



ASSOCIATION *of*  
FISH & WILDLIFE  
AGENCIES

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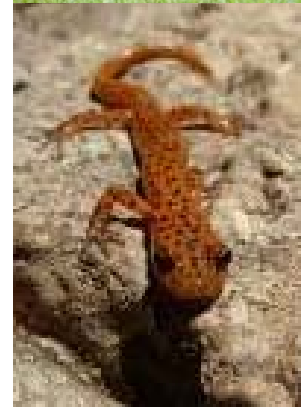
# Association HQ

## Highlights Quarterly

Activities of the Association  
for October, November & December 2008

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# Executive Director Notes

The title, format and distribution of this report...“Association HQ”...represents a change from our previous “Staff Report.” We have decided to go with an electronic distribution both to make it easier to share the report with others on your staff, but also save a few trees. This change is part of our overall effort to communicate more efficiently and effectively with our agency heads who we understand have limited time to digest a lot of information.

However, the change in title is more than just semantics. Truly the old moniker of staff report did not accurately reflect what the report captured. It was not simply a report from the staff, but rather a summary of all of the work of your Association. Everyone on the staff recognizes that the work of the Association is a partnership between the many men and women from our agencies who give of their time, talent and expertise coupled with the day to day continuity provided by our wonderful staff. This team effort has been the hallmark of the successes of the Association for so many years and will be the continued recipe that makes us successful in the future.

Finally, we have restructured the report to better align with the strategic plan that was adopted at the annual meeting in September. This plan helps guide our work every day and we believe it only makes sense to start thinking about how we update you on the work of the Association in that context.

On behalf of all the staff at the Association, we hope that you find this report more beneficial for you and your staff. Please let us know how we can improve upon it or any of our other communication vehicles.

Thanks for your continued support!

## ► Changes in Member Agencies

*The following changes in state fish and wildlife agency leadership have occurred in the past three months:*

**Gary Myers** announced his retirement as Executive Director of the Tennessee Wildlife Resources Agency in October effective March 1, 2009 after serving in that position for 30 years. A replacement has yet to be named.

**Mark Gibson** was named Acting Chief of the Rhode Island Division of Fish and Wildlife on October 1, 2008 following the retirement of **Mike Lapisky**.

**Tod Stevenson** was named Director of the New Mexico Game and Fish Department on November 6, 2008 following the resignation of **Bruce Thompson**.

**Joe Maurier** was named Director of Montana Department of Fish, Wildlife and Parks on November 11, 2008 following the resignation of **Jeff Hagener**.

**Greg Duffy** announced his retirement as Director of the Oklahoma Department of Wildlife Conservation in December effective July 2009. **Richard Hatcher** has been appointed to replace Duffy on his retirement.

**Phil Anderson** was named Interim Director of the Washington Department of Fish and Wildlife on December 11, 2008 following the resignation of **Dr. Jeff Koenings**. ◀

## ▶ Executive Committee

The Executive Committee met in Washington, DC on December 16 and 17, 2008 and took the following actions: 1) approved the 2009 proposed budget; 2) approved 2009 staff salary levels; and 3) approved the nominations of **Ken Mayer** of Nevada (replacing **Bruce Thompson**) and **Steve Ferrell** of Wyoming (replacing **Jeff Koenings**) as members of the Executive Committee.

In addition, the Executive Committee discussed potential future changes to the Association by-laws (none recommended at this time); received a briefing on the Association's 2007 audit; received a report from the Association's Annual Meeting Task Force; discussed theme and location for future annual meetings; met with Animal Plant Health Inspection Service (APHIS) Administrator **Cindy Smith**; received updates on Wallop Breaux reauthorization, legislative and legal issues and the farm bill, received a briefing on the Association's communications efforts and met with representatives from President-Elect Obama's transition team to discuss priorities for the Association. ◀

## ▶ White House Conference on North American Wildlife Policy

The White House Conference on North American Wildlife Policy took place on October 1-3, 2008 in Reno, Nevada. The meeting was called to help develop a blueprint for the next century of wildlife conservation policy by developing a 10-year Recreational Hunting and Wildlife Conservation Plan.

Prompted by Presidential Executive Order #13443, the Conference brought together leaders in the wildlife community, including more than 30 representatives from state fish and wildlife agencies, to discuss wildlife management and coordination at the state, tribal and federal levels; habitat conservation issues including energy development and climate change; funding for wildlife conservation; and perpetuating hunter traditions. Directors **Rex Amack (NE)**, **John Frampton (SC)**, **Rebecca Humphries (MI)** and **Ken Mayer (NV)** participated in panel discussions on the various issues. Eleven other agencies directors were also in attendance including **Gary Myers (TN)**, **Dan Forster (GA)**, **Ken Haddad (FL)** and **Greg Duffy (OK)** from SEAFWA.

During the closing session of the Conference, Vice President Dick Cheney announced a new incentive payment through the Conservation Reserve Program (CRP) to landowners who allow public hunting access on their property. Landowners who are enrolled in CRP will now be eligible for a \$3 per acre incentive if they sign on to their state's hunting access program; the incentive is expected to open an additional 7 million acres of quality wildlife habitat for hunting.

The 10-year plan will be finalized in January 2009. The Association of Fish and Wildlife Agencies will continue to have input in to the development of this document. We will keep you posted as this document is finalized. ◀

## ▶ National Conservation Leadership Institute (NCLI)

The 3rd cohort of the National Conservation Leadership Institute (NCLI) held its 11-day residency at the National Conservation Training Center (NCTC) starting on Sunday, October 5, 2008. The 3<sup>rd</sup> Cohort has 34 fellows, including 22 from state fish and wildlife agencies; six from federal agencies; two tribal representatives and four fellows from NGO's.

Fellows are currently working for the next five months on individual leadership projects focused on a challenge facing their organizations, and the program culminates in the spring with a long-weekend session at Big Cedar Lodge in Missouri.

The NCLI Board met at the National Conservation Training Center on October 5 and discussed the NCLI budget and fundraising opportunities, promotion and advertising for prospective NCLI fellows, and the potential creation of an NCLI alumni association with continuous education opportunities.

The NCLI is an outstanding opportunity for a select group of conservation professionals – including someone from your organization. Fellows must be nominated by their agency director. Please visit [www.conservationleadership.org](http://www.conservationleadership.org) for further information. ◀

## Fish & Wildlife Funding

### ► Economic Stimulus

President Obama is focusing his economic stimulus initiative on putting people back to work through funding of “shovel-ready” infrastructure and public works projects. The Association worked with the fish and wildlife conservation community to assemble a portfolio of projects totaling approximately \$8 billion that could be delivered through existing programs like State Wildlife Grants to enhance our natural infrastructure. Public lands and facilities (USFWS, USFS, and NPS) are also included in this package.

To identify state fish and wildlife agency potential projects and job creation estimates that could be part of a proposed economic stimulus package, the Association conducted a states-wide survey. Thirty-six states responded and nearly \$400 million in potential projects were identified. A proposal was developed requesting \$150 million in State Wildlife Grants funding to create 4,000 jobs. A key component of the proposal was the elimination or substantial reduction in match requirements for states. The Association created a two-page fact sheet on State Wildlife Grants as an economic stimulus and distributed it to key members of Congress and partners.

The House and Senate in cooperation with the Obama Administration are drafting their stimulus packages with the intent of passage by mid-February. Individual directors with key members of Congress have been engaged to advocate inclusion in particular of the state-based conservation projects in the stimulus bills. ◀

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### ► Farm Bill

#### **USDA Launches Public Access Incentive for the CRP**

On Oct. 3, 2008, at the White House Conference on North American Wildlife Policy, Agriculture Secretary Ed Schafer announced that USDA would fully implement President Bush's directive to offer incentives to farmers and ranchers for opening up their land in the Conservation Reserve Program (CRP) to the public for hunting, fishing, bird watching and other recreational activities.

The goal of this incentive is to double public access by providing up to seven million acres of CRP land for public access in the next five years in participating states. The CRP public access incentive permits partnerships with existing state public access programs to identify and mark tracts of land as publicly accessible and publish maps for hunters and recreation enthusiasts.

The CRP public access incentive will be limited to CRP participants in the 21 states that already have public access programs. These 21 states are: Arizona, California, Colorado, Idaho, Kansas, Kentucky, Michigan, Montana, Nebraska, New Mexico, New York, North Dakota, Oklahoma, Oregon, Pennsylvania, South Dakota, Texas, Utah, Vermont, Washington and Wyoming.

The public access incentive will pay \$3 per acre, per year, for the life of the CRP contract, provided the contract acres remain enrolled in the state public access program. CRP contracts are between 10 and 15 years. This incentive will be available to CRP participants with new or existing CRP contracts. This public access incentive is available to CRP participants that voluntarily agree to open CRP land to public hunting, recreation, wildlife viewing and other recreational activities. ◀

### **USDA Begins Implementation of 2008 Farm Bill**

During the last quarter of 2008, USDA began implementing the Food, Conservation, and Energy Act of 2008 (2008 Farm Bill) by issuing rules on enacted provisions and programs. Of all conservation provisions in the law, interim final rules were issued on State Technical Committees, the Sodsaver provision which modifies the Federal Crop Insurance Program, Agricultural Management Assistance, and a provision on farm program payment limitations and payment eligibility.

We anticipate a rush to publication in the Federal Register of the remaining interim final rules for conservation programs and provisions prior to January 20, 2009. We encourage all states to participate in submitting comments and helping the Association draft a national response to conservation program rules that promotes better on-the-ground program implementation for fish, wildlife and their habitats. To get involved, please contact Jen Mock Schaeffer at 202-624-7890. ◀

### **CRP & Public Communication Effectiveness Workshops Planned for North American Conference**

During the CRP Working Group meeting planned for the North American Wildlife and Natural Resources Conference on Monday, March 16, 2009 from 1-5pm, the Association will host a workshop on "*Successes and Challenges of the Conservation Reserve Program.*" Staff of state fish and wildlife agencies will present examples of successes and challenges to implementation. Workshop participants will then brainstorm and discuss possible solutions. To participate, be a sponsor or for additional information, please contact Jen Mock Schaeffer.

To explore ways of garnering support from urban voters and non-traditional farm interests for farm bill conservation programs and the societal benefits they deliver, Jen Mock Schaeffer on behalf of the Agricultural Conservation Committee also is planning a workshop at the North American Wildlife and Natural Resources Conference. The workshop, "*Improving our Communication Effectiveness on Ag Conservation Benefits,*" is a first step in learning about developing key messages, determining a target audience, building a communication campaign and charting a course for strengthening and more effectively supporting conservation provisions during the next reauthorization of the farm bill.

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## ► FY2010 Budget

Like prior presidential transition years, the incoming Administration will send to Congress a FY2010 framework or department-level budget in February 2009, to be followed by budget detail in late March or early April. The Association's review of the FY2010 budget will necessarily wait until submission of the budget detail. ◀

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## ► Outer Continental Shelf Drilling

The moratorium on offshore drilling expired on September 30, 2008. Congress has indicated a desire to pass legislation that puts limits on offshore drilling. There will likely be an opportunity in the next Congress to advocate for dedicating a portion of existing offshore drilling royalties to wildlife conservation. ◀

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## ► Reauthorization of the Sport Fish Restoration and Boating Trust Fund

The Coalition for the Reauthorization of the Sport Fish Restoration and Boating Trust Fund is an informal partnership of national recreational boating and fishing organizations, industry representatives and state boating safety and natural resource agencies. The work of the Trust Fund Coalition is guided by a Steering Committee comprised of 13 organizations representing fishing and boating industries, fishing and boating organizations, conservation and outdoor recreation organizations and the states. Ron Regan represents the Association's interests on this Steering Committee which is, in effect, the organizing construct that replaces the American League of Anglers and Boaters.

The mission of the Coalition is to protect the Trust Fund (especially in light of the struggling economy), agree on consensus enhancements to the Trust Fund where possible, lead a national advocacy effort for the Trust Fund's reauthorization as part of the Federal Highway Bill during 111th Congress and communicate the importance of the fund to the new Administration.

The Steering Committee met on a regular basis throughout the fall. It has spent a considerable amount of time discussing revenue estimates, an outreach strategy and the organizational positions of the National Marine Manufacturers Association (NMMA), the American Sportfishing Association (ASA), the National Association of State Boating Law Administrators, the Association of Marina Industries (AMI) and our Association. The Steering Committee has recently begun to look for a "consensus position of the whole" that can be used to develop legislation in the very near future.

There is much agreement within the position statements of the organizations noted above, but there are also some distinctions that will require discussion. For example, ASA and NMMA are both interested in providing more outreach funding to address participation issues. ASA's position advocates increasing the outreach sub-account from 2% to 3%, representing a need for an additional \$6 million annually. There may also be some differences of opinion within the Steering Committee, about how to deal with administrative funds and set-asides. Finally, ASA's position supports the

creation of an industry advisory council and a reduction in state apportionments proportional to state waters closed to recreational fishing for non-scientific reasons. ◀

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## ▶ State Wildlife Grants Funding

Congress passed a continuing resolution that provides level funding for the State Wildlife Grants program. It's expected that the new Congress will pass an omnibus appropriations bill in late winter that provides the same level of funding as FY08 (~\$73.8 million). Of this amount, approximately \$4.9 million would likely be set aside again for a competitive grants program and ~\$2.2 million for administrative costs leaving ~\$60.5 million for state fish and wildlife agencies to be disbursed through the existing formula.

It's expected that the new Congress will pass an omnibus appropriations bill in March after the new Congress and Administration begins work. Initial discussions were held on the amount to request for FY10. The ever-worsening economic condition will make it difficult to ask for more than the \$85 million requested last year. ◀

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## ▶ Teaming With Wildlife Act

The Association met with staff from Senator Tim Johnson (SD) and Debbie Stabenow (MI) offices and with Congressman Mike Thompson (CA) to discuss reintroduction of the Teaming With Wildlife Act in the Senate and introduction of a companion bill in the House. The Senate version introduced last spring would have provided states with \$350 million annually for six years through the Wildlife Conservation and Restoration Program. The Association will work with congressional staff and the states to secure co-sponsors before bills are introduced in the new Congress. ◀

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## ▶ Wetland Conservation & Public Access Efforts

On October 3, 2008, at the White House conference on North American Wildlife Policy, Vice President Dick Cheney discussed efforts to restore, improve and protect at least four million additional acres of wetlands over the next five years.

To meet the new goal, the Vice President announced incentives to increase participation and support of wetlands conservation. The U.S. Department of Agriculture will provide \$204 million over 10 years in new payments to encourage conservation practices in the Conservation Reserve Program. The new financing will include a Signing Incentive Payment of up to \$100 per acre, a Practice Incentive Payment of 40% of the initial cost, and an increase in rental rates by 20% for the Floodplain Wetlands Restoration practice, the Non-Floodplain Wetlands Restoration practice, the Bottomland Hardwood Forests practice and Duck Nesting Habitat. ◀

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# Legislation/Policy

## ► Bipartisan Blueprint for Success in Congress

The 111<sup>th</sup> Congress convened with greater Democrat majorities in both the House and Senate and with President Obama occupying the White House; but with huge challenges facing the nation – an economy in steep decline, two wars, reforms vitally needed in domestic policy, health care and climate change. Bipartisan cooperation will be essential to begin to address these national challenges.

To succeed with the Association's initiatives – from Wallop-Breaux reauthorization and assured funding to climate change and a better balance between energy development and fish and wildlife conservation – will require smart, thoughtful approaches that can meet not just conservation objectives, but can bolster the economy and deliver a multitude of other public benefits, such as ecosystem services, in affiliation with conservation. That is our blueprint for success. ◀

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## ► Climate Change

It is unclear whether Congress will wait for the Administration to send up a legislative draft, but both chambers have indicated early attention to climate change. The House Energy and Commerce Committee is under the new leadership of Chairman Waxman (CA) replacing long-standing Chairman Dingell (MI) who remains a long-standing staunch advocate and supporter of fish and wildlife conservation and the role of the state fish and wildlife agencies. Chairman Waxman has a strong environmental ideology, close affiliation with Speaker Pelosi, and has ambitiously committed to reporting a climate bill out of his committee by Memorial Day.

Both Chairman Waxman and Subcommittee Chair Ed Markey (MA), who will write the bill, favor a cap and trade regulatory protocol for greenhouse gas emissions. However, in order to secure revenues accrued from the auction of carbon credits for state and federal natural resources adaptation programs, we must succeed in convincing Congress of the merits of that need in light of other demands such as consumer rebates, research and technology development, infrastructure improvements, etc. As part of this effort, Association staff met with Senator Tom Carper (DE) and Congressman Rick Boucher's (VA) staff as well as attended the Sportsman and Global Warming workgroup meeting.

The key to success is a message that resonates with the public by demonstrating to them the real benefits to enhancing their quality of life that natural resources adaptation programs provide:

- 1) Functioning habitats provide ecosystem services in the form of clean water, clear air, flood attenuation, etc.;
- 2) Functioning habitats and ecosystems can and will effectively sequester carbon; and,
- 3) Functioning habitats sustain fish and wildlife, and the many economic benefits accrued therefrom. ◀

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## ► International Affairs

Three members of the Association's International Relations Committee CITES Technical Work Group were part of the USFWS delegation that met with the representatives of European Commission (EC) in Brussels on October 29, 2008. This follows a recommendation adopted by the 23rd CITES Animals Committee that a meeting be organized for the management and law enforcement authorities of the U.S., Canada and Mexico to meet with range countries of the Eurasian Lynx and Iberian Lynx. The meeting was organized to discuss problems in illegal trade of those species and to seek more effective and efficient ways of dealing with the problems. The Service has led efforts in the review of Felidae species and the look-alike issue with bobcats. The states' have long felt that the present system was both ineffective and unnecessary. Altogether, representatives from 15 countries met in an all-day session.

The states' delegation presented the latest bobcat population data from its recent survey of North America. Discussions with the EC participants were encouraging and the idea of a CITES Appendix III listing evolved from the day's discussions. Several European participants commented that an Appendix III listing, may be a viable solution to safeguard the Eurasian lynx while at once lessening the burdensome trade regulations for *Lynx rufus* within the U.S. The CITES Work Group also has undertaken an initiative to create an improved identification manual to enhance a Custom Officer's ability to distinguish Lynx pelts to aid in this process.

The outcome of the meeting and recommendations will be presented to the 24th CITES Animals Committee in 2009. The CITES Work Group is part of the Association's International Relations Committee. ◀

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## ► Joint Federal/State Task Force on Federal Assistance Policy (JTF)

The next JTF meeting will be February 11-12, 2009 in Arlington, Virginia. ◀

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## ► Presidential Cabinet Nominations

President Obama's Cabinet was nominated before the end of 2008 and Senate confirmation hearings were held the week before the Inauguration. The Senate confirmed both Secretary of the Interior Ken Salazar and Secretary of Agriculture Tom Vilsack on the day of the Inauguration. The Association supported both nominees, both of whom have extensive years of experience in public service particularly at the state level (Secretary Salazar was CO DNR Director and later Attorney General; and Secretary Vilsack was an Iowa Governor). Both have a strong conservation record and both have demonstrated skills at bringing people together from different philosophies and parties around common-sense solutions. We expect to support sub-Cabinet nominees and agency directors as they are nominated. ◀

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## ► Public Lands

The Senate has passed a huge Omnibus Public Lands bill (S22) that could not be concluded in the last Congress, and the House is expected to concur, sending it to the President for signature. The bill

would designate more than two million acres of wilderness in nine states and 1,000 miles of national wild and scenic rivers, in addition to establishing new units of the NPS.

Additionally, the bill codifies the National Landscape Conservation System under the BLM, a 26-million acre system of ecologically and historically significant lands. The Association, working with our partners in the fish and wildlife conservation community, was able to have language included that preserves state authority for managing fish and wildlife, including establishing hunting and fishing regulations; and also ensures continued public access to these lands for fishing, hunting, trapping and recreational shooting.

The bill also establishes a pilot wolf livestock depredation loss program authorizing the Secretary of the Interior to pay livestock owners whose animals were killed by wolves.

Finally, the bill authorizes the Secretary of the Interior to establish a Cooperative Watershed Management program, which while similar in some respects to the National Fish Habitat Action plan, lacks the fisheries focus. ◀

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## Programs/Projects

### Agency-Industry Partnership

#### Third Industry/Agency Summit

In mid-December, the Association hosted the 3<sup>rd</sup> Industry/Agency Summit in Washington, DC. Approximately 40 representatives from various hunting, fishing and boating industries, state and federal fish and wildlife agencies and others attended the meeting. Association members attending included Rex Amack (NE), John Frampton (SC), Ken Haddad (FL), Curtis Taylor (WV) and Corky Pugh (AL). Glen Salmon (IN) serves as the chairman of the Industry/Agency Coalition and helped facilitate the meeting along with Doug Painter, National Shooting Sports Foundation and Coalition co-chair. A highlight of the meeting was the building consensus of the need for a wildlife equivalent to the Recreational Boating and Fishing Foundation. Immediately following the Summit, Matt Hogan and Carol Bambery prepared and circulated additional documents within the Coalition to further this effort.

In addition, at the Summit, Rex Amack agreed to host a spring meeting of the Coalition in the Midwest. Tentative plans for the spring meeting include focused talks and efforts associated with developing the wildlife equivalent to the RBFF. ◀

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#### Sportfishing Summit

The American Sportfishing Association held its Sportfishing Summit in Denver, Colorado October 28-30, 2008. This annual event is an opportunity for the ASA membership to conduct business and address issues of concern for the industry. Our Association is an ASA member and Association Vice-President John Frampton (SC) now sits on the Board of Directors for ASA. Virgil Moore (Deputy Director, ID), Matt Hogan and Ron Regan were also at the Summit. State participation sends a strong and positive message about the importance of the state-industry relationship.

ASA has several Committees, including Government Affairs, Membership, Data and Statistics and Consumer Shows, that met during the Summit. The Government Affairs Committee spent a considerable amount of time discussing reauthorization of the Sport Fish Restoration and Boating Trust Fund, marine protected areas and a variety of recreational angling access policies and issues. The negative economic outlook for the angling and boating industries factored into many discussions during the three days of meetings. The next Summit will be held in San Diego, California October 27-29, 2009. ◀

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## ► Amphibian & Reptile Conservation

### Amphibian and Reptile Subcommittee

At the September 2008 AFWA Annual Meeting, the Amphibian and Reptile Subcommittee held its first official meeting. There were 22 people present representing eight states, five federal agencies, and three NGOs. The report is available at [www.fishwildlife.org/about\\_comm\\_wildlife.html](http://www.fishwildlife.org/about_comm_wildlife.html). ◀

### DoD Legacy Grants

In early November 2008, with assistance from the AFWA Amphibian and Reptile Coordinator, members of the Department of Defense (DoD) and Partners in Amphibian and Reptile Conservation (PARC) submitted three proposals to the DoD Legacy Grants program related to Amphibian and Reptile Conservation. The total request is for nearly \$200,000 with approximately 6% going toward the Coordinator's time.

DoD is a signatory of the federal agencies MOU with PARC and has recently expressed a desire in becoming more fully engaged in the partnership as they have become increasingly aware of amphibian and reptile conservation needs on their installations. The proposals include funding requests for a DoD-PARC Strategic Plan (modeled after the DoD-Partners in Flight Strategic Plan) to facilitate future amphibian and reptile conservation projects on installations; disease sampling (in particular for the amphibian chytrid fungus, *Batrachochytrium dendrobatidis*) on military installations along the Route 66 corridor (as a cross-country transect); and support toward the production costs of the upcoming PARC technical handbook, *Inventory and Monitoring: Recommended Techniques for Reptiles and Amphibians with Application to the United States and Canada* (currently in review and scheduled to be in print by Fall 2009). Decisions on funding are expected in January 2009. ◀

### State Wildlife Competitive Grant - Missouri Department of Conservation

In mid November 2008, in partnership with members of the Amphibian and Reptile Subcommittee, Missouri Department of Conservation submitted a grant proposal to the State Wildlife Grants Competitive grant program for additional funding related to Amphibian and Reptile conservation priorities as identified in several States' Wildlife Action Plans. Specifically, the proposal will fund the following projects:

- 1) Climate vulnerability analysis including climate-envelope modeling, for amphibian and reptile Species of Greatest Conservation Need (SGCN);
- 2) Identification of priority amphibian and reptile conservation areas;
- 3) Development of volunteer monitoring frameworks for SGCN;
- 4) A workshop to assess amphibian and reptile regulatory needs and efficacy; and
- 5) Training opportunities for state wildlife agency staff in habitat management and inventory and monitoring with respect to amphibians and reptiles.

A total of nearly \$465,000 was proposed including in-kind and non-federal match. Along with Missouri, four (4) states (GA, CA, NV and MI) will contribute staff time toward the projects, if funded; 16 additional states provided letters of support for the proposal. Award letters are expected in February/March 2009. ◀

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## ► Bird Conservation

### **Bald Eagle Grant Advisory Team**

In support of the grant program developed by the Bald Eagle Grant Advisory Team, the American Eagle Foundation (AEF) has received approximately \$4.5 million to date in Coin surcharges. The hope is that funds will be available from the Bald Eagle grant program in the latter half of 2010, for grants effective in 2011. ◀

### **North American Bird Conservation Initiative (NABCI)**

The U.S. NABCI Committee spent October, November and December advancing its work plan but more importantly developing its vision for the next three to five years. At its upcoming meeting in January 2009, the Committee will finalize its vision and future direction. The Committee felt it was timely to reflect on where it has been and where it wants to go because NABCI turns 10 years old in 2009.

The Committee feels that in many ways it has accomplished what it originally intended to accomplish—laid out a framework for integrated bird conservation, developed a common planning unit called Bird Conservation Regions, helped influence wall to wall Joint Ventures (JVs) and provided a forum for cross-initiative and cross-partner discussions to name a few. However, there are plenty of challenges and issues left to address and the conservation landscape has changed significantly. ◀

### **NABCI Accomplishments Brochure**

To honor the 10-year anniversary of NABCI, a four-page brochure entitled, *A Decade of Integrating Bird Conservation* was developed. The piece is complete and will be printed in early 2009. ◀

### **NABCI Bird Monitoring Subcommittee**

The NABCI Committee supported the development of *The Northeast Bird Monitoring Handbook* developed by the Northeast Coordinated Bird Monitoring Partnership (Partnership). The Partnership has been extremely successful in improving the landscape of bird monitoring in the NE by using the NABCI Monitoring report as its foundation. The Association's coordinator attended the most recent meeting of the Northeast Coordinated Bird Monitoring Partnership on behalf of the Northeast state fish and wildlife agencies. Currently, the Monitoring Subcommittee is developing a funding proposal to secure key bird databases and a workshop to develop national standards for database management of bird conservation data. ◀

### **NABCI Committee Update**

Dale Hall, USFWS has stepped down as NABCI Chair because he is retiring in January. John Hoskins (MO) is the new Chair. ◀

### **Private Lands Subcommittee**

The Private Lands Subcommittee is looking at how the U.S. NABCI Committee can improve the conservation of birds on private lands across the country. The Subcommittee is advancing the concept of strategic habitat initiatives with NRCS leadership, State Conservationists and biologists.

The concept is to use the biological foundation available within the bird community to help NRCS focus conservation program delivery; in other words, how working with the bird conservation community can help NRCS. Part of this effort is to determine the biological capacity available on the ground. Strong consensus exists among the wildlife community and NRCS that the level of biological capacity at the local level (e.g., cost-shared Farm Bill Biologists and other partnership-based biological TA) is strongly correlated with the wildlife conservation results achieved through the Farm Bill. NRCS found that since 2007 NRCS has lost about 30 biologists.

The Association is going to do a similar survey to determine the current status of partner biologists. The Subcommittee is also updating the Farm Bill User's Guide developed in the late 1990's. The audience is the wildlife conservationist. A draft will be reviewed in January. ◀

#### **NABCI State of the Birds Report Subcommittee**

A Subcommittee of NABCI is developing the State of the Birds report. It is being facilitated by the U.S. Fish and Wildlife Service. The report will be the first of its kind in the U.S. developed by a myriad of partners in the bird conservation community. The Association has been an active participant in the development of the report. The report will be rolled out at the North American Conference in March. ◀

#### **Neotropical Migratory Bird Conservation Act (Neotrop Act)**

The Neotrop Act is a competitive, matching grants program that supports public-private partnerships carrying out projects in the U.S., Canada, Latin America and the Caribbean that promote the long-term conservation of Neotropical migratory birds and their habitats. Proposals were accepted in November 2009 and are currently under review. ◀

#### **State Wildlife Action Plans**

The Association is helping the Atlantic Coast Joint Venture develop a prototype for extracting bird conservation information from the State Wildlife Action Plans. The prototype is being developed in a wiki format and will be reviewed by the states fish and wildlife agencies. ◀

#### **Wind Energy**

The Wind Subcommittee of the Association's Energy and Wildlife Policy Committee is developing recommendations to advance our knowledge and ability to deal issues surrounding transmission corridor development.

At the Association's Annual Meeting, membership agreed to become founding members of the American Wind and Wildlife Institute (AWWI). The mission of AWWI is to facilitate timely and responsible development of wind energy while protecting wildlife and wildlife habitat. **Jeff Vonk (SD)** is the Association's representative to AWWI.

The first board meeting was held October 2-3, 2008. Deb Hahn represented the Association at the board meeting. AWWI advertised for the Executive and Research Director position for AWWI. Interviews will be held in January 2009. They also issued an RFP for wind/wildlife mapping. The RFPs were reviewed by a number of state fish and wildlife agency staff. A proposal will be chosen in January. AWWI is also considering funding some ongoing research in 2009. Projects on Prairie Chicken, Sage Grouse, Bats and others are being considered. The next board meeting will be in January in Boulder, Colorado (<http://www.awwi.org>).

The fourth meeting of the Wind Turbine Guidelines Advisory Committee was held in October in Washington, DC ([www.fws.gov/habitatconservation/windpower/wind\\_turbine\\_advisory\\_committee.html](http://www.fws.gov/habitatconservation/windpower/wind_turbine_advisory_committee.html)). The state agency representatives — **Keith Sexson (KS)** representing the Association of Fish and Wildlife

Agencies; **Kathy Boydston (TX)**, **Greg Hueckel (WA)** and **Scott Darling (VT)** — are highly engaged and were strong participants at the meeting. They also intend to participate in the upcoming meeting in January 2009. The main outcome of the meeting was that members began to develop a draft guidelines document. Some state fish and wildlife agency staff were given the opportunity to review and comment on the draft. Comments are due in January. At the January FAC meeting, a final draft will be discussed.

The Association participated in the National Wildlife Coordinating Collaborative (NWCC) research meeting and Wildlife Workgroup meeting in October 2008 ([www.nationalwind.org](http://www.nationalwind.org)). The research meeting provided an opportunity to network with hundreds of industry and conservation community representatives working on wind and wildlife-related issues. As a member of the Wildlife Workgroup, the Association participated in this meeting also. The meeting determined the 2009 work plan for the workgroup. ◀

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## ► Climate Change

### **Climate Change/Wildlife Action Plan Working Group**

In 2008, the Teaming With Wildlife Committee and the Climate Change Committee joined forces to create a Climate Change/Wildlife Action Plan Working Group to guide states on how to integrate climate change into State Wildlife Action Plans by the creation of a guidance document. Individuals from state and federal agencies and private conservation organizations were chosen to participate on the working group, which has drafted a formal charter and created subcommittees to focus on various aspects of the guidance document for the states. The document will be presented at the Association's 2009 Annual Meeting with a possible accompanying workshop. ◀

### **Survey on Natural Resources Adaptation Strategies**

The Association is collaborating with The Nature Conservancy, National Wildlife Federation and Defenders of Wildlife to survey state agencies, federal agencies and academic institutions on natural resources adaptation strategies. **Gerry Barnhart (NY, retired)** surveyed state participants for this endeavor. The results of this survey are being compiled into a white paper to be presented at the February 2009 WHPRP Adaptation Workshop in Washington DC. Dr. Arpita Choudhury is a member of the steering committee for the workshop with climate change committee members **Rocky Beach (WA)**, **Mike Harris (GA)** and **Dennis Figg (MO)**. An adaptation literature review will accompany this white paper along with the workshop products into a single document that will be made available after the workshop. ◀

### **USGS Workshop**

The USGS hosted a workshop on December 3 and 4, 2008 about the direction and focus of its new National Climate Change & Wildlife Science Center. Over the course of the workshop, participants from state and federal agencies, academics institutions and private conservation organizations discussed what services and areas of focus the center should be centered on as well as the structure.

USGS is currently drafting a final report (with the help of The Wildlife Society and The Ecological Society of America) from workshop breakout group discussions that will be available to the public in the future. State participants, including **David Whitehurst (VA)**, **Mike Harris (GA)**, **John O'Leary (MA)**, **Greg Wathen (TN)**, **Mike Larson (MN)** and **Don Pierera (MN)** with Dr. Arpita Choudhury crafted an additional document on state needs for this center. This document was presented to USGS as well as President Obama's Transition Team. ◀

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## ► Conservation Education

### Conservation Education K-12 Conceptual Maps

In the fourth quarter, teachers, environmental education providers and representatives from the Association's K-12 committee reviewed Conceptual Maps for the Association's Conservation Education Core Concepts, which show how students' understanding of conservation concepts and skills might develop from grades K-12. The Maps are structured into three to four grade bands (e.g. elementary, middle and high school) and into five content areas (science, social studies, language arts, math, and physical education). The Conceptual Maps illustrate a theoretical sequence of learning from grade to grade as well as show interconnections between the concepts and how these relate to critical thinking, inquiry and field investigation skills.

The K-12 Maps are integral to the Association's Conservation Education Scope and Sequence, which is a detailed list of what all students are expected to know and be able to do at each level in our educational system in the areas of science, social science, and health and fitness. The Scope and Sequence will be published in early 2009. ◀

### North American Conservation Education Conference

The 2009 North American Conservation Education Conference is scheduled for January 26-29, 2009 at the CA Vines 4H Center in Little Rock, Arkansas. Through its Multistate Conservation Grant, the group is offering travel and registration reimbursement up to \$1,000 per state to ensure the greatest possible representation given many states strict travel policies today.

The 2009 North American Conservation Education Conference will enable conservation educators to discover the pieces of the CE Strategy that are now in place and how the strategy can empower participants to become more proficient in their various areas of conservation education. Participants also will become more aware of national trends and latest quality conservation education materials. Through a mixture of seminars, keynote speakers and work sessions, the conference will provide the opportunity for participants to help determine the future direction of the CE Strategy. ◀

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## ► Federal-State Aquaculture Drug Approval Partnership Project

In 2007, the Association of Fish and Wildlife Agencies received a Multistate Conservation Grant (MSCG) to complete approval requirements for the use of AQUI-S as a zero withdrawal fish anesthetic in the field. In early 2008, it was concluded that the active ingredient, Isoeugenol, was carcinogenic and all further studies were concluded.

Even though AQUI-S is no longer a viable candidate drug for fisheries management applications in the field, there remains a compelling need for such a product. The Association's Drug Approval Working Group, in concert with direction from the Fisheries and Water Resources Policy Committee, has successfully amended the MSCG in recent months to spend remaining funds on several studies for alternative products — Benzocaine and Eugenol — for short term handling and immediate release of fish. ◀

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## ► Fish and Wildlife Health

In December 2008, the Association's Fish and Wildlife Health Committee released the National Fish and Wildlife Health Initiative Toolkit, a collection of electronic resources to help in assessing fish and wildlife health preparedness in state fish and wildlife agencies.

The materials and documents include a copy of the National Fish and Wildlife Health Initiative along with a list of Steering Committee representatives. The toolkit contains information and sample language related to state and federal authorities to manage diseases in fish and wildlife, as well as the recently updated internal memo from USDA-APHIS-Veterinary Services describing VS' animal health policy memo as it relates to wildlife.

Also included are sample disease response plans and case histories of wildlife disease detection and response. Position descriptions for fish and wildlife health professionals and for state fish and wildlife health programs are included to provide guidance to those developing or enhancing state programs. The toolkit can be downloaded at [www.fishwildlife.org/about\\_comm\\_fwhealth\\_toolkit.html](http://www.fishwildlife.org/about_comm_fwhealth_toolkit.html). ◀

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## ► Furbearer Resources

### **BMP's in the International Spotlight**

Gordon Batcheller (NY) and Bryant White, the Association's Furbearer Research Coordinator, attended and presented at the Technical Workshop on International Trapping Standards held October 28-30 in York, UK. The workshop was hosted by the Central Sciences Laboratory (CSL) and convened by the European Commission.

The meeting was attended by representatives of the European Commission (EC), CSL, Cambridge University, Landcare Research (New Zealand), the Swedish Environmental Agency, the Netherlands, Federation of Associations for Hunting and Conservation of the European Union (FACE), the Universities Federation for Animal Welfare, the University of Birmingham, Canada and the U.S.

Bryant and Gordon were invited to present information on the trap research conducted in support of the development of best management practices (BMPs) for trapping furbearers in the U.S., and to share the expertise and experience developed in this program with others involved in similar research. The primary purpose of the trapping workshop was to synthesize international trapping research expertise and develop a new proposal on trapping standards for adoption by the European Parliament.

In 2004, the EU Parliament rejected a proposal by the EU Commission that would have set trapping animal welfare standards within the EU. Since that time, the Commission has been working to develop a new proposal. The new proposal will not only set animal welfare standards in the EU, it will likely incorporate the use of "best practices guidelines" for the use of traps within the EU member states, similar to the program developed by the U.S.

The "best practices approach" is going to be adopted due to the tremendous variation in geographic scope and breadth within the EU member states and because of the success of the approach in the U.S. It was stated by a member of the EU Commission, Ms. Irene Plank that, "BMPs are the best way of assuring humane trapping in the U.S.A." The EU it seems will be following suit. Also according to Ms. Plank, the new standards, if adopted by the Parliament, will be solely applicable to the EU.

As background, in 1991, Parliament of the European Union (EU) passed an International Trade Restriction (EU Regulation 3254-91) that made it illegal to import fur and skins into the EU from countries that did not ban the use of foothold traps. This was a serious problem for the U.S because the foothold trap is the most widely used trap across the country for capturing furbearers. Trapping effort is very dependent on the value of fur. The loss of the European fur market would be a serious blow to the U.S. fur trade and would reduce greatly the benefits trapping provides within state wildlife management efforts. Following the EU regulation, the National Governors' Association pressed the White House to take strong action to block implementation and the Association soon assumed leadership to seek a settlement with EU.

After much discussion, in 1997 the U.S. and EU reached an understanding to cancel the sanctions in which the U.S. obligated itself to develop a process for evaluating and developing more effective and humane trapping devices (USA/EU Agreed Minute and Annex). The development of trapping BMPs is the "process" the U.S. is using to cancel that EU sanction. This continuation of the BMP program allows the U.S./EU fur trade to continue. With the Agreed Minute and Annex, the U.S. pledged to do research on various traps and trapping systems in common use and evaluate them by an international animal welfare standard, develop educational programs to promote findings of this research for use by state wildlife agencies.

The input of the U.S. was greatly appreciated by the CSL and the EU Commission. Subsequent workshops may be held as the EU Commission continues to work with Parliament on setting standards within the EU. The development of trapping BMPs continues to offer support to state trapping programs and set the standard for trap research around the world. ◀

#### **Web-Based Trapper Education**

The Furbearer Conservation Technical Work Group and the Northeastern Fur Resources Technical Committee (primarily being led by Tom Decker (VT) and Susan Langlois (MA) have recently worked with D.J. Case and Associates to produce a web-based Trapper Education Program. The new web-based program is based on Best Management Practices for Trapping in the United States and the AFWA National Trapper Education Program. The goal of the web-based program is to provide an online method for trapper education in the U.S. that will instruct students in consistent content standards and learning objectives.

The program will be hosted on the AFWA website and will provide a mechanism for state agencies to certify trappers. Trappers will simply be directed to the website by state agencies and be allowed to take the course online. Students who pass the quizzes by answering at least 80% of the questions correctly will be issued a voucher that they have successfully completed the course. Students will then be required to attend a field day, hosted by the state agency, to get "hands-on" instruction from agency trapper/hunter education instructors.

The idea behind this program is to bring trapper education up to speed with hunter education. Ideally, the web-based trapper education program will be recognized by states to allow for reciprocity in licensing among states at some point in the future, similar to the way hunter education is recognized now, but it will be up to the states to make that decision.

The web-based Trapper Education Program is set for launch in early 2009. ◀

#### **"White paper" on Modern Snaring Technology**

The Association's Furbearer Conservation Technical Work Group in conjunction with trapping experts from the National Trapper's Association, The Furtakers of America and several U.S. trap manufacturers has recently produced a white paper on the state of the art of modern snaring technology.

Snaring is probably the oldest method of trapping furbearers, but it has come along from its ancient roots. This paper details and explains the many components used in modern snaring and provides guidance about how they can be used to produce the best animal welfare results for captured furbearers.

The use of live-restraint snares and lethal snares has generated much attention among state agencies over the past several years in terms of new regulations. The hope is that this document will provide some guidance to states who are dealing with these issues. Dr. John Erb (MN) spearheaded the effort of writing this document. It will be available on the Association's website in early 2009. ◀

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## ▶ Invasive Species

Opportunities for public outreach are being identified, particularly for terrestrial invasive species, with the assistance of the Education and Outreach Committee.

In addition, the Invasive Species committee is collaborating with the Science & Research Committee to develop a workshop on Structured Decision-Making & Adaptive Management with a focus on invasive species issues. The workshop will be held during the 2008 North American Wildlife and Natural Resources Conference. See the Science and Research section for more information. ◀

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## ▶ Multistate Conservation Grant Program

To date, the Multistate Conservation Grant Program (MSCGP) has directed more than \$56 million to 152 national and regional priority projects of the state fish and wildlife agencies.

In November, the 2010 MSCGP Cycle began with the solicitation of National Conservation Needs (NCNs). Each AFWA Committee and Regional Association may submit one NCN, which is due Wednesday, February 18, 2009.

The next steps in the annual MSCGP cycle include: The selection of NCNs for the 2010 MSCGP Cycle at the North American Wildlife and Natural Resources conference in March. Letters of intent (LOIs) to address the selected NCNs will be solicited in April.

Please visit [www.fishwildlife.org/multistate\\_grants.htm](http://www.fishwildlife.org/multistate_grants.htm) for more information about the MSCGP. ◀

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## ▶ National Fish Habitat Action Plan

### Board Meeting

The National Fish Habitat Board (Board) met in Arlington, VA on October 7 and 8, 2008. The Board approved Revised Policies and Guidance for Fish Habitat Partnerships, a Recommended Strategic Plan Framework for Candidate Fish Habitat Partnerships and A Framework for Assessing the Nation's Fish Habitat. All three documents can be accessed at [www.fishhabitat.org](http://www.fishhabitat.org). ◀

### Fish Habitat Partnerships

Fish Habitat Partnerships (FHPs) are the core work units for the Action Plan. To date, a total of six FHPs have been formally endorsed by the Board. There are another 14 *Candidate* FHP's, three of which have recently submitted applications to the Board for endorsement. They are the Hawaii FHP, the Desert FHP and the Midwest Glacial Lakes FHP. These applications will be acted on at the next Board meeting during March 4-5, 2009. ◀

### **Funding Sources**

The Board's work continues to be funded by a variety of sources including the Multistate Conservation Grant program and a U. S. Fish and Wildlife Service Cooperative Agreement. Most recently, 11 states have committed to providing funding totaling \$90,000 via the banking services of the National Fish and Wildlife Foundation. ◀

### **National Awards**

The Board has recently sent out a call for nominations for four national awards under the categories of Outreach and Education, Scientific Achievement, Extraordinary Action and Exceptional Vision. The recipients of these awards will be recognized at National Casting Call events (April 24-25, 2009 in Washington, DC). ◀

### **"One-Year-Out" Workshop**

The Board will be hosting a national "one-year-out" workshop in June 2009. This will be an opportunity to assess and prioritize actions for completion of major commitments by 2010, including a condition analysis of fish habitats in the United States, a "Status of Fish Habitats Report" for the United States and the establishment of 12 Fish Habitat Partnerships. ◀

### **Reservoir Fisheries Habitat Partnership Workshop**

The Reservoir Fisheries Habitat Partnership held a major planning workshop at NCTC in late November 2008. Almost 20 states participated in this workshop which was designed to identify and prioritize actions for completion of an application to the Board. Subcommittees have been identified for outreach and education, governance and science and data focal areas. Ron Regan will serve on the Governance Subcommittee. ◀

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## **► Science and Research**

The Science and Research Committee is focusing on identifying state priority research and monitoring needs based on input and presentations from state representatives.

After discussions on the definition of research and state research infrastructure during the Annual Meeting, the Science and Research committee will create a survey of state fish and wildlife chiefs to obtain a better understanding of how to improve communication and coordination between researchers and managers to tackle the important natural resources issues that we are currently facing.

During the 2009 North American Wildlife and Natural Resources Conference, the Science and Research Committee will hold the first in a series of workshops on Structured Decision-Making and Adaptive Management. The upcoming workshop will focus on the use of these processes on invasive species management. Speakers from both state and federal agencies will speak on this topic. Representatives from the Adaptive Management course at NCTC will also guide workshop participants through an invasive species management scenario using these processes. The committee is working

with the Invasive Species Committee on this current workshop and plans to focus on Climate Change during a 2010 workshop. ◀

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## ► Teaming With Wildlife

### **Teaming With Wildlife Steering Committee**

The Teaming With Wildlife steering committee met twice to develop a strategy for 2009 and to plan for the 2009 Teaming With Wildlife Fly-in Day. The Fly-in will be held February 24-25<sup>th</sup>, 2009 in Washington DC. The agenda will be similar to last year with a ½ day of advocacy training, visits to congressional offices and a reception in the House of Representatives office building. The message to Congress this year will be four-fold and include the need for FY10 funding for State Wildlife Grants, permanent funding through the Teaming With Wildlife Act, support for adaptation funding in climate change legislation and the linkage between state efforts and economic stimulus. The Teaming With Wildlife coalition continues to grow at a moderate pace. By the end of the year the coalition had reached 5,900 organizations and businesses. ◀

### **Doris Duke Charitable Foundation Grant**

A four-year \$800,000 grant to support the Teaming With Wildlife Program was submitted to the Doris Duke Charitable Foundation. If funded, the proposal would provide funding to support the development of guidance to help states better incorporate climate change into State Wildlife Action Plans, re-hire a Teaming With Wildlife Associate to do outreach on State Wildlife Action Plans to federal agencies and NGO's, improve communication to the Teaming With Wildlife coalition, support herpetofaunal conservation actions identified in State Wildlife Action Plans and develop national effectiveness measures and improve readiness for implementing State Wildlife Action Plans. ◀

### **Landscape America**

The Association entered into an agreement with NatureServe to share information on State Wildlife Action Plan implementation with Landscape. LandScope is a collaborative project between NatureServe and the National Geographic Society to bring together maps, data, photos, and stories about America's natural places and open spaces to inform and inspire conservation of land and waters. The new online resource will be made available to the public in March 2009. ◀

### **Wildlife Action Opportunity Fund Program**

The Association received funding from the Wildlife Conservation Society to assist with a survey of the states on the Wildlife Action Opportunity Fund grant program. The survey is being conducted by the National Wildlife Federation and is intended to solicit state input into the program. The grant program has provided several million dollars to private organization to help implement State Wildlife Action Plans. In 2009, state fish and wildlife agencies will be eligible to receive grants. The Association will continue to serve on the advisory committee for this program. ◀

### **The Wildlife Society Annual Meeting**

Association staff participated in a workshop and symposium on State Wildlife Action Plans at the annual meeting of The Wildlife Society. ◀

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# Member Services

## ► Communications & Marketing

### Strategic Planning

The Association participated in a strategy workshop hosted by the USFWS to brainstorm partnership opportunities to get Americans outdoors and connecting with nature. ◀

### Branding & Media

The Association responded to numerous media inquiries including a request for information from Animal Planet and a meeting with the Sportsmen Channel. Association staff also served on the media team for the White House Conference on North American Wildlife Policy.

The Association collected logos from all state and provincial agencies to include on signage, in materials and on the Association's website.

The Association participated in a signing ceremony for the U.S. Department of the Interior's *Get Outdoors, It's Yours* campaign. ◀

### Materials Development

The Association developed a number of materials to aid committees in their work including a Committee Handbook for Chairs to reference concerning the Association's committee structure and responsibilities and updated Committee Charges. In addition, we updated the Association's Style Guide also known as our "brand book."

To raise President Obama's and his transition team's awareness of the Association's conservation priorities, we prepared a two-page overview entitled "A National Fish and Wildlife Agenda" and amplified them in an attached 33-page policy analysis document. As follow-up, we drafted a two-page white paper on green jobs and are currently creating two-pagers on climate change and state conservation education success stories.

Currently, the Association is in the process of preparing the 2008 Annual Report. The cover will feature a winning photo from a state fish and wildlife agency in response to a "Land the Cover" image contest. ◀

### Web Site

In the fourth quarter, the Association began the process of updating its web site by preparing an RFP to be issued after the new year. A vendor will be selected in early February 2009. In the meantime, the existing site is updated weekly. Members are invited to contribute content by submitting news and job announcements. ◀

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## ► Management Assistance Team

### MAT Leadership Training and Workshops

As mentioned in the Executive Director's Notes, the MAT team prepared, coordinated and staffed the 11-day National Conservation Leadership Institute (NCLI) residency for Cohort 3 at NCTC.

The Management Assistance Team also developed a new, two-day leadership course on public speaking and presentations for audiences of elected and appointed officials. Sally Guynn and Gina Main traveled to South Carolina to present this two-day workshop for South Carolina employees.

For Florida Wildlife Commission staff, Dwight Guynn and Gina Main traveled to Florida to conduct a two-day workshop on emotional intelligence. The workshop was followed by a third day workshop as a train-the-trainer so that Florida staff could conduct their own future workshops on this topic.

Also in the fourth quarter, MAT began finalizing a new online course entitled "Leader as Supervisor." This course is a six-week online course addressing supervisory skills of the leader-manager. ◀

### **MAT Consulting with States**

MAT staff consulted with fish and wildlife agencies in 11 states (NJ, MT, AL, FL, DE, SC, UT, WY, AZ, NH and IN and provided 22 face-to-face and phone consultations. Subjects ranged from review of state leadership programs to comprehensive agency effectiveness reviews, to training needs assessments, and included consultations on workshop development and presentation. Consultations also included diversity and information and education outreach for the AFWA Education, Outreach, and Diversity Committee.

MAT staff spent one day in New Jersey consulting with director's office and upper level staff regarding workforce planning and agency issues resulting from lack of funding.

MAT staff also conducted five focus groups for Delaware Division of Fish and Wildlife as part of a comprehensive agency review MAT will complete for the agency in May. ◀

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## **Association Staff**

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Arpita Choudhury	Science and Research Liaison
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Sally Guynn	Management Assistance Team Project Leader
Deb Hahn	Migratory Bird Coordinator
Mark Humpert	Wildlife Diversity Director
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Don MacLauchlan	International Resource Director
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Angela Rivas Nelson	Executive Assistant
Ron Regan	Resource Director
Donna Reeves	Management Assistance Team Office & NCLI Grants Administrator
Ryan Roberts	National Fish Habitat Action Plan Communications Coordinator
Jen Mock Schaeffer	Agriculture Conservation Policy Analyst
Liz Skipper	Administrative Assistant
Gary Taylor	Legislative Director
Bryant White	Furbearer Research Coordinator
Christina Zarrella	Multistate Conservation Grants Coordinator



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