, to increase collaborative conservation efforts between the state fish and wildlife agencies and the U. S. Fish and Wildlife Service, in order to benefit the Monarch butterfly and other pollinators. During the summer of 2015, AFWA staff collected information about state agency activities to benefit the Monarch butterfly, information which was published in report form by the Association (found online [fishwildlife.org](http://fishwildlife.org)). Forty-six states report some form of engagement with the overall Monarch butterfly conservation effort, including 26 states which are including the species for the first time in their revised State Wildlife Action Plans. In October 2015, AFWA, the Midwest Association of Fish and Wildlife Agencies, the National Wildlife Federation, and Pheasants Forever sponsored a meeting for state biologists involved in the Monarch restoration effort, as a first step towards developing more detailed state and regional conservation strategies for the Monarch.





### Canada Lynx

The U. S. populations of Canada Lynx have been listed under the U. S. Endangered Species Act since 2000, but a formal recovery plan has yet to be developed for this species. In 2015, AFWA helped move conservation efforts forward for lynx, by hosting discussions among state wildlife biologists at regional and national conferences, and by working with the U. S. Fish and Wildlife Service and the states to help launch a new Species Status Assessment for the species. AFWA staff and state wildlife biologists published an article in *The Wildlife Professional* describing state conservation activities for lynx over the past fifteen years, including significant habitat conservation efforts and improved monitoring which shows that populations of the species are more robust in many areas of its range than when the species was assessed in 2000.

### Teaming With Wildlife Fly-in

Nearly 100 advocates from across the country participated in the annual Teaming With Wildlife Fly-in on February 24-25 on Capitol Hill. The purpose of the Fly-in is to raise awareness of the importance of the State and Tribal Wildlife Grants program. Members of the Teaming With Wildlife coalition visited several hundred congressional offices seeking support for two Dear Colleague Letters supporting funding for the program. Forty-one senators (30 democrats, 9 Republicans, 2 independents) and 102 representatives (90 democrats, 12 republicans) signed on to the Dear Colleague Letters. This strong bipartisan support led to increased State and Tribal Wildlife Grants program funding in FY16.

At the Teaming With Wildlife Fly-In “Celebrating Champions of Wildlife” reception, AFWA and the Coalition presented Congressional awards to Senators Susan Collins (ME) and Ben Cardin (MD) and Congresswomen Louis Capps (CT) and Congressman Chris Smith (NJ) for their long-standing support of the State and Tribal Wildlife Grants program. The Teaming With Wildlife Coalition member achievement award was presented

to New Jersey Audubon Society and the State Wildlife Action Plan Partnership award was given to the Montana Department of Fish Wildlife and Parks and the Big Hole CCAA Partnership for their work on recovery of arctic grayling.



A new Species Status Assessment for the Canada lynx has been launched as part of an effort to move towards developing a formal recovery plan.

## STATE WILDLIFE ACTION PLANS

State Wildlife Action Plans reached their ten year milestone in October. The plans serve as the nation’s blue prints for conserving 12,000 species in greatest conservation need. Most of the plans were revised in 2015 with significant help from partners and updated using the latest science. A best practices document that was created by the *Teaming With Wildlife Committee’s Best Practices Working Group* was used by nearly all states as an aid during the revision process.

## Climate Adaptation

*The strong message of the forum was that AFWA should help ensure that the water needs of fish and wildlife are included in the state-wide and federal responses to prolonged droughts.*

### Drought

AFWA hosted a Drought Forum during the 2015 Annual Meeting in Tucson. Attendees interacted with 8 panelists representing state agencies, federal agencies, and our NGO partners with expertise in managing wildlife in times of drought. Periods of intense drought are projected to become more frequent in the future. The strong message of the forum was that AFWA should help ensure that the water needs of fish and wildlife are included in the state-wide and federal responses to prolonged droughts. This may include getting involved in national and western policy through AFWA and WAFWA, as well as forming a working group of drought experts to compile lessons learned and recommend necessary policy interventions. AFWA staff are working with state agency staff and partners to develop a Drought Working Group and recommendations. AFWA's Climate Change, Science & Research, Ocean Resources Policy, Fisheries & Water Resources Policy, and Threatened & Endangered Species Committees were co-hosts of the forum.

### National Fish, Wildlife, and Plants Climate Adaptation Strategy

In partnership with federal and tribal agencies, AFWA released the *Next Steps* report, which identified and highlighted leading examples of where agencies are engaging, within existing resources, on climate change adaptation and resilience enhancing efforts for fish, wildlife, and plants across the nation. The Joint Implementation Working Group, coordinated by AFWA, also announced the creation of a Climate Adaptation Leadership Award for Natural Resources to recognize outstanding individuals and agencies in the emerging field of climate adaptation. The first awards will be presented in the spring of 2016. The *Next Steps* report and information about the award can be accessed at [wildlifeadaptationstrategy.gov](http://wildlifeadaptationstrategy.gov).



## Energy

Energy demand and consumption continues to increase in the U.S. and as we strive toward energy independence and more technological advances this demand will only grow. The progression toward energy independence has increased interest in development of renewable energy sources; renewable energy use has grown an average of 5% per year from 2001 to 2014, and comprised 9.8% of the total domestic energy consumption in 2014. Solar development is on the rise across the U.S. In 2015 renewable energy sources comprised 99% of new generation and 68% of that was from wind and solar. It is anticipated renewable energy development will increase significantly in 2016 and forward due to the five year extension of the production tax credit and the investment tax credit. To effectively conserve fish and wildlife resources and their habitats during energy development, state fish and wildlife agencies must maintain a consistent presence and actively participate with regulatory decision-making agencies and the energy industry.





The Association continues to develop webinars, workshops and other training to assist state wildlife agencies in working closer with the energy industries. The Association is also looking at developing a cooperative intergovernmental policy, memorandums of understanding or other agreements that will advance the state agencies leadership role and responsibilities in policy discussions and decisions.

The Natural Pathways Project was developed to assist state agencies and their conservation educators improve participation in hunting, fishing, boating, and outdoor recreation.

## Conservation Education

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Conservation education is one of the most important tools for enhancing public understanding and appreciation of our natural resources. Since 2004 when state directors at a National Summit declared it “mission critical,” AFWA has undertaken a series of Multi-state Conservation Grants building a body of knowledge to ensure a unified approach by states.

With the most recent MSC Grant AFWA pilot-tested a ‘natural pathways’ project in 2015 to help state agencies shape and realize the potential role conservation education can play in achieving goals associated with the recruitment, retention, and reengagement (R3) of participants in hunting, fishing, boating, and outdoor recreation. Recommendations and best practices available from the results of these pilots will prove an invaluable foundation of knowledge for conservation educators who are testing new ways to improve participation in outdoor recreation.

The North American Conservation Education Strategy also provides professional development opportunities through a series of webinars. More than 20 resources are available on the AFWA website for program planners and educators including the new GPS/GIS technology handbook entitled *Photo Point Monitoring: Using Technology in Field Investigations to Monitor Change Over Time*, with content developed by the Pacific Education Institute. In addition, the popular *Field Investigations* publication was revised to ensure that connections with current educational standards were maintained.

# FINANCIAL & BUSINESS STRATEGIES

## **WE BELIEVE**

*That by working together, we can advance a solution for funding a 21st century model of conservation.*

## Multistate Conservation Grant Program

AFWA continues to work towards increasing the amount of support to the states for their important work on recruitment, retention and re-engagement of hunters and recreational shooters through potential amendments to the Pittman-Robertson Act as well as support to states and nongovernmental organizations through an increase in the amount of money that can be spent for those efforts from the multistate grant program. Each grant awarded through the Multistate Conservation Grant Program (MSCGP), which is co-administered by the Association and the U.S. Fish and Wildlife Service (USFWS), has addressed a pressing resource management or conservation priority identified by an established national conservation need. This means, since 2000, over \$90 million in funding has been dedicated towards addressing critical conservation priorities on a national and regional level for state fish and wildlife agencies. The MSCGP is funded through the Wildlife and Sportfish Restoration Program because of the financial contribution of the hunting, archery, shooting, fishing and boating industries and purchases by America's sportsmen and women.

Highlights of MSCGP projects implemented in 2015 include: Understanding Trends in Public Values toward Wildlife as a Key to Meeting Current and Future Wildlife Management Challenges (WAFWA/MAFWA); Boosting Fishing Participation by Boat Owners (American Sportfishing Association); and Development and Implementation of a National Initiative for Hunter and Shooting Sports Recruitment, Retention, and Reactivation (Wildlife Management Institute and the Council to Advance Hunting & the Shooting Sports). For the 2016 MSCGP cycle, AFWA members selected 15 projects to recommend for funding.

*Each grant awarded through the Multistate Conservation Grant Program... has addressed a pressing resource management or conservation priority identified by an established national conservation need.*

## Professional Leadership

### National Conservation Leadership Institute

The success of the National Conservation Leadership Institute (NCLI) is hard to quantify, but its impact can be witnessed in so many ways. Last year saw the culmination and graduation of the NCLI's ninth cohort—elevating the total number of those who have completed this unprecedented leadership journey to 317 strong. While Cohort 9 was taking their experiential lessons learned back to their agencies, the Fellows of Cohort 10 were embarking on their own unique expedition and acquainting themselves with the tenants of Adaptive Leadership, forging new relationships and oftentimes testing and questioning their own assumptions, values and ideas. Such experiences gained through the NCLI enable individuals to help guide and lead their respective organizations through the challenges and complexities of conservation's future.

The NCLI welcomes direct donations to help prepare the next generation of conservation leaders. Visit [conservationleadership.org](http://conservationleadership.org) for more information about the NCLI and how to become a Fellow or supporter. The NCLI is staffed by AFWA's Management Assistance Team.



National Conservation Leadership Institute

Cohort 9  
2014 - 2015.



MANAGEMENT  
ASSISTANCE TEAM  
LEARN • LEAD • CHANGE

### The Management Assistance Team

AFWA's Management Assistance Team (MAT) acts as an internal training resource on retainer for all state fish and wildlife agencies to help advance conservation through leadership and professional development opportunities. MAT's products and services concentrate on agency administration—the people part of the equation. Supported by funds from a multistate conservation grant, MAT continued its exemplary

*MAT continued its exemplary service to state agencies and partners by offering...online training designed to fit the busy schedules of state agency employees.*

service to state agencies and partners by offering new delivery methods as well as new and revamped online training designed to fit the busy schedules of state agency employees.

In 2015, MAT conducted 20 online courses, 3 webinars and two workshop facilitations, with training hours totaling 3,632. Of MAT's online offerings, seven of the courses and webinars were new or revised, and all were served via the team's custom, online Conservation Learning Campus. MAT also provided leadership and organizational management consulting to eight individual state agencies and one federal agency, serving a total of 28 states and other partner organizations in 2015. To view MAT's latest professional development opportunities, go to [matteam.org](http://matteam.org).

## 2015 Annual Meeting

The Association held its 105th annual Meeting, September 13-16, 2015, in sunny Tucson, Arizona. Leading off the conference, the 2015 plenary "New Frontiers: Technology, Customer, and Business Models for Fish and Wildlife Agencies" exploring other frontiers of fish and wildlife agency business foundations. The session discussed organizational relevancy, customer relationships, and new opportunities for the business of conservation.

AFWA thanks plenary moderator Maria Baier, Senior Vice-President of Communications and Public Affairs, Phoenix Suns, and the panel of speakers Gordon Myers, Executive Director of the North Carolina Wildlife Resources Commission; Michael Nussman, President and CEO of the American Sportfishing Association; Myles Culhan, Managing Counsel of the Occidental Petroleum Corporation; and Daniel M. Ashe, U.S. Fish and Wildlife Services Director.

### 2015 Annual Meeting Resolutions

State agency directors passed four resolutions during the AFWA's Business Meeting held on September 14. Resolutions are developed within AFWA committees to express a formal opinion for adoption by the Association. An endorsement of full staffing of the USGS Cooperative Fish and Wildlife Research Unit program, submitted by Science and Research Committee.

1. Recognizing the thirtieth anniversary of the Conservation Reserve Program, submitted by the Agricultural Conservation Committee.
2. Honoring the National Conservation Leadership Institute upon its 10th Year, submitted by the Leadership and Professional Development Committee.
3. Appreciation to the Arizona Game and Fish Department, adopted September 16, 2015.

To view the full text of the resolutions, visit the Resources section on [fishwildlife.org](http://fishwildlife.org).



Dr. Thomas Eason accepts the Mark Reef Memorial award on behalf of Claire Sunquist (FL).

## ANNUAL MEETING SPONSORS

AFWA extends its appreciation to the 105th Annual Meeting sponsors, exhibitors and, most especially, the Arizona Game and Fish Department.

**Sustaining Partners:** U.S. Fish & Wildlife Service, U.S. Geological Survey

**Platinum:** Bass Pro Shops, NOAA Fisheries, USDA-APHIS-Wildlife Services

**Gold:** Bureau of Land Management, USDA Forest Service, USDA NRCS, USDA/APHIS Veterinary Services

**Silver:** ACTIVE Network, Avian Power Line Interaction Committee, National Park Service, Pheasants Forever and Quail Forever, Rocky Mountain Elk Foundation, Systems Consultants

**Bronze:** Boone and Crockett Club, Dallas Safari Club, DJ Case & Associates, National Rifle Association, National Wild Turkey Federation, Recreational Boating & Fishing Foundation, The Nature Conservancy, Voss Signs, The Wildlife Society

**Hospitality-Meals-Receptions:** Archery Trade Association, Brandt Information Services, Ducks Unlimited, Inc., National Shooting Sports Foundation, Wildlife Forever

# Planning

## Strategic Planning

In 2015 the AFWA Executive Committee and staff conducted a formal review of our strategic plan. The original plan was due to expire in 2015.

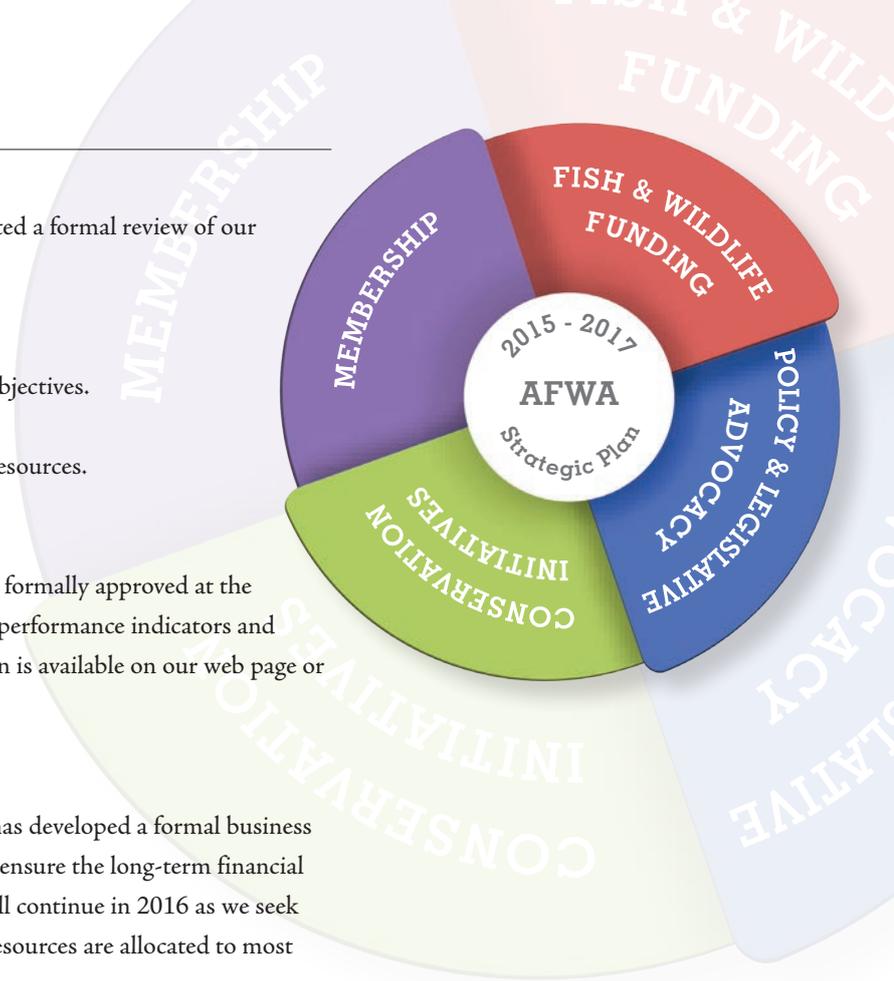
Over the course of the year several sessions were held to:

- ◆ Review progress made toward achieving strategic objectives.
- ◆ Identify our successes.
- ◆ Identify where we need to focus more energy and resources.
- ◆ Update and refresh the plan.

At the end of the process the 2015-2017 Strategic Plan was formally approved at the AFWA Annual Meeting in Tucson. Staff will measure key performance indicators and report them to the Executive Committee quarterly. The plan is available on our web page or you may contact AFWA if you would a copy sent to you.

## Business Planning

In conjunction with the strategic planning process AFWA has developed a formal business plan designed to align resources with our strategic plan and ensure the long-term financial health of the Association. The business planning process will continue in 2016 as we seek the right balance between our funding sources and ensure resources are allocated to most effectively meet our strategic objectives.



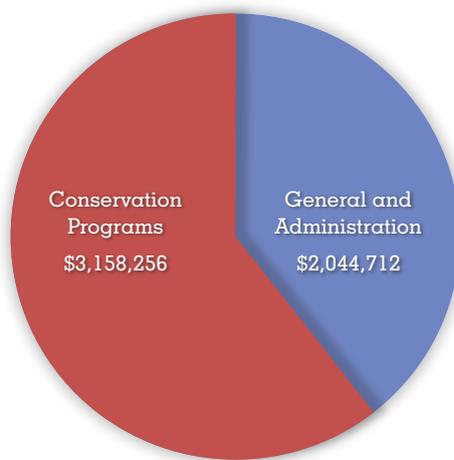
# 2015 Financials

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

## 2015 REVENUE



## 2015 EXPENSES



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

## MEMBERSHIP DUES

State	23.08%
Federal	< 1%
Provincial	< 1%
Associate	< 1%
Affiliate	< 1%
Contributing	< 1%

## GRANT REVENUE

Federal	14.89%
Multistate	39.97%
Foundation	< 1%
International	4.32%

## OTHER REVENUE

Annual Meeting	7.48%
Misc. State Contribution	< 1%
Overhead	9.24%
Miscellaneous	< 1%

**TOTAL REVENUE** \$5,224,020

**TOTAL EXPENSES** \$5,202,968

## OFFICERS & EXECUTIVE COMMITTEE\*

### President

Dave Chanda, New Jersey Division of Fish & Wildlife

### Vice President

Nick Wiley, Florida Fish & Wildlife Conservation Commission

### Secretary/Treasurer

Glenn Normandeau, New Hampshire Fish & Game Department

### Past President

Larry Voyles, Arizona Game & Fish Department

## EXECUTIVE COMMITTEE

### Chair

Virgil Moore, Idaho Fish & Game Department

### Vice Chair

Bob Ziehmer, Missouri Department of Conservation

### Members

John Arway, Pennsylvania Fish and Boat Commission

Ed Boggess, Minnesota DNR-Division of Fish and Wildlife

Bob Broscheid, Colorado Division of Parks & Wildlife

Ed Carter, Tennessee Wildlife Resources Agency

Jim Douglas, Nebraska Game & Parks Commission

Virgil Moore, Idaho Fish & Game Department

Carter Smith, Texas Parks & Wildlife Department

## EX OFFICIO VOTING MEMBERS

### Canada:

John Blake Director, Wildlife Division Department of Environment and Conservation

## REGIONAL ASSOCIATION MEMBERS

### Midwest:

Kelley Meyers, Iowa Department of Natural Resources

### Northeast:

Catherine Sparks, Rhode Island Dept. of Environmental Management

### Southeast:

Gordon Myers, North Carolina Wildlife Resources Commission

### Western:

Scott Talbott, Wyoming Game & Fish Department

\* Current slate 2015/15 Officers & Executive Committee Members

## AFWA Committees, Subcommittees & Working Groups

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

### AGRICULTURAL CONSERVATION

Biofuels Working Group

Conservation Reserve Program Working Group

EQIP/CSP Joint Working Group

Farm Bill Easement Working Group

Forestry Working Group

Public Access Working Group

### ANGLER & BOATING PARTICIPATION

### ANNUAL MEETING/AWARDS/NOMINATING

### AUDIT

### BIRD CONSERVATION

Migratory Shore & Upland Game Bird Working Group

Partners in Flight/Shorebird/Waterbird Working Group

Resident Game Bird Working Group

Waterfowl Working Group

### CLIMATE CHANGE

### EDUCATION, OUTREACH & DIVERSITY

Conservation Education Strategy Working Group

Diversity Working Group

Outreach Working Group

Wildlife Viewing & Nature Tourism Working Group

### ENERGY & WILDLIFE POLICY

Onshore Oil, Gas and Minerals Subcommittee

Wind, Solar & Transmission Subcommittee

### EXECUTIVE

### FEDERAL & TRIBAL RELATIONS

### FINANCE

### FISH & WILDLIFE HEALTH

Controlled Substances Act Task Force

Lead & Fish and Wildlife Health Working Group

### FISH & WILDLIFE TRUST FUNDS

Federal Assistance Working Group

### FISHERIES & WATER RESOURCES POLICY

Drug Approval Working Group

Natural Resource Damages Working Group

### HUNTING & SHOOTING SPORTS PARTICIPATION

### INTERNATIONAL RELATIONS

CITES Technical Work Group

### INVASIVE SPECIES

### LAW ENFORCEMENT

Interstate Wildlife Violator Compact

### LEADERSHIP & PROFESSIONAL DEVELOPMENT

### LEGAL

### LEGISLATIVE & FEDERAL BUDGET

Budget Working Group

Land & Water Conservation Fund Working Group  
(joint with Teaming With Wildlife Committee)

### NATIONAL GRANTS

### OCEAN RESOURCES POLICY

### RESOLUTIONS

### SCIENCE & RESEARCH

### SUSTAINABLE USE OF WILDLIFE

Furbearer Conservation Technical Working Group

### TEAMING WITH WILDLIFE

### TECHNOLOGY & DATA

### THREATENED & ENDANGERED SPECIES POLICY

### WILDLIFE RESOURCE POLICY

Amphibian & Reptile Subcommittee

Human/Wildlife Conflict Working Group



## Staff

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**Ron Regan**, Executive Director

**Patricia Allen**, Director of Marketing & Communications

**Carol Bambery**, General Counsel

**John Bloom**, Accounting Manager

**Kathy Boydston**, Wildlife & Energy Program Manager (TX)

**Devin DeMario**, Government Affairs Associate

**Bettina Fiery**, Professional Development Program Manager

**Tiffany Fritts**, Communications Coordinator

**Parks Gilbert**, Staff Attorney

**Estelle Green**, Administrative Assistant

**Deb Hahn**, Director of International Programs

**Mark Humpert**, Director of Conservation Initiatives

**John Lord**, Director of Operations

**Gina Main**, Director of Professional Development

**Jonathan Mawdsley**, Science Advisor

**Amanda Myers**, Training & Information Services Administrator

**Priya Nanjappa**, Amphibian & Reptile, and Invasive Species Program Manager (CO)

**Angela Rivas Nelson**, Executive Assistant

**Davia Palmeri**, Climate Change Coordinator

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

**Ashley Salo**, Multistate Conservation Grants Program Manager

**Judith Scarl**, Bird Conservation Program Manager, NABCI Coordinator

**Jen Mock Schaeffer**, Director of Government Affairs

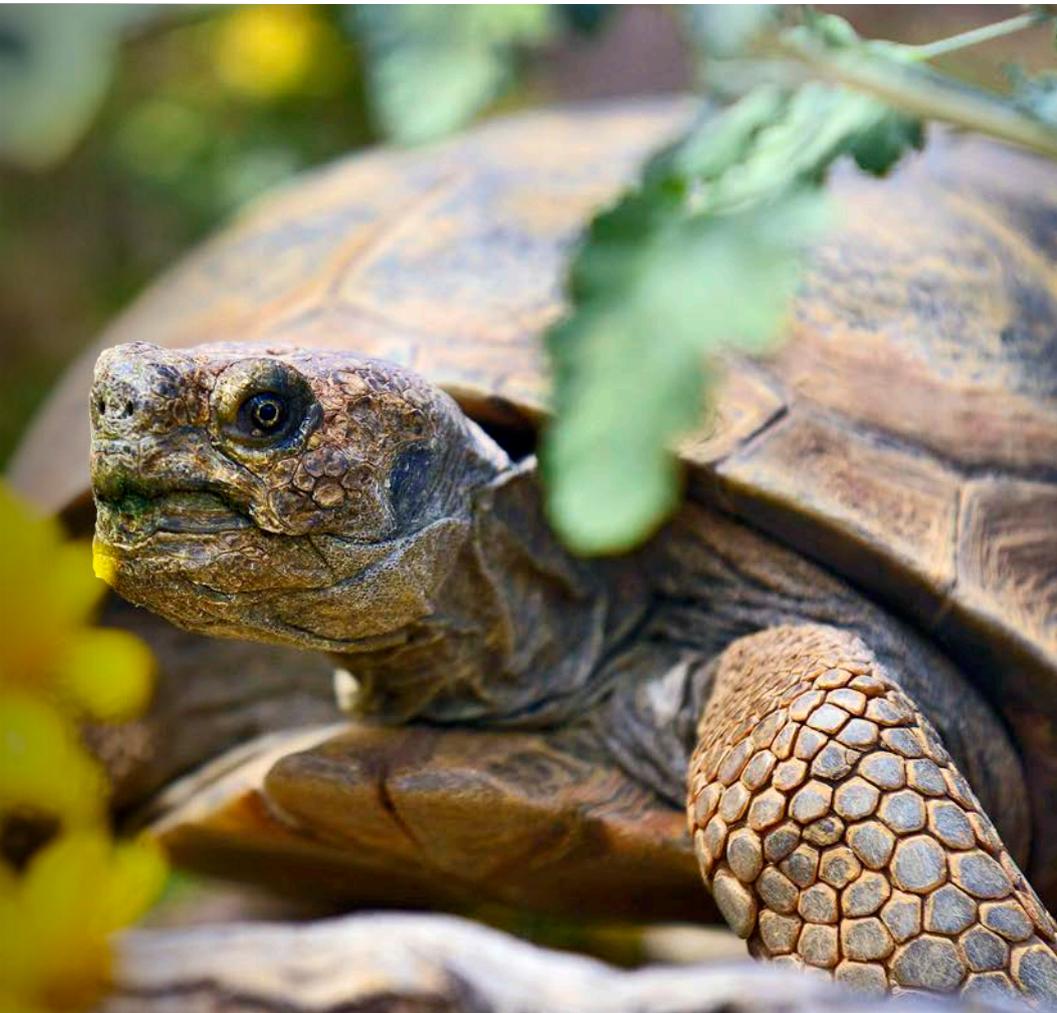
**Andrew Schmidt**, Agricultural Conservation Policy Analyst

**Dean Smith**, NAWMP Director/ Wildlife Liaison (Canada)

**Gary Taylor**, Legislative Director Emeritus

**Bryant White**, Trapping Policy Program Manager (MO)

*The funds entrusted to AFWA enable us...to address the most pressing conservation challenges of the day.*



# Members of the Association of Fish & Wildlife Agencies

Why is AFWA 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.

## U.S. STATE & TERRITORIAL AGENCY MEMBERS

Alabama Division of Wildlife & Freshwater Fisheries  
Alaska Dept. of Fish & Game  
Arizona Game & Fish Dept.  
Arkansas Game & Fish Commission  
California Dept. of Fish & Wildlife  
Colorado Division of Parks & Wildlife  
Connecticut Bureau of Natural Resources  
Delaware Division of Fish & Wildlife  
DC Department of the Environment, Fisheries and Wildlife Division  
Florida Fish & Wildlife Conservation Commission  
Georgia Wildlife Resources Division  
Hawaii Dept. of Land & Natural Resources  
Idaho Dept. of Fish & Game  
Illinois Dept. of Natural Resources  
Indiana Division of Fish & Wildlife  
Iowa Dept. of Natural Resources  
Kansas Dept. of Wildlife, Parks & Tourism  
Kentucky Dept. of Fish & Wildlife Resources  
Louisiana Dept. of Wildlife & Fisheries  
Maine Dept. of Inland Fisheries & Wildlife  
Maryland Wildlife & Heritage Service  
Massachusetts Division of Fisheries & Wildlife  
Michigan Dept. of Natural Resources  
Minnesota Division of Fish & Wildlife  
Mississippi Dept. of Wildlife, Fisheries & Parks  
Missouri Dept. of Conservation  
Montana Dept. of Fish, Wildlife & Parks  
Nebraska Game & Parks Commission  
Nevada Dept. of Wildlife  
New Hampshire Fish & Game Dept.  
New Jersey Division of Fish & Wildlife  
New Mexico Game & Fish Dept.  
New York Division of Fish, Wildlife & Marine Resources  
North Carolina Wildlife Resources Commission  
North Dakota Game & Fish Dept.  
Ohio Division of Wildlife  
Oklahoma Dept. of Wildlife Conservation  
Oregon Dept. of Fish & Wildlife  
Pennsylvania Fish & Boat Commission  
Pennsylvania Game Commission  
Rhode Island Dept. of Environmental Management  
South Carolina Dept. of Natural Resources  
South Dakota Game, Fish & Parks Dept.  
Tennessee Wildlife Resources Agency  
Texas Parks & Wildlife Dept.  
Utah Division of Wildlife Resources  
Vermont Dept. of Fish & Wildlife  
Virginia Dept. of Game & Inland Fisheries  
Washington Dept. of Fish & Wildlife  
West Virginia Division of Natural Resources  
Wisconsin Dept. of Natural Resources  
Wyoming Game & Fish Dept.

## U.S. FEDERAL AGENCY MEMBERS

Bureau of Land Management  
National Oceanic & Atmospheric Administration Fisheries Service  
National Park Service  
U.S. Dept. of Agriculture - APHIS/Veterinary Services  
U.S. Dept. of Agriculture - APHIS/Wildlife Services  
U.S. Dept. of Agriculture - Forest Service  
U.S. Fish & Wildlife Service  
U.S. Geological Survey

## CANADIAN GOVERNMENT MEMBERS

Alberta Environment and Parks  
Canadian Wildlife Service  
New Brunswick Dept. of Natural Resources  
Northwest Territories Dept. of Environment & Natural Resources  
Nova Scotia Dept. of Natural Resources  
Ontario Ministry of Natural Resources and Forestry  
Saskatchewan Ministry of Environment

## AFFILIATE MEMBERS

Atlantic States Marine Fisheries Commission  
College of Natural Resources (Univ. of Wisconsin-Stevens Pt.)  
Great Lakes Fishery Commission  
Gulf States Marine Fisheries Commission  
International Hunter Education Association-USA  
National Association of State Boating Law Administrators  
National Association of University Fish & Wildlife Programs  
North American Wildlife Enforcement Officers Association  
Pacific States Marine Fisheries Commission  
Society for Wildlife Forensic Science  
States Organization for Boating Access  
Western Pacific Regional Fishery Management Council  
Wildlife Disease Association

## CONTRIBUTING MEMBERS

American Eagle Foundation  
American Sportfishing Association  
Americas Fur Resource Council

Archery Trade Association  
B.A.S.S. LLC  
Boone & Crockett Club  
Canadian Wildlife Federation  
Delta Waterfowl Foundation  
Ducks Unlimited Canada  
Ducks Unlimited, Inc.  
Fur Institute of Canada  
Fur Takers of America, Inc.  
Hunting Heritage Trust  
National Audubon Society  
National Bowhunter Education Foundation  
National Marine Manufacturers Association  
National Rifle Association - Conservation, Wildlife & Natural Resources Division  
National Shooting Sports Foundation, Inc.  
National Trappers Association  
National Wild Turkey Federation  
National Wildlife Federation  
The Nature Conservancy  
NatureServe  
North American Falconers Association  
North American Grouse Partnership  
North Dakota Natural Resources Trust  
Outdoor Roadmap  
The Peregrine Fund  
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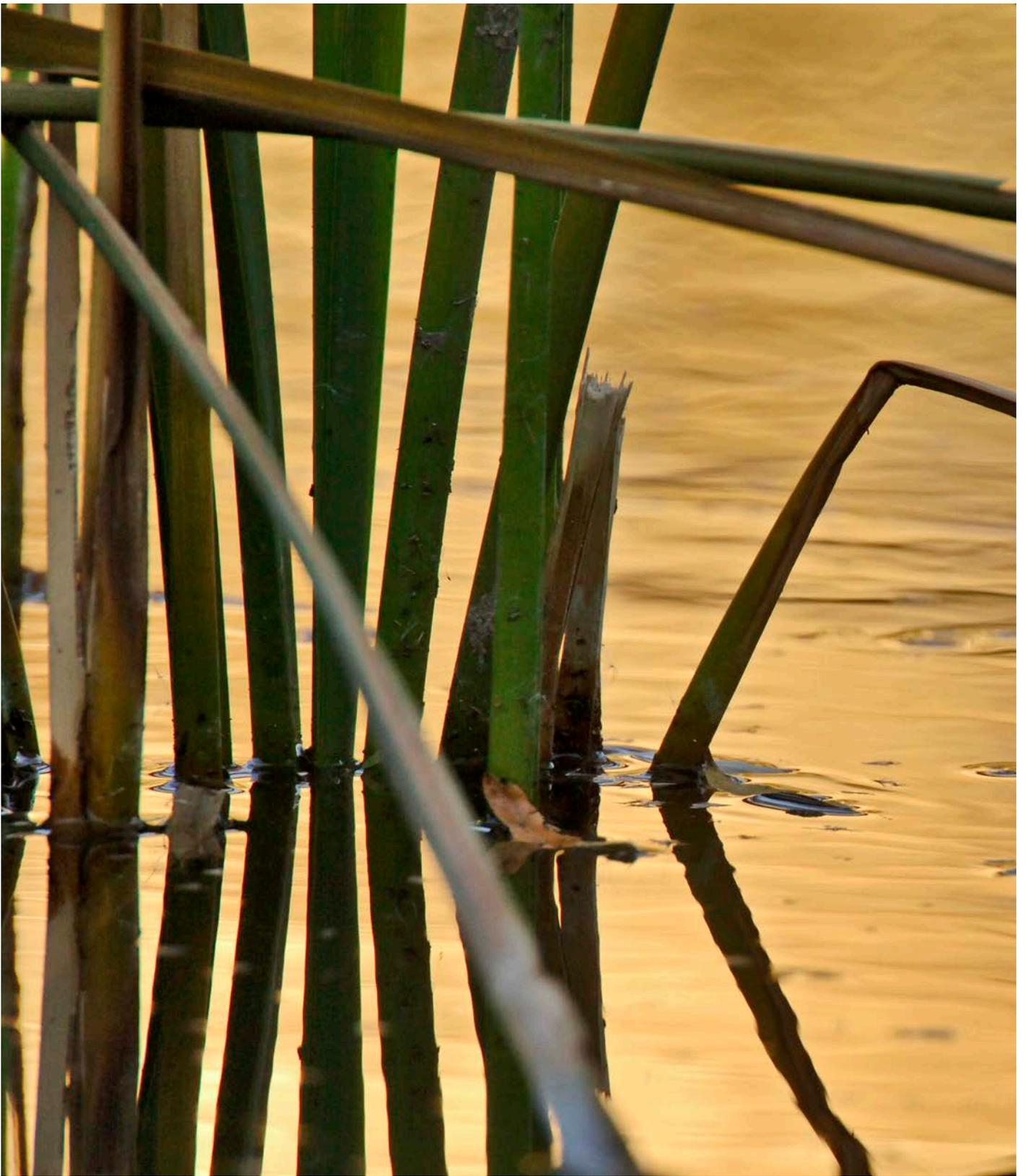


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106th AFWA Annual Meeting  
Philadelphia Pennsylvania  
September 11-14, 2016



**ASSOCIATION of  
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AGENCIES**

The Voice of Fish and Wildlife Agencies

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