

# ANNUAL REPORT **2018**



ASSOCIATION *of*  
FISH & WILDLIFE  
AGENCIES

# An Invitation to the Outdoors

Two hunters in camouflage gear standing in a field with rifles. The hunter on the left has a rifle slung over their shoulder and binoculars hanging from their belt. The hunter on the right has a rifle slung over their shoulder. They are both wearing hats and jackets. The background is a lush green field with trees in the distance.

# An Invitation to Conservation

# PRESIDENT'S MESSAGE



I am deeply humbled and honored to serve in the role of the AFWA President. For over one hundred years the Association of Fish & Wildlife Agencies has maintained a wonderful heritage of collaborative success in advancing national conservation policy on behalf of the states, provinces, and territories. The opportunity to help shape and lead the policy discussions of our day will clearly be one of the highlights of my career.

2018 was the year of 'almost' and the year of change. We almost saw passage of two of the Association's highest legislative priorities -- Recovering America's Wildlife Act and the Pittman-Robertson Modernization Act. We also observed an unprecedented turnover in state directors all across the country.

2019, therefore, becomes the year of opportunity. Given our strong finish with making the case for the two bills noted above, we have the opportunity for a fast start in the new Congress.

While we will miss those we know so well, leadership change brings new ideas, new priorities, and new energy into the Association family. Also, an even greater participation by the Canadian provinces makes us even stronger. I want to take advantage of that opportunity as quickly as possible, and I will personally do all that I can to make the Association an important and welcoming venue for new directors to contribute to national policy advocacy.

Let me also note that 2018 enabled us to shore up our relationship with those federal partners with which there had been some strains. I want to be a catalyst for an even stronger rededication of the importance of those relationships and the need to manage beyond conflict to new collaboration.

I greatly appreciate your help on all counts. In the meantime, please reach out to me at any time with questions, advice, or recommendations.

Warm Regards,

Ed Carter  
President



# EXECUTIVE DIRECTOR'S MESSAGE

The work of the Association of Fish & Wildlife Agencies is manifold, with a core focus on policy and collaboration on Capitol Hill and within meeting rooms across the country, all in service, first and foremost, to state, provincial, and territorial fish and wildlife agencies. In the past year, our work on state agency funding, landscape conservation, migratory birds, international trade in endangered species, R3, and Chronic Wasting Disease, as well as educational offerings for leadership development, law students, and young people, have resulted in many important products and services.

As important as policy and collaboration are, the brighter star guiding our work is that which drives conservation delivery and invites people to the outdoors, wild things, wild places, and wild experiences. Indeed, all of our work, in some measure, can be summed up by the word relevancy -- relevancy of our conservation institutions and relevancy of your programs to real people looking for real connections to the abundant fish and wildlife resources on our continent.

During the years remaining in my career, if I can help in some small way to achieve a brighter star of relevancy for state, provincial, territorial fish and wildlife agencies, replete with broader public support and broader public funding, then I will retire a happy man one day. The Relevancy Road Map work that we initiated in 2018, in partnership with our friends at the Wildlife Management Institute, is a remarkable step in that direction. This product, still under development, when coupled with our work on Recruiting, Retaining, and Reactivating hunters and anglers, our nascent work with the Diversity Joint Venture, and making the case for broader sustainable funding, suggests to me that 2019 may be one of our best years yet for your Association.

Sincerely,



Ronald J. Regan  
Executive Director





# ALLIANCE FOR AMERICA'S FISH & WILDLIFE CAMPAIGN

It was a productive year for the Alliance for America's Fish & Wildlife (Alliance) campaign. With bills advancing in both House (H.R. 4647) and Senate (S. 3223) this year, the campaign pushed ever closer to realizing this historic and innovative solution to the fish and wildlife funding shortfall we face. The Senate version of the Recovering America's Wildlife Act (S. 3223) was introduced by Senators Risch (R-ID), Manchin (D-WV), Alexander (R-TN) and Heitkamp (D-ND) on July 17, 2018. The bill was referred to the Senate Environment and Public Works Committee and was positively received by the committee in a hearing on November 15th. With those procedural hurdles overcome and positive hearings in both chambers, the path has been cleared for swift action in the new Congress. Of note as well this year, all the regional fish and wildlife associations have now passed resolutions in support of the campaign, as well as many of the individual states, so in one form or another all fifty states are represented by statements of support.

We had identified a path forward to potentially have the bill included in the final spending package passed by the 115<sup>th</sup> Congress, but ultimately the appropriations deals broke down and the legislative vehicle enabling passage of the bill did not materialize. However, we finished out the year with 116 bipartisan cosponsors in the House and 6 in the Senate.

We were able to build durable bipartisan support for the legislation in both chambers that will translate into momentum this coming year. We will continue to advocate for dedicated funding for the states' proactive fish and wildlife conservation, as we know that is what is needed to implement state wildlife action plans and stem the tide of species declines we're seeing.

We also more than doubled the membership of the Alliance over this past year, and have brought on influential partners in many major sectors of the American economy, across the conservation community and beyond. A new partner page has been created on the Alliance website as well and can be viewed at [www.OurNatureUSA.com](http://www.OurNatureUSA.com). With this solid foundation of support for increased fish and wildlife conservation funding, we will work to introduce the bill early in the 116<sup>th</sup> Congress and look for opportunities to advance RAWA in both the House and Senate with the broad support of the growing partnership behind the Alliance.





# LEGISLATIVE AND GOVERNMENTAL AFFAIRS



# INTERNATIONAL AFFAIRS

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

The Association and the state fish and wildlife agencies engage partners and influence wildlife conservation across the globe. The Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) aims to ensure that international trade in wild animals and plants is not detrimental to their survival. The CITES Technical Work Group helped create a 10-year CITES vision to better support sustainable use and trade; supported the conservation and sustainable use of paddlefish, American eel, tortoises and freshwater turtles, and reptiles; and worked with partners on issues such as the traceability of wildlife and livelihoods.

## Other International Conventions, Treaties and Initiatives

At the Western Hemisphere Shorebird Reserve Network meeting, the Association supported the full life-cycle conservation of shorebirds. The Association engaged in a dialogue on the Endangered Species Act with U.S. members of the International Union for Conservation of Nature. At the Trilateral Committee for Wildlife and Ecosystem Conservation and Management, the Association and state agencies discussed bat, monarch and grassland conservation; cross-border conservation issues; and coordination on wildlife diseases. The Association influenced resolutions and decisions leading up to the Conference of the Parties for the Ramsar Convention and the Convention on Biological Diversity.

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# GOVERNMENT AFFAIRS & CONGRESSIONAL ADVOCACY

The Association is actively engaged in Congressional education and advocacy across numerous disciplines that affect states' ability to manage fish and wildlife. Much of it entails enhancing opportunities to work together with private landowners, conservation organizations, federal agencies, and outdoor enthusiasts. Together, we work to conserve fish, wildlife, and their habitats across land ownerships while supporting states' authority to manage fish and wildlife as a public trust resource for the benefit of current and future generations.

## Improving States' Communications with Hunters and the Public

The Improving the Pittman-Robertson Fund for Tomorrow's Needs Act (HR2591/S1613) passed the House of Representatives by unanimous consent and a modified version was pending passage in the Senate. Unfortunately, Congress did not enact the much-needed provision before the 115th Congress expired. The bill would allow states to improve their communication, education, and outreach to hunters, recreational target shooters, and the public using modern methods and similarly to the way they already communicate with fishing and boating constituents. Currently, such communication efforts are considered "public relations" and are prohibited by the 1937 law.

## Slowing the Spread of Chronic Wasting Disease

The Association worked closely with the offices of Rep. Ralph Abraham (LA) and Senator John Barrasso (WY) to introduce the Chronic Wasting Disease Transmission Study in Cervidae Study Act (HR6272/S3644). The bills require the National Academy of Sciences to examine the predominant pathways for transmission of Chronic Wasting Disease (CWD), provide a prioritized list of research, evaluate current best management practices as well as state and federal captive herd certification programs, and provide additional recommendations for slowing the spread of CWD. This 100% fatal disease of deer, elk, moose, and reindeer has now been detected in 26 states and three Canadian provinces.

## Improving the Recovery of Federally Listed Species

Over the course of the 115th Congress, several State Directors provided testimony before the Senate Committee on Environment and Public Works on ways to improve recovering and delisting of species listed as threatened or endangered under the Endangered Species Act (ESA), including by providing state fish and wildlife agencies opportunities to work shoulder-to-shoulder with our federal partners to implement the Act as Congress intended without changing the authority of federal agency Secretaries. President Ed Carter (TN) also participated in roundtable discussions on Senator Barrasso's draft bill of ESA amendments to further inform the Committee of the states' interests and capabilities to help our federal partners.





## Increasing Funding for Science that Drives Management Decisions

The Association continues to advocate for increased funding for federal programs and agency functions that support strong and necessary state-federal partnerships, delivering mutually important science and research that is used to inform fish and wildlife management actions, decisions, and priorities. This includes working to increase funding for the U.S. Geological Survey's Ecosystems and Cooperative Research Units; the U.S. Forest Service's Research and Development Program; the U.S. Fish and Wildlife Service's Migratory Bird Conservation and Monitoring Program, National Fish Habitat Partnerships, the State and Tribal Wildlife Grants Program, and other programs and functions that are vitally important to state-federal partnerships and the collaborative conservation work of our non-governmental partners.

## Growing Conservation Opportunities through the 2018 Farm Bill

The Association was early in its development and adoption of a farm bill reauthorization proposal that was successfully used to inform several other conservation community platforms and efforts. Many of our highest priorities and recommendations were enacted in the Agricultural Improvement Act of 2018 (HR2), and a great deal of thanks goes to not just the Association's state agency members and conservation partners but also the tireless Hill staff who dedicated many hours to enact a Farm Bill that is the single largest federal investment for conservation on private lands in the nation. The new law is critical to state fish and wildlife agencies for conserving and improving millions of acres of fish and wildlife habitat through collaborative, voluntary conservation efforts with private landowners while supporting the rural economy and enhancing the outdoor recreation experience.



The Farm Bill is the single largest federal investment for conservation on private lands in the nation and is critical to state fish and wildlife agencies for conserving and improving millions of acres of habitat through voluntary, collaborative efforts that can also provide opportunities for hunting and fishing. Here are just a few of our community's 2018 farm bill successes:

- Improves provisions to protect native grasslands that have never been tilled.
- Steps up the Conservation Reserve Program to 27 million acres by 2023 and enrolls and maintains 8.6 million acres in continuous CRP by FY2023; directs annual enrollments.
- Reauthorized the Farmable Wetlands Program, and the Voluntary Public Access and Habitat Incentives Program at \$50 million per year.
- Reauthorizes the Environmental Quality Incentives Program (EQIP) and increases annual funding each year from \$1.75 billion in FY2019 to \$2.025 billion in FY2023, with 10% used for wildlife practices, which may have up to 10-year contracts.
- Provides for streamlined and coordinated procedures for the Conservation Stewardship Program and EQIP; steps up program funding from \$700 million in FY2019 to \$1 billion in FY2023.
- The Agricultural Conservation Easement Program annual funding increased by \$225 million to \$450 million per year, creating more flexibility for landowners' match requirement, and increasing the county cap for the Wetland Reserve Acreage from 10 to 15%.
- The Regional Conservation Partnership Program funding increased by \$300 million per year and provided program improvements.

## Recovering America's Wildlife Act

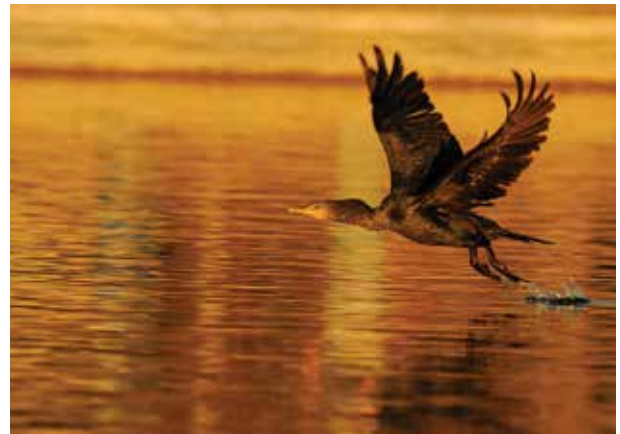
A solid foundation of support was laid in both the House and Senate this year with over one hundred bipartisan cosponsors garnered for this historic piece of conservation legislation that would fund states' proactive wildlife action plans. The Recovering America's Wildlife Act will remain a top priority for legislative action in 2019, and we will continue working side-by-side with our conservation partners and members of the Alliance for America's Fish and Wildlife to introduce a bill in both chambers and enact this critically important piece of legislation.

## Clean Water Takes Center Stage

The Association focused on two Clean Water Act (CWA) topics in 2018. In early 2018 we worked with the Administration to provide informational updates on the President's proposal to rescind and replace the 2015 Clean Water Rule to both Fisheries Administrators and the Fisheries and Water Resources Policy Committee, this gave our members the chance to engage with the Environmental Protection Agency (EPA) on the information needed to assess the potential impact of the proposals on their state operations. The Association also collaborated with the Western Governors Association (WGA), Association of State Wetland Managers (ASWM), and the Association of Clean Water Administrators (ACWA), among others, to share our concerns with Congress and the Administration regarding proposals to decrease state authority under Section 401 of the CWA dealing with Water Quality Certifications. To build upon this outreach, we hosted an informational webinar on Section 401 of the CWA for state Fisheries Administrators where representatives from WGA and ASWM provided presentations.

## Fisheries and Bird Experts Join Forces

In response to increasing management concerns, the Fisheries and Water Resources Policy Committee and Bird Conservation Committee established a joint working group to tackle cross disciplinary challenges surrounding bird predation on fish. Titled the "Bird and Fish-Related Conflict Working Group" this effort brings together state and federal experts from the fish and wildlife community, including one representative from each of the regional flyway councils, to tackle identified issues surrounding communication, science, and management, including those related to Double Crested Cormorants.



## Vessel Incidental Discharge Act Becomes Law

After years of debate, late in 2018 Congress passed the Vessel Incidental Discharge Act (VIDA) as part of the Frank LoBiondo Coast Guard Authorization Act of 2018. Although the language of the Act contains state preemption, we were pleased that many of the amendments sought by the Association and our state members and partners, were included in the bill. When compared to previous versions, these amendments increase the role of the states in promulgation and enforcement of regulations, ensure EPA expertise is incorporated into the rulemaking process, address unique needs specific to geographic areas such as the Pacific Coast and Great Lakes, provide a greater



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Over the course of 2018, the Association played a key role in the advancement of large-scale policy initiatives that are critical to the conservation of fisheries and aquatic resources across the nation as well as the ability of states to provide enhanced opportunities for recreationists to enjoy the outdoors.

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focus on aquatic nuisance species via standard setting, developed grant programs, and set a requirement for states to be notified in the case of an aquatic invasive species emergency. The bill, among other provisions, also allows for states to petition EPA and USCG for more stringent standards as well as the establishment of “no-discharge zones”.

### Water Resources Infrastructure

Over the past few sessions Congress has acted under regular order to reauthorize the Water Resources Development Act (WRDA). In the 115th session the Association worked with our partners to lobby for several natural resource provisions to be included in its WRDA reauthorization package and on October 23rd the President signed into law S. 3021, America’s Water Infrastructure Act of 2018 (AWIA). AWIA is a comprehensive Act containing numerous state, regional, and national provisions of interest including but not limited to; direction to the ACOE to expand research on aquatic invasive species, including zebra mussels and Asian carp; expansion of watercraft inspection stations for certain river basins, authorization of, and/or direction to expedite, numerous ecosystem centric projects across the country, and direction to the ACOE to consider natural and nature-based infrastructure options in water resource projects.



### Amending the Marine Mammal Protection Act

After significant internal discussion with stakeholders and members during the fall of 2018, the Senate passed S. 3119, the Endangered Salmon and Fisheries Predation Prevention Act, and moved to advance the legislation during the last weeks of the 115th session. This strongly bipartisan bill amended the Marine Mammal Protection Act to allow for more effective and balanced conservation by incorporating flexibility in the permitting process to lethally take pinnipeds in the Columbia River Basin with the goal of reducing known predation on threatened and endangered fish species. On December 18th, the President signed S. 3119 into law, thus adding another tool to the management toolkit for Columbia River Basin state fish and wildlife agencies.

# LEGAL STRATEGY

AFWA's Legal Strategy marked its fifth year by filing an amicus brief with the U.S. Supreme Court to defend state enforcement of wildlife law, continuing its educational efforts in law schools and among state and federal personnel, and providing support for key interagency teams to fulfill our primary goal of enhancing state-federal collaboration. The Legal Strategy has continued to raise awareness of the North American Model of Wildlife Conservation and provided legal analysis and support for other key Association outlets such as the Joint Federal/State Task Force on Federal Assistance, a Joint Working Group on Wildlife Governance, and the Feral and Free-Ranging Cat Work Group.





## Legal Counsel and Analysis

AFWA counsel tracked a number of judicial, legislative, and regulatory developments in 2018, and continued to offer forums to discuss emerging issues in state wildlife management. With the input of State directors and attorneys, the Association prepared academic and legal research products, analyzed and responded to federal rules affecting migratory birds as well as national preserves and refuges, and provided support for agency work on topics including sustainable use of wildlife, chronic wasting disease, Native American treaty interpretation, and new developments in application of the North American Model of Wildlife Management and public trust doctrine. AFWA counsel also began supporting the Association's work on the International Union for Conservation of Nature's (IUCN) U.S. National Committee.

In 2019, AFWA counsel will support our government affairs team in closely tracking any federal legislation and rulemaking pertaining to federal aid in wildlife restoration and education, public land use, and endangered species management. In addition, the current term of the Supreme Court includes numerous cases with implications for state-tribal relations and agency deference—two topics of paramount importance to wildlife management.

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



## Law School Outreach, Curricular Development, and Publications

In 2018, the Association launched the State Wildlife Law Project, a legal search platform tailored for students and practitioners of state fish and wildlife law. Research to support the Project is ongoing, and the platform will be updated with topics of high interest including but not limited to R3, habitat protections, and commercialization of fish and wildlife.

AFWA's outgoing general counsel, Carol Frampton (now Chief of Legal Services for the National Wild Turkey Federation), taught two law courses at Michigan State University (MSU) School of Law on wildlife law and energy development and will continue to teach these courses at MSU. Students in those courses contributed to multiple issues of the Wildlife Law Call, a periodical newsletter containing updates and articles on case law, legislation, and regulation concerning natural resources. The Association has continued to create opportunities for conservation law internships, hosting one intern in its Washington, D.C. office as well as one in Colorado and two in Michigan. The Association and National Wild Turkey Federation will continue this vital work together in the year ahead.



# CONSERVATION INITIATIVES





## North American Bird Conservation Initiative

The North American Bird Conservation Initiative (NABCI) brings federal, state, and non-government bird conservation partners together to provide a forum for coordinated, landscape-level bird conservation. One of NABCI's core roles is to integrate priorities of regional, national, and international bird conservation interests to create a unified voice for conservation. In 2018, to highlight areas of consensus across bird conservation and help partners communicate about urgent priorities, NABCI released its National Bird Conservation Priorities. This document features a "Top 10" Actions list organized under five themes: land and water conservation, research and evaluation, engagement and partnerships, addressing threats, and policy and funding. Leadership can use this concise tool to understand consistent, urgent priorities shared across varied bird conservation interest groups, and professionals can use the priority themes, strategies, and actions to set local and regional work into a broader context.



Actions and outcomes that benefit birds can also have far-reaching benefits for human health, economic interests, and other human goals, and engaging diverse stakeholders to work towards common goals can ensure we have the capacity to tackle

complex conservation challenges. To help initiate and guide these potential partnerships, NABCI created a Relevancy Toolkit, containing sourced, published examples linking bird conservation with other human benefits. The toolkit includes examples of how natural areas and birds generate economic premiums for property values and tourism, how birds reduce pests and provide critical agricultural services, links between bird habitat and human health, and mutual benefits of water conservation.

Both the National Bird Conservation Priorities and the Relevancy Toolkit can be found at [nabci-us.org](http://nabci-us.org).



## Bird Conservation Committee

AFWA's Bird Conservation Committee (BCC) also brings partners together to collaborate on pressing bird conservation issues, with a state-oriented focus. This Committee's broad breadth of focus includes landbirds, shorebirds, waterbirds, and waterfowl, addressing issues related to all-bird conservation, including game bird management and non-game issues. In 2018, this Committee tackled challenges ranging from grassland habitat conservation, to feral and free-ranging cats and their impacts on birds and other wildlife, to improving harvest-related reporting and data collection through the Harvest Information Program. In addition, in collaboration with the Association's legal team, the BCC evaluated state statutes relating to incidental take of migratory birds, to provide a starting point to evaluate how the December 2017 Department of the Interior Solicitor's Opinion M-37050 may impact state-led bird conservation. Almost half of states have no provisions to regulate incidental or accidental take, with an additional twelve states having indeterminate provisions. To address this, the BCC committed to developing model language or guiding principles for states wishing to develop statutes or rules addressing incidental take, and initiated a collaboration with the U.S. Fish and Wildlife Service to develop and communicate about Best Management Practices for avoiding migratory bird incidental take, with products anticipated in 2019.



## Southern Wings

Southern Wings reached a milestone with 30 state fish and wildlife agencies participating and over \$2.8 million to conservation partnerships in Guatemala, Nicaragua, the Dominican Republic, Colombia, Costa Rica, Mexico, Ecuador, the Bahamas, Bolivia, Venezuela, and Honduras. Southern Wings supports innovative partnerships in strategic locations that work with landowners, help provide socioeconomic benefits, guide restoration opportunities to areas that most benefit our shared species, and more. In 2018, new geocator data helped guide state full life-cycle actions to new sites in Venezuela. Shorebird conservation investment strategies in the Atlantic and Pacific flyways are helping states make strategic decisions with their funding to move the needle for shorebird populations.



*North American Waterfowl  
Management Plan*  
*Plan nord-américain de  
gestion de la sauvagine*  
*Plan de Manejo de Aves  
Acuáticas de Norteamérica*

## North American Waterfowl Management Plan

The North American Waterfowl Management Plan (NAWMP) has a 32-year history of waterfowl conservation. The Plan is visionary as it considers the intersection of waterfowl, habitat, and people in management decisions. The success of the Plan is a result of our commitment to science-based adaptation in delivering habitat conservation and understanding population-management linkages. Critical to the long-term achievements of the Plan is the collaboration of governments and non-government organizations in Canada, the United States, and Mexico.

The 2018 NAWMP Update (see [www.nawmp.org](http://www.nawmp.org)) demonstrates the waterfowl community knows how to focus resources on important landscapes, integrate conservation decisions, address Joint Venture population objectives, and engage hunters, birdwatchers, and the public in conservation actions. The 2018 Plan



Update validates that multiple stakeholders share an interest in waterfowl habitat conservation, providing the foundation for broader support of wetland conservation policies and funding programs. The 2018 Plan Update continues to focus on integration, which means we must consider the impact of management choices and incorporate these into conservation decisions to evaluate the benefits and trade-offs of alternative decisions.

State fish and wildlife agencies, through the Flyway Councils, were instrumental in the development of the 2018 Plan Update. State agencies were engaged in the assessment of current waterfowl management institutions; the survey of waterfowl and wetland professionals; the Future of Waterfowl II Workshop; and the surveys of hunters, birdwatchers and the general public in the U.S. and Canada. State agencies are also key to the future of waterfowl habitat projects at local, regional, and international scales.

State agency leadership in international conservation is exemplified by the Association's program for State Contributions to NAWMP/North American Wetlands Conservation Act (NAWCA) Projects in Canada. Forty-one states contributed \$3.5 million (USD) to Canadian waterfowl habitat projects during 2017-18 — a record number of states and the second highest annual commitment since 1991. The Association encourages agencies to continue investing through this

# 2018 WATERS TO WATCH

program because when matched by Ducks Unlimited, NAWCA and Canadian sources, the State funds leverage a total annual investment in waterfowl habitat in Canada of five times the State investment or nearly \$18 million (USD).



## NATIONAL FISH HABITAT PARTNERSHIP

The National Fish Habitat Partnership has implemented nearly 81 projects across 30 states in 2018. Since 2006, the National Fish Habitat Partnership has implemented over 840 projects in all 50 states through 20 regional partnerships. 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.



States were a key partner in implementing the National Fish Habitat Partnership's list of "Waters to Watch" in 2018, which represent a snapshot of voluntary, locally driven freshwater, estuarine and marine habitat conservation efforts implemented across the country.

### **Bayou Pierre and Tributaries in Copiah, Hinds, and Lincoln Counties, Mississippi**

Southeast Aquatic Resources Partnership

### **Big River, California**

California Fish Passage Forum

### **Bitter Creek, Wyoming**

Desert Fish Habitat Partnership

### **Blanco River, Texas**

Southeast Aquatic Resources Partnership

### **Deep Creek Town Diversion, Oregon**

Western Native Trout Initiative

### **East Burke Dam Removal, East Branch Passumpsic River, Vermont**

Eastern Brook Trout Joint Venture

### **Five Springs Complex, Ash Meadows National Wildlife Refuge, Nevada**

Desert Fish Habitat Partnership

### **Indian River Watershed, Alaska**

Southeast Alaska Fish Habitat Partnership

### **Lake Shelbyville, Illinois**

Reservoir Fish Habitat Partnership

### **Upper Sycan River, Oregon**

Desert Fish Habitat Partnership

For more information on project maps and descriptions of the "Waters to Watch" list for 2018, Visit: [www.fishhabitat.org/waters-to-watch/archive/2018](http://www.fishhabitat.org/waters-to-watch/archive/2018)

## Ed Schriever Elected as National Fish Habitat Board Chair



The National Fish Habitat Board held nominations for the position of Board Chair at their Fall Board meeting in Hunt, TX. The meeting was hosted by the Texas Parks & Wildlife Department at the Kerr Wildlife Management Area on October 17-18, 2018. Ed Schriever, Director of the Idaho Department of Fish and Game, was unanimously elected to serve as Board Chair. Mr. Schriever was the Western Association of Fish & Wildlife Agencies appointed Board representative and has served on the

Board since 2015. Schriever replaces Tom Champeau, Florida Fish and Wildlife Conservation Commission, who retired from state service in September 2018.

Ed Schriever is starting his second three-year appointment to the National Fish Habitat Board and is the fourth Chair of the National Fish Habitat Board, following John Cooper (SD), Kelly Hepler (AK/SD), and Tom Champeau (FL).

Chris Moore, Executive Director of the Mid-Atlantic Fisheries Management Council, who served as Acting Chair after Mr. Champeau's retirement, was returned to the position of Vice Chair of the Board.

## FURBEARER RESOURCES

### Best Management Practices

Trapping is a conservation activity that gets many people outdoors. Trapping also helps state agencies collect important information about wildlife and sustain healthy and diverse populations and habitats. To improve the welfare of animals captured in traps and modernize trapping technology, AFWA's furbearer resources program has developed twenty-two Best Management Practices (BMPs) for Trapping in the U.S. documents.



### Trapping Matters Workshop attendance hits 6000!

The Association hosted 12 Trapping Matters Workshops and Wildlife Fur Schools across the country for state and federal wildlife agencies and other professional wildlife groups in 2018. Since the workshops started in 2003, the Association has educated some 6,000 wildlife professionals on trapping! 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.



## Joint Management Committee for the Agreement on International Humane Trapping Standards (JMC) Meeting

The 8th Annual JMC (Joint Management Committee for the Agreement on International Humane Trapping Standards) meeting was hosted by the European Union in Brussels, Belgium. This significant meeting helps maintain the Understanding the U.S. has with the European Union (EU) as an important part of furbearer management for the States, as the Understanding allows fur harvested here to be imported into the EU.

## WILDLIFE HEALTH AND DISEASE

### AFWA Develops Best Practices for Preventing and Managing Chronic Wasting Disease

AFWA's Fish and Wildlife Health Committee approved the first-ever set of "Best Management Practices for the Prevention, Surveillance, and Management of Chronic Wasting Disease" at their meeting in September 2018. Chronic Wasting Disease (CWD) is an always-fatal neurodegenerative disease of deer, elk, moose, and other cervids which continues to spread within wild and captive cervid populations in North America. With recent detections in Mississippi and Tennessee, the disease has now been found in captive and/or wild cervid populations in 26 U.S. states and 3 Canadian provinces. The new Best Management Practices document reflects the input of over 30 wildlife disease experts from state, federal, provincial, and territorial agencies, as well as academic researchers and non-governmental

organizations with relevant expertise. This document provides state and federal agencies with clear descriptions of scientifically grounded approaches that can help reduce the further spread of Chronic Wasting Disease, facilitate the detection of the disease in wild cervid populations, and reduce adverse impacts on infected cervid populations. Key recommendations include restricting the movement of high-risk animals and animal parts, as well as the prevention of unnatural concentrations of animals that could exacerbate the spread of the disease. The new Best Management Practices have already been shared widely within the broader conservation community, with presentations by the report's editors and co-authors at the AFWA Annual Meeting and the annual conferences of the International Wildlife Disease Association, The Wildlife Society, the U. S. Animal Health Association, the AFWA Fish and Wildlife Health Forum, and the Wildlife Health Committee of the Boone and Crockett Club. A resolution in support of the Best Management Practices was adopted by the Association's leadership at the AFWA Annual Meeting in September 2018, and the Best Management Practices have also been endorsed by the Boone and Crockett Club. Copies of the Best Management Practices document and accompanying Technical Report are available for download from the website of the AFWA Fish and Wildlife Health Committee.

### AFWA Hosts First-Ever Fish and Wildlife Health Forum

The Association hosted the first-ever Fish and Wildlife Health Forum on November 14-16, 2018, at the headquarters of the U.S. Geological Survey (USGS) in Reston, Virginia. Participants included state fish and wildlife agency biologists and veterinarians, federal agency researchers and fish and wildlife disease program managers, and academic researchers studying important fish and wildlife disease topics. The meeting was co-sponsored with USGS Ecosystems, U.S. Fish and Wildlife Service Science Applications, U.S. Forest Service Research and Development, and the Virginia Department of Game and Inland Fisheries. Major financial support for this event was provided by the BAND Foundation, a private philanthropic grant-making organization. Between 2016-2018, the



BAND Foundation also funded a series of original scientific research projects through the Association which were focused on priority fish and wildlife health and disease topics, including the salamander fungus Bsal, white-nose syndrome in bats, and sea-star wasting disease in the Pacific northwest. The 2018 Forum featured presentations by these researchers as well as presentations from state and federal fish and wildlife managers who described their most pressing fish and wildlife disease challenges. A series of discussions after the presentations led to the development of a set of recommendations for further action by AFWA's Fish and Wildlife Health Committee and the National Fish and Wildlife Health Initiative. Participants found great value in the work of the National Fish and Wildlife Health Initiative and recommended that the Association consider updating the education and outreach materials which had originally been developed by that group in 2008. All the participants expressed strong interest in having the Association host future events on fish and wildlife health and disease topics.

## STATE AND TRIBAL WILDLIFE GRANTS & STATE WILDLIFE ACTION PLANS

The Association held a DC Fly-in on April 11 for states and partners. Supporters visited over 50 congressional offices to communicate the importance of the State and Tribal Wildlife Grants program and seek support for two Dear Colleague Letters. The US House of Representatives letter was signed by 169 bipartisan members and the US Senate by 45 members. Although a final FY19 Interior appropriations bill was not passed in 2018, the Senate recommended a \$2 million increase for the program.



The Wildlife Diversity Conservation and Funding Committee formed the Competitive State Wildlife Grant Working Group to review eligibility and scoring factors and drafted recommendations to the U.S. Fish and Wildlife Service to improve the competitive grants program. The letter was sent to the Service on December 5, 2018. Recommended changes included increasing the maximum award for grants, removing the requirement for match as a scoring factor, eliminating the preference for on-the-ground habitat projects and changes to scoring factors.

## FISH AND WILDLIFE RELEVANCY

In September, the Association adopted a resolution supporting development of a roadmap to fish and wildlife relevancy. The ultimate goal of the roadmap is to enhance conservation through broader engagement. Five teams are developing strategies to overcome key barriers to broader enhancement for potential adoption at the 2019 AFWA Annual Meeting. The effort is being co-chaired by Tony Wasley of the Nevada Department of Wildlife and Steve Williams of the Wildlife Management Institute. Developing recommendations to overcome barriers to relevancy was a recommendation of the Blue Ribbon Panel on Sustaining America's Diverse Fish and Wildlife. More information about the roadmap is available on the [AFWA website](#).





## LANDSCAPE CONSERVATION COLLABORATION

AFWA's Wildlife Resource Policy Committee stood up a working group to develop a white paper on successes, challenges and elements of successful landscape conservation. In addition to the white paper, a forum to promote communication on landscape conservation between state, federal and non-governmental organization (NGO) clients was held near Omaha, Nebraska. A second forum is planned for March 2019 in Denver, Colorado. In September, the Association approved its first resolution and guiding principles on landscape conservation collaboration.

## BUILDING AN ADAPTATION COMMUNITY

In 2018, the Association was a core sponsor of the Climate Adaptation Leadership Awards for Natural Resources. This annual award recognizes people and organizations for their outstanding work in raising awareness and addressing the impacts of climate change on the nation's living natural resources. Six people were honored at the 2018 AFWA Annual Meeting in Tampa, Florida. The Office of Coastal and Land Use Planning for the New Jersey Department of Environmental Protection was honored for their work on Building Ecological Solutions to Coastal Community Hazards, which addresses critical adaptation strategies necessary to preparing for extreme weather events. John O'Leary, formerly of the Massachusetts Division of Fisheries and Wildlife, was also recognized for his exceptional leadership in developing guidance for addressing climate impacts on fish and wildlife species at state, regional, and national levels.



In September, the Association launched the Adaptation in Action newsletter which seeks to bring attention to real-world success stories of climate adaptation by state agencies. By sharing these stories, the adaptation community can foster innovation, advance strategies, and develop a thriving peer network. Highlights have included an innovative study of sea level rise by the Florida Fish and Wildlife Conservation Commission and efforts to improve watershed resiliency for native fish conservation areas by the Texas Parks and Wildlife Department.

The Association also conducted the 2018 Climate Adaptation Survey to assess the status of climate adaptation efforts across the states. This survey is conducted every two years and the information gained from these will help to target future research, address information gaps, and help support the critical work of state agencies.

## OUTREACH STRATEGIES

### Conservation Education

Conservation education is one of the most vital tools for enhancing public understanding and appreciation of fish and wildlife management while shaping long-term conservation and enjoyment of natural resources.

The Conservation Education Strategy Toolkit contains resources developed by the Association to support conservation educators who offer fish and wildlife-based programs. The newest resources developed as part of AFWA's Conservation Education Strategy is the Natural Pathway Project. This project was designed to help state agencies shape and realize the potential role conservation education can play in reaching goals associated with recruitment, retention, and reactivation (R3) of participants in hunting, fishing, boating, and outdoor recreation.

The final report can be found on the [AFWA website](#).



## National Conservation Outreach Strategy

The Outreach Working Group has been working diligently to create a national conservation outreach strategy in the form of a national public awareness campaign toolkit to educate target audience(s) about the benefits of state wildlife agencies, wildlife, and wildlife management. The purpose of this project is to develop an overarching strategy, a unified creative approach and a consistent implementation plan for this campaign that will enable each state agency that is responsible for overseeing wildlife conservation to significantly increase awareness of their role in protecting and conserving wildlife among key target audience(s). The result of these efforts is the creation of a toolkit with the headline Making It Last. The intended result of a campaign such as Making It Last is greater awareness and appreciation for the work that fish and wildlife agencies do to care for wildlife, fish and natural resources and ensure they are here for generations to come. We are in the process of testing this messaging and toolkit with intended deployment for the states in 2019.



## Project WILD

The Association released an updated edition of the *Project WILD K-12 Curriculum & Activity Guide* in March 2018, completing a multi-year project to revise the content of the guide—including updates to activities, new activities, and new reference information. Many state agencies and organizations contributed to the production of this guide through financial contributions, as well as through staff input and expertise. The new edition of the Project WILD guide includes a greater diversity of topics, species, field investigations, and educator resources, including more background information on the North American Model of Wildlife Conservation. Every activity includes components to help take learning outdoors, as well as “In Step with STEM” (Science, Technology, Engineering, and Math) extensions, and “WILD Work” career and occupation extensions.

The Ohio DNR Division of Wildlife hosted our Project WILD annual meeting for state coordinators in 2018 on the shores of Lake Erie. State Coordinator Mary Goodyear of the New Hampshire Fish & Game Department received the Outstanding Coordinator award. Our focus was on reaching diverse and underserved audiences, with featured speakers presenting on access and adaptive strategies of content delivery to meet the needs of different groups.

With excitement, Project WILD hosted its first worldwide webinar with a focus on wildlife and climate. The Association’s Adaptation Program Manager Maggie







Ernest-Johnson, Pat Harcourt from MADE CLEAR, and the Association's Project WILD Program Manager Marc LeFebre presented on how states manage wildlife as ecosystems change, best education practices for teaching about climate change, and Project WILD resources.

Project WILD has a new website! Visit us at [www.fishwildlife.org/projectwild](http://www.fishwildlife.org/projectwild) where you can find a coordinator in your state, as well as access hundreds of resources available to teach about wildlife. We have also expanded our presence on social media platforms such as Instagram, Facebook, Twitter, and Pinterest, where educators and wildlife managers can connect with us. We will continue with #WildlifeIsEverywhere during the summer of 2019, so get those photos uploaded!

## Recruitment, Retention and Reactivation Update

Participation rates in many outdoor activities – including hunting, angling, boating, and target shooting – are changing, presenting some unique challenges for state and federal fish and wildlife agencies, non-government

agencies and industry partners to overcome in the coming decade. In response to these expected shifts in participation, an initiative to recruit, retain, and reactivate (R3) new and current participants in outdoor recreation has evolved. Now more than ever, the conservation community, with leadership with the Association and in partnership with the Council to Advance Hunting & the Shooting Sports (CAHSS) and the Recreational Boating & Fishing Foundation (RBFF), is focused on increasing participation and support for hunting, angling, boating, and target shooting. More than 40 conservation organizations, including many state agencies, have hired dedicated positions to enhance R3 efforts. As part of these enhanced efforts, agencies are hosting state and regional level meetings and writing strategic R3 plans. Further, regional associations and organizations are evolving their R3 committees, and national attention has been placed on R3 efforts through events such as the National R3 Symposium. Together, the conservation community has demonstrated that these outdoor recreation participants will continue to play a key role in conservation nationwide.

## AFWA Releases President's Task Force Report on R3

The AFWA President's Task Force Report on Angler Recruitment, Retention and Reactivation (R3), was approved by the Directors in March of 2018. The report provides recommendations and guidance to states developing R3 plans. The report can be found on the AFWA website at: <http://bit.ly/2DFXtpD>



# FINANCIAL & BUSINESS STRATEGIES



## MULTISTATE CONSERVATION GRANT PROGRAM

Since 2000, the Multistate Conservation Grant Program has dedicated over \$100 million to critical national and regional level conservation priorities.

Multistate Conservation Grant Program projects implemented in 2018 include:

- Determining Actionable Strategies for Angler R3** - The Recreational Boating & Fishing Foundation (RBFF), in partnership with Responsive Management, received a Multistate Conservation Grant for a major new study to identify actionable strategies for angler R3. The goal of the project is to determine how fishing can stay relevant in a changing society, given shifts in demographics and the emergence of new technologies and digital resources. This nationwide study is using data from surveys and focus groups with U.S. residents (including oversamples of African-American, Latino, and Asian-American residents) and R3 professionals to determine how to create new anglers, especially by engaging underserved audiences. As part of this study, Responsive Management recently presented key findings from a national survey of Americans at the 2018 RBFF State Marketing Workshop. In addition to measuring fishing participation and initial exposure to fishing, the survey examined knowledge about fishing; motivations and encouragements for fishing; constraints to fishing; and aspects of the fishing license purchase experience. The survey also explored what Americans are seeing and hearing about fishing today, as well as their familiarity with various websites related to fishing. Finally, the survey examined how Americans are purchasing their fishing equipment (including through online and brick-and-mortar retailers) and the rates of anglers using new and used fishing equipment. Through statistically valid results at both the national and regional levels, the survey data will help agency and nonprofit professionals fine-tune R3 initiatives, outreach strategies, and programs into the future.
- Assessing Harvest Management Influences on Chronic Wasting Disease Trends in the West** - This multi-jurisdictional effort to analyze existing

Chronic Wasting Disease (CWD) surveillance and population management data began in the spring of 2018. A workshop was held on March 27-28 in Fort Collins, Colorado to discuss preliminary project goals, outline data needs, and discuss prospective analyses. Attendees included representatives from Alberta, Colorado, Nebraska, Utah, and Wyoming. All represented jurisdictions have at least a 10-year history of CWD and agreed to provide data for the study. Summer and fall of 2018 focused on establishing data sharing agreements followed by data gathering and formatting. While management and surveillance data are already in-hand, considerable work was necessary to format and clean data for uniform outputs. Data analysis began in late fall and preliminary outputs are not yet available. Work on this project will continue through 2019 when the majority of analyses will occur.

- Track Participation Trends & R3 Effectiveness via License Sales Dashboards** - Maximizing returns on states' R3 investments requires identifying areas of greatest need, evaluating the effectiveness of R3 efforts and then making improvements. Faced with a lack of necessary data, the Western Association of Fish & Wildlife Agencies (WAFWA) R3 Committee initially developed paper-based scorecards to track license sales trends. After converting to electronic dashboards, the WAFWA and national NGO's supporting state R3 efforts realized electronic license dashboards, especially developed at the regional and national levels, were a beneficial solution to evaluating R3 efforts. Led by the American Sportfishing Association (ASA), seven NGOs joined together with the Association and were awarded a \$138,000



grant proposal that was matched with \$70,000 in NGO funds. This grant is now developing dashboards for 16 states, with additional states joining using their own funds. Seven state dashboards have been constructed and prototype regional-national dashboards are underway. Georgia, as an example, was recently able to increase their license revenue from \$171,000 to roughly \$300,000 by targeting specific groups using insights provided by their license dashboard. This tool also helps meet the evaluation guidelines outlined in the AFWA President's R3 task force.

## LEADERSHIP DEVELOPMENT

### National Conservation Leadership Institute

Touted as “an unparalleled solution that helps equip the guardians of our natural resources to face unprecedented challenges”, the National Conservation Leadership Institute (NCLI) continued into its 13th Cohort. What began 13 years ago with a need to expand leadership capacity in natural resource management, NCLI continues to evolve with each new Cohort. Vision setting and strategic thinking about the ongoing development of this program continued in 2018 with members of the NCLI board convening for a second strategy meeting and priorities were set for expanding the impact of the program and for increasing engagement of the ever expanding NCLI Alumni.

In 2018 the NCLI community saw the culmination and delivery of the first ever national, alumni driven, continuing education event - NCLI 2.0- Unleashing the Power- Unleashing the Power, graduation of the 12th Cohort, and welcomed the 36 Fellows of Cohort 13 into the program. One-hundred fifty-nine conservation professionals attended these three events of which 85 Fellows and Alumni represented 41 State Fish and Wildlife Agencies, bringing the NCLI Alumni total to 425 strong!



Cohort 13

### Management Assistance Team

The Association's Management Assistance Team (MAT) acts as an internal consulting and training resource for all 51 state fish and wildlife agencies and has been assisting in this capacity for more than 25 years. Supported by funds from a multistate conservation grant, MAT's work helps to advance natural resource management goals through organizational and leadership development opportunities. MAT's vision to “further the conservation goals of state fish and wildlife agencies through organizational and leadership development of agency staff at all levels” is achieved by MAT's products and services which concentrate on agency administration—the people part of the equation.

MAT staff began to implement a new strategic vision in 2018. The new strategy identified specific targeted tiers ranging from individualized state agency needs to conservation-wide initiatives with participation from the front-line up to executive level engagement.

### 2018 Breakdown

The Management Assistance Team conducted 14 online courses, 3 webinars and 9 face-to-face workshops with training hours totaling 7,064. MAT also provided leadership and organizational management consulting to 14 state agencies, bringing MAT's services to 31 states in 2018.

## 2018 ANNUAL MEETING

The Association held its 108<sup>th</sup> Annual Meeting September 9-12, 2018, at the Tampa Marriott Waterside Hotel in Tampa, Florida. Leading off the conference, the 2018 plenary “Outdoor Rising::Facing Forward” focused on how to reach out and thoughtfully engage with those customers for the future of our fish and wildlife agencies. “Outdoor Rising” delved into how fish and wildlife agencies can best engage customers, millennials, and others with products and services. “Facing Forward” explored institutional capacity and constructs of thoughtful engagement with customers and a proactive policy culture with our state and provincial agencies of the future.

The Association thanks our plenary speakers A.J. DeRosa, Founder/Creative Director of Northwoods Collective; Chet Hervey, Managing Partner of Business Affairs for Northwoods Collective; Andrew McKean, Director of Powderhook; Sara Parker Pauley, Director of the Missouri Department of Conservation; and



Travis Ripley, Executive Director of Fish and Wildlife Policy, Alberta, Canada for their insights.

## 2018 Annual Meeting Resolutions

The voting membership of the Association of Fish & Wildlife Agencies passed seven resolutions during its Business Meeting held on September 12, 2018. Resolutions are developed within AFWA Committees to express formal opinion for adoption by the Association.

1. Fish and Wildlife Agency Relevancy
2. Resolution in Support of the AFWA Best Management Practices for the Prevention, Surveillance, and Management of Chronic Wasting Disease
3. Continued Funding for the Council to Advance Hunting and the Shooting Sports through 2020
4. Partnership Resolution between the Association of Fish & Wildlife Agencies and the Diversity Joint Venture
5. To Encourage Participation by AFWA Members in the 2019 Joint Conference of the American Fisheries Society and The Wildlife Society
6. Fish and Wildlife Conservation at Landscape Scales
7. In Appreciation of the Florida Fish and Wildlife Conservation Commission for Hosting the AFWA Annual Meeting at the Tampa Marriott Waterside Hotel in Tampa, Florida, September 9-12-2018

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

# 2018 Annual Awards



The Association of Fish & Wildlife Agencies (AFWA) recognized nine individuals, two state agencies, one cooperative agency, and one private landowner for their dedication to advancing fish and wildlife

conservation at the Association's Annual Awards Ceremony held on September 11, 2018, in Tampa, Florida.

Recipients include:

### **Seth Gordon Award**

Keith Sexson (Kansas Department of Wildlife, Parks and Tourism)

### **John L. Morris Award**

Bruce Culpepper (Shell Oil Company)

### **Ernest Thompson Seton Award**

Southeastern Cooperative Wildlife Disease Study (SCWDS)

### **Boone and Crockett Award**

Texas Park and Wildlife Department

### **Mark Reeff Award**

Devin DeMario (AFWA)

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

Forney Family and the Forney Ranch

### **Conservation Law Enforcement Award**

Florida Fish and Wildlife Conservation Commission  
Division of Law Enforcement  
South Region Bravo - "Operation Thimblebrig"

### **Special Recognition Awards**

Congressman Jeff Fortenberry (Nebraska)  
Congresswoman Debbie Dingell (Michigan)  
Dr. Stephen Torbit (USFWS Mountain-Prairie Region)  
Puerto Rican Parrot Recovery Program (USFWS)

# AFWA VALUES



This Annual Report showcases the outstanding work the Association and its partners accomplished for conservation and shares some of the challenges that lie ahead. That work requires the Association to put out products that exceed expectations, to be a strong partner, to exercise leadership in our community, and to have the highest level of scientific integrity. However, it is not just about the outcomes and the outputs – it is also about how we do our work.

The Association developed and embraced five organizational values. In 2018, we considered how to ensure they are integrated into our work life and reflected on what they meant to us. Our values reflect what is important to the Association's staff. The Values reflect how we function and act when we are at our most effective and efficient. Our Values guide how we work together, resolve conflict, develop goals, cultivate relationships, and do our business, and they illustrate what we take seriously and how important our colleagues are to us.

It's one thing to have values framed in a conference room. It's another thing to have living, genuine values that are modeled throughout an organization daily. We are working towards values that are truly integrated into the fabric of our organization and lived by its employees. The behaviors associated with each Value help us to consider how our actions and inaction impact our colleagues, to understand what we expect from each other, to improve collaboration and communication, to take ownership of our work and actions, and to embrace innovation to find new ways of achieving excellence. In order for the Association to achieve its mission, we need to have a strong foundation and culture that is based on our Organizational Values.

## Photographers:

**Cover Collage:** Arizona Game & Fish Department; California Department of Fish & Wildlife; Florida Fish & Wildlife Conservation Commission; Montana Fish, Wildlife & Parks; NEBRASKAland Magazine/Nebraska Game and Parks Commission; Santosh Shanmuga

**Inside Cover Spread:** Tim Donovan, Florida Fish & Wildlife Conservation Commission

**Back Cover:** NEBRASKAland Magazine/Nebraska Game and Parks Commission

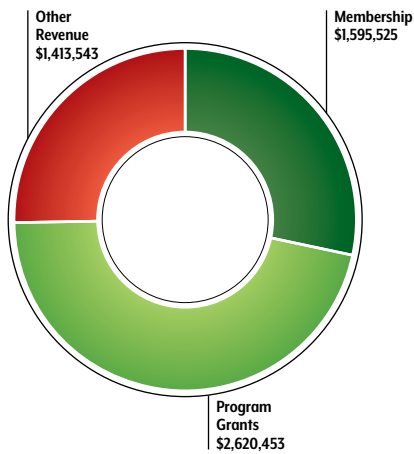
**Additional featured images by:** Arizona Game & Fish Department (pg 4, 5, 11, 12, 22); Montana Fish, Wildlife & Parks (pg 6-7); Georgia Department of Natural Resources (pg 7); Wildlife Habitat Council (pg 7); Isabel Hernandez (pg 8); Oklahoma Department of Wildlife Conservation (pg 9); NEBRASKAland Magazine/Nebraska Game and Parks Commission (pg 11, 21); Tim Torell (pg 13); National Wild Turkey Federation (pg 14); Maryland Department of Natural Resources (pg 15); Florida Fish & Wildlife Conservation Commission (pg 16, 17, 23, 24); North Carolina Wildlife Resources Commission (pg 17); John Fowler (pg 18); Texas Parks & Wildlife Department (pg 19); Santosh Shanmuga (pg 20); Arkansas Game & Fish Commission (pg 22, 25); Wisconsin Department of Natural Resources (pg 23); Tennessee Wildlife Resources Agency (pg 24); Northwood Collective (pg 25); California Department of Fish & Wildlife (pg 26); Utah Division of Wildlife Resources (pg 27).



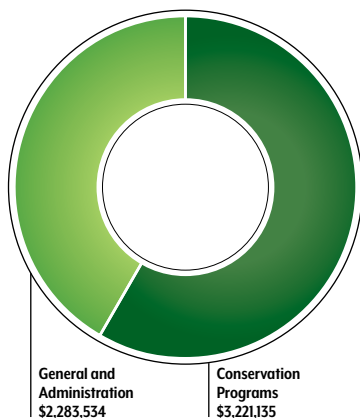
# 2018 FINANCIALS

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

## 2018 Revenue



## 2018 Expenses



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

# MEMBERSHIP DUES

State	27.20%
Federal	<1%
Provincial	<1%
Associate	<1%
Contributing	<1%

## GRANT REVENUE

Federal	14.09%
Multistate	22.91%
Foundation	1.65%
International	4.32%

## OTHER REVENUE

Annual Meeting	7.45%
Misc. State Contributions	3.58%
Overhead	7.80%
Miscellaneous	9.86%

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**TOTAL REVENUE** **\$5,629,521**

**TOTAL EXPENSES** **\$5,504,669**

## THE ASSOCIATION COMMITTEES, SUBCOMMITTEES & WORKING GROUPS

Almost without exception, the accomplishments of which the Association are 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**

Bioenergy Working Group  
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

### **Amphibian & Reptile Conservation Committee**

### **Angler & Boater R3 Committee**

### **Annual Meeting/Awards & Committee**

### **Audit Committee**

### **Bird Conservation Committee**

Feral and Free-Ranging Cat 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**

### **Education, Outreach & Diversity Committee**

Diversity & Inclusion Working Group  
Education Working Group  
Outreach Working Group  
Project WILD Subcommittee  
Wildlife Viewing & Nature Tourism Working Group

### **Energy & Wildlife Policy Committee**

### **Executive Committee**

### **Federal & Tribal Relations Committee**

### **Finance Committee**

**Fish & Wildlife Health Committee**  
Lead and Fish and Wildlife Health Working Group

### **Fish & Wildlife Trust Funds Committee**

Federal Assistance Coordinators Subcommittee  
Trust Fund Collection Working Group

### **Fisheries & Water Resources Policy Committee**

Subcommittee on Water  
Bird and Fish Related Conflict Working Group  
Drug Approval Working Group

### **Hunting & Shooting Sports Participation Committee**

**International Relations Committee**  
CITES Technical Working Group

### **Invasive Species Committee**

### **Joint Federal/State Task Force on Federal Assistance Policy**

**Law Enforcement Committee**  
Interstate Wildlife Violator Compact

### **Leadership & Professional Development Committee**

### **Legal Committee**

### **Legislative & Federal Budget Committee**

**National Grants Committee**  
Multistate Conservation Grant Program

### **Nominating Committee**

### **Ocean Resources Policy Committee**

### **Resolutions Committee**

**Science & Research Committee**  
Human Dimensions and Social Science Subcommittee

**Sustainable Use of Wildlife Committee**  
Furbearer Conservation Technical Working Group

### **Technology & Data Committee**

**Threatened & Endangered Species Policy Committee**  
ESA and Climate Change Working Group

### **Wildlife Diversity Conservation and Funding Committee**

**Wildlife Resource Policy Committee**  
Human/Wildlife Conflict Working Group



## Staff

**Ron Regan**, Executive Director  
**Patricia Allen**, Director of Communications  
**John Bloom**, Senior Account Manager  
**Devin DeMario**, Government Affairs Manager, Fisheries and Aquatic Resources Policy  
**Bettina Fiery**, MAT Professional Development Program Manager  
**Carol Frampton**, General Counsel  
**Tiffany Fritts**, MAT Communications Coordinator  
**Tim Gray**, MAT Administrative Assistant  
**Estelle Green**, Administrative Assistant  
**Deborah Hahn**, Director of International Programs  
**Mary Hughes**, MAT Training Specialist  
**Mark Humpert**, Director of Conservation Initiatives  
**Maggie Ernest Johnson**, Adaption Program Manager  
**Lane Kisonak**, Staff Attorney  
**Marc LeFebre**, Project WILD Program Manager  
**John Lord**, Director of Operations  
**Gina Main**, MAT Program Manager for Communications and Development  
**Dr. Jonathan Mawdsley**, Science Advisor  
**Amanda Myers**, MAT Program Manager Training & Information Service Administrator  
**Priya Nanjappa**, Amphibian & Reptile Program Manager  
**Angela Rivas Nelson**, Executive Assistant  
**Kelly Reynolds**, Project WILD Program Manager  
**Ryan Roberts**, National Fish Habitat Partnership Program Manager  
**Sean Saville**, Alliance for America's Fish and Wildlife Campaign Manager  
**Dr. Judith Scarl**, Bird Conservation Program Manager/U.S. Coordinator of the North American Bird Conservation Initiative  
**Jen Mock Schaeffer**, Director of Government Affairs  
**Andrew Schmidt**, Agriculture Policy Program Manager  
**Dean Smith**, North American Waterfowl Management Plan Director/ Wildlife Liaison  
**Elena Takaki**, Director, Project WILD  
**Bryant White**, Trapping Policy Program Manager  
**Silvana Yaroschuk**, Multistate Conservation Grants Program Manager

\*2018 staff list for the Association of Fish & Wildlife Agencies

## OFFICERS & EXECUTIVE COMMITTEE

### President:

**Ed Carter**, Tennessee Wildlife Resources Agency

### Vice President:

**Glenn Normandeau**, New Hampshire Fish & Game Department

### Past President:

Vacant

### Secretary/Treasurer:

**Gordon Myers**, North Carolina Wildlife Resources Commission

## EXECUTIVE COMMITTEE

### Chair:

Vacant

### Vice Chair:

**Sara Parker Pauley**, Missouri Department of Conservation

## MEMBERS

**Jim Douglas**, Nebraska Game & Parks Commission

**Kelly Hepler**, South Dakota Game, Fish & Parks

**Mark Reiter**, Indiana Division of Fish & Wildlife

**Carter Smith**, Texas Parks & Wildlife Department

**Catherine Sparks**, Rhode Island Department of Environmental Management

**Tony Wasley**, Nevada Department of Wildlife

## EX OFFICIO VOTING MEMBERS

### Canada:

**Travis Ripley**, Alberta Environment and Parks

### Midwest:

**Terry Steinwand**, North Dakota Game and Fish Department

### Northeast:

**Jim Connolly**, Maine Department of Inland Fisheries & Wildlife

### Southeast:

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

### Western:

**Curt Melcher**, Oregon Department of Fish & Wildlife

\*Current slate 2018-2019 Officers & Executive Committee Members

## 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.

### 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 and Wildlife  
 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  
 U.S. Dept. of Agriculture - APHIS/Wildlife Services  
 U.S. Dept. of Agriculture - Forest Service  
 U.S. Fish & Wildlife Service

### Canadian Government Members

Alberta Environment and Parks  
 British Columbia Ministry of Forests, Lands & Natural Resource Operations  
 Canadian Wildlife Service  
 Manitoba Department of Sustainable Development  
 New Brunswick Dept. of Natural Resources  
 Northwest Territories Dept. of Environment & Natural Resources  
 Nova Scotia Dept. of Natural Resources  
 Nunavut Department of Environment  
 Ontario Ministry of Natural Resources and Forestry  
 Prince Edward Island Forests, Fish and Wildlife Division  
 Saskatchewan Ministry of Environment  
 Yukon Department 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 Fisheries and Wildlife Programs

Pacific States Marine Fisheries Commission  
 Western Pacific Regional Fishery Management Council  
 Wildlife Disease Association

### Contributing Members

American Bird Conservancy  
 American Eagle Foundation  
 American Fisheries Society  
 American Sportfishing Association  
 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.  
 Mule Deer Foundation  
 National Bowhunter Education Foundation  
 National Marine Manufacturers Association  
 National Shooting Sports Foundation, Inc.  
 National Trappers Association  
 National Wild Turkey Federation  
 National Wildlife Federation  
 The Nature Conservancy  
 NatureServe  
 North Dakota Natural Resources Trust  
 Pheasants Forever  
 Pope & Young Club  
 Recreational Boating & Fishing Foundation  
 Resource Management Service, LLC  
 Rocky Mountain Elk Foundation  
 The Ruffed Grouse Society  
 Safari Club International  
 Theodore Roosevelt Conservation Partnership  
 Wild Sheep Foundation  
 Wildlife Management Institute  
 The Wildlife Society



*Save the date ...*

Association of Fish & Wildlife Agencies  
**109<sup>TH</sup> ANNUAL MEETING**

September 22- 25, 2019 ■ Saint Paul, Minnesota  
InterContinental Saint Paul Riverfront Hotel



**mn** DEPARTMENT OF  
NATURAL RESOURCES



# ANNUAL REPORT 2018



## The Voice of Fish and Wildlife Agencies

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

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