



ASSOCIATION *of*  
FISH & WILDLIFE  
AGENCIES

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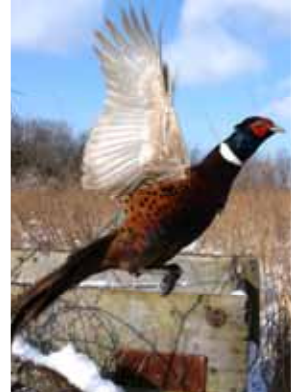
# Association HQ

## Highlights Quarterly

Activities of the Association  
for October, November & December 2009

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# Administrative Notes

## ► Changes in Member Agencies

*The following changes in fish and wildlife agency leadership occurred in the fourth quarter:*

On November 6, **Bob Ziehmer** was named as the new Director of the Missouri Department of Conservation effective January 15, 2010, replacing retiring Director **John Hoskins**.

**Ken Haddad** retired as Executive Director of the Florida Fish and Wildlife Conservation Commission on December 18. Assistant executive director, **Nick Wiley**, a 21-year employee, is the new Executive Director.

**Marcia McNutt** became the new director of the U.S. Geological Survey on November 5. She also serves as the Science Advisor to the Secretary of the Interior, Ken Salazar.

**Jonathan B. Jarvis** became the 18th director of the National Park Service on October 2. He began his career with the National Park Service in 1976. ◀

## ► Changes in AFWA Staff

*The following changes in AFWA staffing occurred in the fourth quarter:*

**Matt Hogan**, Executive Director, accepted a position with the U.S. Fish and Wildlife Service (USFWS) as the new Assistant Regional Director for Migratory Birds and State Programs in Denver, Colorado. **Ron Regan**, Resource Director, will serve as the Acting Executive Director until a new Executive Director is selected, effective January 18, 2010. [On February 19, 2010, Ron Regan was named the Executive Director.] ◀

**Chad Klinkenborg** was selected as the new Multistate Conservation Grant Program Coordinator. He replaces **Christina Zarrella**, who accepted a position with the USFWS.

**Colby Smith** started work as the new Print Production and Graphics Specialist for the Management Assistance Team. ◀

# Fish & Wildlife Funding

## ► Farm Bill

### Good News for FY10 Agriculture Appropriations

For the first time in a long time, Congress fully funded farm bill conservation programs at authorized levels with the exception of the Environmental Quality Incentive Program (EQIP), which was cut \$270 million to \$1.18 billion total. This means that more funding is available

through the Natural Resources Conservation Service for the conservation of fish, wildlife and their habitats. ◀

### **Statewide Forest Resource Assessments and Strategies: State Opportunities to Excel**

In the 2008 Farm Bill, Congress amended the national priorities for private forest conservation in the Cooperative Forestry Assistance Act of 1978, by focusing national private forest conservation priorities to (1) conserving and managing working forest landscapes for multiple values and uses; (2) protecting forests from threats; and (3) enhancing public benefits from private forests, including air and water quality; soil conservation; biological diversity; carbon storage; forest products; forestry-related jobs; production of renewable energy; wildlife; wildlife corridors and wildlife habitat; and recreation.

The Act also was modified to include new state-wide assessments and strategies for forest resources, which provides state fish and wildlife agencies an opportunity to work with respective state forestry agencies to integrate priorities from your State Wildlife Action Plan (SWAP) into the forest assessments and strategies and build stronger working relationships between the agencies.

In drafting the State-wide Forest Resource Assessment and Strategies, the state forestry agency is required by law to coordinate with the "State Forest Stewardship Coordinating Committee; the state wildlife agency, with respect to strategies contained in the State Wildlife Action Plans; the State Technical Committee; and applicable federal land management agencies; and the state lead agency for the Forest Legacy Program." Also in developing or updating the assessment and strategy, "The state forester or equivalent state official shall incorporate any forest management plan of the state, including community wildfire protection plans and State Wildlife Action Plans."

Having been down a similar path when developing your SWAP, each state agency has much to offer your forestry agency in terms of lessons learned and technical assistance with important fish, wildlife, and habitat components of your SWAP that would benefit from being part of the state-wide forest resource assessment and strategy. We encourage you and your staff to reach out to your state forestry agency counterparts and improve that relationship to not only maximize conservation opportunities within your state; but, also to help address your agency's SWAP priorities in forested landscapes. ◀

### **"Open Fields" Bill a Reality Through the 2008 Farm Bill, Now What?**

The Agricultural Conservation Committee's Public Access Working Group is working with Association staff member Jen Mock Schaeffer to help the Farm Service Agency (FSA) expeditiously implement the Voluntary Public Access Program (VPAP), previously known as "Open Fields." Under the program, "States or tribal governments may apply for grants to encourage owners and operators of privately held farm, ranch and forest land to voluntarily make that land available for access by the public for wildlife-dependent recreation, including hunting or fishing under programs administered by the states and tribal governments."

We have lost more than a year and a half in implementing the provision because of changes in the administration and FSA's NEPA processes. We are urging USDA to implement the program and award grants as soon as possible to prevent additional losses of opportunities to spend \$50 million authorized and allocated for the program through the 2008 Farm Bill.

If you are interested in utilizing VPAP funds to start or further your existing public access program, please ensure that your staff is involved in future conference calls and aware of your support for this endeavor. To assist states and expedite the proposal writing processes, the Association will host a workshop and hopes to provide travel assistance for at least 50 interested state agency personnel. Please anticipate receiving travel requests on short notice (i.e., 2-6 weeks) from your staff for this meeting. ◀

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### ▶ **Reauthorization of the Sport Fish Restoration and Boating Trust Fund**

The Angling and Boating Alliance, an informal partnership of national recreational boating and fishing organizations, industry representatives, and state boating safety and natural resource agencies, has recently begun meeting again. The partners are reviewing draft legislation that will address the consensus recommendations, agreed to last year, for improving the Sport Fish Restoration and Boating Trust Fund. This bill will serve as a “placeholder” – the provisions of such a bill can then be transferred over to or inserted in a highway/transportation trust fund reauthorization bill sometime in 2010. ◀

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### ▶ **State and Tribal Wildlife Grants Funding**

On October 30, the president signed a bill funding the Department of Interior and related agencies for fiscal year 2010. The bill included \$90 million for State and Tribal Wildlife Grants, a 20% increase from FY09. The bill also included a reduction in the non-federal match requirement for implementation projects from 50% to 35%. Work began on securing funding for the program for the FY11 budget. ◀

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## Legislation/Policy

### ▶ **Climate Change and Clean Energy Bill**

By a one vote margin, the House last summer passed 219-212, HR2454, a comprehensive climate change and clean energy bill. The natural resources adaptation title construct is generally the language the Association and its partners in the conservation and environmental community have been advocating for two+ years.

The bill now is being considered in the Senate, where it is clear that there is not yet 60 votes for a cap and trade regulatory protocol. There are six Committees in the Senate that will have input into a climate bill: Environment and Public Works; Energy and Natural Resources; Commerce; Finance; Agriculture; and Foreign Relations. Senate Majority Leader, Harry Reid

(NV), has asked all six Committees to conclude their work as soon as possible. Senator Barbara Boxer (CA) and Senator John Kerry (MA) introduced a comprehensive climate bill containing natural resource adaptation programs with dedicated funding, which was procedurally discharged with no amendments on a party-line vote from the Environment and Public Works Committee. The Kerry-Boxer allowance allocations (carbon allowance revenues) including for natural resource adaptation are similar to what are in the House-passed bill, although it is not clear if the Finance Committee will adjust those when it turns to a climate bill.

The Association is working with our colleagues in the conservation and environmental communities with the goal of getting the natural resources adaptation title agreed-to and settled in the Senate so that when they conclude the more controversial aspects (e.g., cap and trade; the allowance to coal generated electricity; the role of nuclear) that the natural resource adaptation title can be imported into the bigger bill.

To that end, Senators Bingaman and Baucus, Chairs respectively of the Energy and Natural Resources Committee, and Finance Committee, introduced with Senator Whitehouse, S. 1933, a free-standing natural resources adaptation policy program bill with dedicated funding for state and federal agencies, similar to both Kerry-Boxer and the House-passed bill. There are now four Senate Committee Chairs (Boxer, Kerry, Bingaman and Baucus) with jurisdiction over climate change that support dedicated funding for natural resource adaptation programs.

The Senate Leadership late in 2009 announced that floor consideration of a comprehensive climate change-clean energy bill will now be delayed until spring 2010. Senators Kerry (MA), Lindsey Graham (SC) and Joe Lieberman (CT) have allied to try to build a 60-vote consensus around a bill for floor consideration that would include a cap and trade protocol; a defined role for renewed use of nuclear power in a carbon-reduced energy future; and enhanced domestic development of offshore natural gas. If a comprehensive climate bill that garners 60 votes can be constructed, it is the intent of Senate leadership to merge that for floor consideration with the comprehensive energy bill reported out of the Senate Energy and Natural Resources Committee mid-2009. ◀

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## ► **Comprehensive Energy Legislation**

The Senate Energy and Natural Resources Committee reported out a comprehensive energy bill (but not including climate change provisions) in early June 2009. The bill is responsive to several of the Association's recommendations with respect to recognizing that there needs to be better balance between domestic energy development, both traditional and renewable, and conservation of fish, wildlife and their habitats.

The bill also recognizes the role of and need for the involvement of state fish and wildlife agencies in those decisions, and explicitly authorizes the BLM to fund the placement of state fish and wildlife agency staff in the pilot Renewable Energy Offices. The Association is not comfortable yet with the definition of biomass in the Renewable Electricity Standard title since we believe that it doesn't adequately address the need for biomass harvest to be done sustainably and in ways that minimize impacts to fish, wildlife and their habitats. We continue to work with Senate staff on that issue.

The House comprehensive energy and climate change bill that passed in late June likewise has a biomass definition that the Association cannot support for the same reason. Unlike the Senate bill, the House-passed bill does not address energy development on public lands, and the Association continues to work with the House Natural Resources Committee on those public lands provisions in a bill that Chairman Nick Rahall (WV) introduced.

It is absolutely vital that a better balance needs to be achieved between increased use of our domestic energy sources and conservation of fish, wildlife and their habitats. Increased use of domestic energy sources both traditional (as natural gas and oil) and renewable (as wind and solar) is vital to enhance the nation's energy security; but it must be done in ways that avoid, minimize or mitigate impacts to fish, wildlife and their habitats. We also continue to advocate that an energy-derived source of funds is appropriate and necessary to assist the state fish and wildlife agencies, USFS and BLM in implementing comprehensive fish and wildlife programs that are consistent with energy development and other landscape-level uses of the land. ◀

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## ▶ **Joint Ventures for Bird Habitat Conservation Act**

The U.S. House of Representatives unanimously passed H.R. 2188, the Joint Ventures for Bird Habitat Conservation Act of 2009, which the Association along with the conservation community, assisted in drafting and enthusiastically supports. The bill would formally authorize the USFWS Joint Ventures Program, which has been effectively carrying out bird conservation planning and projects since 1987. The bill has been subsequently heard and reported out of the Senate Environment and Public Works Committee by a unanimous vote. We are hopeful that it can be given expedited consideration by the full Senate soon.

The JVs are a model public-private partnership with a track record of success that speaks for itself. In fact, because of their success, joint venture-like partnerships for migratory birds are being created in Mexico and South America. If enacted, through this legislation, the bird conservation community will be able to enhance the effectiveness of the 21 U.S. JV partnerships through more robust appropriations, and begin reversing the disturbing declines in many bird populations. ◀

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## ▶ **National Fish Habitat Conservation Act**

The National Fish Habitat Conservation Act has been introduced in both the House and the Senate. This legislation, a long-standing priority of the Association, authorizes funding for fish habitat conservation projects (\$75 million annually), establishes the National Fish Habitat Board, with expanded representation, and a Fish Habitat Partnership Office, prescribes criteria for the development of fish habitat partnerships and the approval of projects for funding, and funds the science and technical assistance work of three federal agencies.

The House Bill (H.R. 2565) was introduced by Congressman Ron Kind (WI) and a hearing was held on June 16 by the House Subcommittee on Insular Affairs, Oceans, and Wildlife.

Companion legislation, the Pacific Salmon Stronghold Conservation Act, also received testimony that day. In the immediate future, a priority will be placed on securing more bill sponsors on the House bill.

In the Senate, S. 1214, was introduced by Senators Lieberman (CT), Kit Bond (MO), Bob Casey Jr. (PA), Debbie Stabenow (MI), Ben Cardin (MD), Sheldon Whitehouse (RI), Mike Crapo (ID) and Bernie Sanders (VT). The bill was heard and an Amendment in the Nature of a Substitute, with which bill supporters concurred, was reported out of the Senate Environment and Public Works Committee in December. We are working to move the bill to Senate floor consideration as soon as possible.

There will be a briefing on the National Fish Habitat Conservation Act, hosted by AFS in conjunction with the NFHAP Board on March 16, 2010 in B-339 Rayburn House Office Building Washington, DC from 8:30 am - 9:30 am.

Congress has a full legislative agenda and getting the National Fish Habitat Conservation Act passed will require hard work and persistence in the coming months. ◀

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## ▶ **Wild Horse and Burro Act Amendments**

In spite of objections from WAFWA, the Association, the Congressional Sportsmen's Caucus and many in the environmental community, the House passed this bill by a comfortable margin last summer.

The concerns of the state fish and wildlife agencies with provisions of the bill remain the expansion of wild horse and burro populations to all public lands (defined as both BLM and USFS), and the complication to management of wild horse and burro herds by limiting the methods by which the federal agencies can conduct removals. This bill, if enacted, would have devastating impacts to the long-term sustainability of fish and wildlife resources and their habitats. While the fate of the bill in the Senate is uncertain, we need to give visibility for the need for sound science and good land management to prevail on this issue.

Supporters of the bill are already advocating a hearing in the Senate Energy and Natural Resources Committee. Secretary Salazar has proposed an alternative (to the House passed bill) which while not perfect, will get WHB off of the public range and numbers down to Appropriate Management Levels. We are working with the Administration and Congress to arrive at an on the ground solution to this long-standing controversial issue. ◀

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## ▶ **Other Congressional Legislative Initiatives**

The Association is working with the Hill on several other fish and wildlife conservation bills, some of which have been introduced, and some of which are still in draft.

With respect to several introduced bills, in summary, the Association continues to support the reauthorization (S. 690) of the Neotropical Migratory Bird Conservation Act; reauthorization of

the Federal Land Transaction Facilitation Act; a bill (H.R. 1831) to make permanent the enhanced conservation tax incentives to private landowners who donate a conservation easement on their property; bills to adjust the collection schedule for the firearms excise tax, and the tax rate for certain educational arrows.

The Association also continues to work with the House Natural Resources Subcommittee on Insular Affairs, Oceans and Wildlife on a bill (H.R. 669) from Subcommittee Chair Madeleine Bordallo (GU), which would establish a federal screening program for importation, possession, sale, barter, etc. of non-native invasive fish and wildlife species. The Association's Invasive Species Committee has assembled a work group to inform this effort.

The Association supported, along with five other state executive branch organizations, an amendment in the nature of a substitute to S. 787, which would tightly restore Clean Water Act jurisdictional status for intrastate, isolated wetlands and intermittent streams, to the pre-SWANCC (Supreme Court) decision level. The substitute was reported out of the Senate Environment and Public Works Committee. House action is uncertain.

Finally, we continue to work on a bill (H.R. 2807) that would give guidance and direction to the USFS and BLM to design and implement programs in cooperation with the state fish and wildlife agencies to monitor fish and wildlife populations under each National Forest Plan and Resources Management Plan, respectively, in the context of these agencies' other Congressionally mandated multiple-use obligations and responsibilities. ◀

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

The next JTF meeting will be held April 12-14, 2010 in the Denver, CO area.

More information including Director's Orders, USFWS Manual Chapters, Policy Recommendations and Meeting Reports is available at:  
<http://wsfrprograms.fws.gov/Subpages/Policy/JPTF.htm>. ◀

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## ▶ International Affairs

### CITES Conference Preparation

The Regional Association representatives (see below), supported by AFWA's Washington office staff, have been busy preparing for the upcoming meeting of the CITES parties in Dohar, Qatar. In addition to the perennial debate on bobcat's place in the CITES Convention, the upcoming conference has several other issues of importance to the various states.

There is the paddlefish discourse, which began three years ago and continues to this day. The paddlefish debate and potential listing under CITES was generated by the countries of the world trying to get control of the trade in caviar. Any action taken on paddlefish will have significant impacts to fisheries management in North America. The U.S. has proposed listing the polar bear, which will most likely be opposed by Canada, and because of Alaska's position

against such a listing, the Association has elected to follow Alaska's lead. Bluefin tuna, which is new to the debate this year, promises to engender lively debate at the Conference. There are always issues debated which could affect management of alligators in the Southeast as well.

**Curtis Taylor**, the Chair of the International Relations Committee, has been selected to serve on the U.S. Delegation representing our member agencies. The four regional Association representatives are all registered for the Conference and travel plans and lodging arrangements have been finalized. The Western Association will be represented by **Bob Broescheid** of Arizona Game and Fish; the Mid-West Association will be represented by **Carolyn Caldwell** of the Ohio Division of Wildlife; **Buddy Baker** of Louisiana Wildlife & Fisheries will be representing the Southeast; while **Jack Buckley** of Massachusetts Wildlife will be at the Conference representing the Northeast Association. Don MacLauchlan of the Association's staff will represent the Association as well as providing staff support for the four regional reps.

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### **International Meeting of the Joint Management Committee on the Agreement on International Humane Trapping Standards**

It was announced in the fourth quarter that on October 12-13, 2010, the United States via AFWA's U.S. Furbearer Conservation Technical Work Group will host the second annual meeting of the Joint Management Committee for the Agreement on International Humane Trapping Standards. The meetings will be held in Charleston, SC.

Representatives from the European Union, Russian Federation and Canada will join the U.S. representatives for a few days of sharing trap research developments and discussing current international trade agreements. Maintaining the agreement the U.S. has with the EU is an important part of furbearer management for the states, as it allows fur harvested here to be imported into the EU.

The primary purpose of this Committee meeting is to synthesize international trapping research expertise and to receive an update on a possible new proposal on trapping standards to be put forward in 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. Any new standards, if adopted by the EU Parliament, will be solely applicable to the EU. ◀

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## Programs/Projects

### ► Agency-Industry Coalition

#### Hunting and Shooting Sports Foundation

The Coalition's Alternative Funding Team and other members of the Coalition are continuing to make progress with a new foundation for the hunting and shooting sports similar to the Recreational Boating and Fishing Foundation (RBFF). Dale Hall (USFWS, retired) is leading the effort to establish the foundation and is working closely with the Association, National Shooting Sports Foundation, Archery Trade Association and others toward this goal. The Association's Industry/Agency Coalition Multistate Conservation grant project has provided partial funding assistance for Dale's efforts. ◀

#### Coalition Marketing Team

At the Southeastern Association of Fish and Wildlife Agencies' annual meeting in November, the Coalition's Marketing Team, represented by Brian Bohnsack and Laura MacLean, presented an update on activities of the team to develop and implement a broad-based communication program to "tell the story" of conservation.

In December, members of the Coalition's Marketing Team met with the Association's Executive Committee to review and receive feedback on draft advertising creative prepared by Brothers & Company, pro bono. The Marketing Team continues to refine its planned marketing outreach campaign as a result. ◀

#### Staff Change

Brian Bohnsack's detail to AFWA and the Industry/Agency Coalition ended in December. He returned to the USFWS as the Recreational Boating and Fishing Liaison. Chad Klinkenberg replaces him. ◀

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### ► Amphibian & Reptile Conservation

#### Amphibian and Reptile Subcommittee Summit

On Wednesday, November 4, in conjunction with the SEAFWA meeting, the Amphibian & Reptile Subcommittee and the Law Enforcement Committee held a one-day, national summit among state agency staff (administrators, biologists and law enforcement) from across the country.

The summit, "Applying the North American Model to Amphibians and Reptiles: Ensuring Sustainable Use," was very well-received, with more than 100 people in attendance representing 26 states (and including a small proportion of representatives from federal agencies, universities, and NGOs). Representatives covered the nation with 10 state agency staff attending from Western states, six from Midwestern states, five from Northeastern states and the remainder from the Southeast. Funds from the Competitive State Wildlife Grant set aside for travel stipends were made available for all state agency personnel; only 23

state participants claimed these, even with tight economic conditions. This further demonstrates the importance and interest in this issue.

The purpose of the summit was threefold: 1) to examine the issues related to the various uses of amphibians and reptiles (commercial, personal, scientific, etc.); 2) to begin a conversation about potential solutions and model legal and regulatory approaches; and 3) to formulate recommendations with the North American Model for Wildlife Management in mind. While the collection, possession and trade in amphibians and reptiles (i.e., herpetofauna) covers a broad set of issues, this effort focused on commercial use and export of U.S. native herpetofauna. Prior to the meeting, a questionnaire to help summarize each state's laws and regulations pertaining to herpetofauna was sent to LE Chiefs and biologists. A draft "State of the Union" report was produced from these summaries for the purposes of the summit; 37 states had responded by the time it went to print. An additional four states had provided responses by the summit date, and the resulting document will be revised with data from the remaining states in the continental U.S. included.

The SEAFWA 2009 C.W. Watson award-winner, Dr. J. Whitfield Gibbons of the University of Georgia Savannah River Ecology Lab, kicked off the day with some live animals to demonstrate the fascination and admiration that people have for amphibians and reptiles. Dr. John Organ, the summit keynote speaker, continued the SEAFWA meeting theme by addressing the North American Model and its Seven Sisters as they relate to the use of and regulations pertaining to herpetofauna. Additional speakers addressed challenges relating to uses of herpetofauna on an international scale to a national scale, down to a state-by-state scale using case studies in both law enforcement and the regulatory process. Discussion sessions throughout the meeting provided for direct participant engagement in the development of preliminary recommendations. Next steps include revision of the State of the Union document, based on feedback received at the summit, and fleshing out preliminary recommendations via a workgroup of volunteers from the summit.

The summit planning team extends its thanks to Directors **Gordon Myers** (NC) (interim Chair of the Amphibian & Reptile Subcommittee), **Larry Voyles** (AZ) (Chair of the Law Enforcement Committee) and **Dan Forster** (GA) for their and their staff's assistance and involvement in the summit and in making it such a success. ◀

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## ▶ Bird Conservation

### **U.S. National Ramsar Committee**

The number of Ramsar sites in the U.S is 28. Roswell Artisan Wetlands has been designated a regional Ramsar site. The U.S. National Ramsar Committee is in the process of considering nominations of Humbug Marsh in Michigan for designation as Wetlands of International Importance. ◀

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

The U.S. NABCI Committee spent 2009 developing and finalizing its strategic intent for the next three to five years; completing the first ever State of the Birds Report and beginning the next one; promoting the conservation programs of the Farm Bill by developing a "Wildlife Conservationist's Guide to the Farm Bill" and addressing NRCS and partner capacity to deliver

Farm Bill programs; and starting to address key policy and legislative issues that impact the conservation of birds. ◀

#### **NABCI Committee Update**

The Committee's last meeting was held in Arlington, VA in August. The next meeting will be in Arlington, VA on January 12-13, 2010. ◀

#### **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. A subset of the subcommittee developed a white paper that discusses biological capacity for Farm Bill conservation programs and the need to increase that capacity. NRCS found that since 2007, NRCS has lost about 30 biologists. AFWA did a survey that indicates a similar declining trend in partner biologists. There is general consensus that national agricultural policy favoring wildlife conservation is as successful as the local delivery capacity. A white paper and one-page handout can be found at [http://www.nabcius.org/pvtlands\\_biocapacity.html](http://www.nabcius.org/pvtlands_biocapacity.html). ◀

#### **Monitoring Subcommittee**

The Monitoring Subcommittee conducted a database needs workshop on priority initiative databases and their requirements and needs. The meeting attendees developed a final draft of the criteria by which the priority databases will be reviewed. Based on this review by each initiative, a data management priorities document was developed that outlines the resource needs of all the priority population level databases for birds as identified by the initiatives. The Subcommittee also completed a document that outlines best management practices for databases. This document will be an excellent resource for state agency staff that manages databases, inputs data into databases, and determines security and effectiveness of the agency's databases. ([http://www.nabcius.org/monitoring\\_database.html](http://www.nabcius.org/monitoring_database.html)) ◀

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

A Subcommittee of NABCI developed the State of the Birds report. The report was the first of its kind in the U.S. and was developed by a myriad of partners in the bird conservation community, including the Association, with the USFWS facilitating its completion. The report can be downloaded at [www.stateofthebirds.org](http://www.stateofthebirds.org). In 2010, NABCI will release a report that analyzes climate change and its impacts on birds. The State of the Birds Subcommittee continues to make progress toward a 2010 report. The Subcommittee has ended its peer review phase and is considering and incorporating comments. NABCI intends to release the report in March. ◀

#### **Continental Grasslands Bird Conservation**

The NABCI Continentally Important Proposals documents are available on the web at <http://www.nabci-us.org/trinationalprojects.htm>. The outline of a continental approach for the conservation of shared migratory birds between Canada, Mexico and U.S. Tri-national grasslands conservation was the focus of one of the proposals. The 2009 State of the Birds report identified the grasslands bird as among the fastest and most consistently declining birds in North America.

A proposal for grasslands conservation in Mexico, where the conservation needs are most pressing, was submitted to the Commission of Environmental Cooperation (CEC) and was accepted. The proposal supports grassland conservation in Mexico that will be complemented by funds from the Canadian Wildlife Service. The Mexican government agency, CONABIO, is

the lead agency. The Rocky Mountain Bird Observatory (RMBO) will be leading the monitoring and mapping aspects of the project.

A meeting was held in December 2009 to engage more partners in the project. Next steps were outlined and additional partners were invited such as TNC and NFWF. At the meeting, the partnership agreed to develop a regional alliance and they are in the process of hiring a coordinator in early 2010. The role of the regional alliance will be to formulate a common vision for conservation, provide a forum for consensus building and provide a mechanism to take action. The boundary will include the Chihuahua desert ecoregion, but there will be coordination with cross-border JVs. The formation of the regional alliance will be the main objective in 2010 with specific conservation actions, secondary. Also in 2010, the partnership will need to consider funding beyond 2010. The CEC is going to continue funding the project in 2010 and we hope, through its current strategic planning process, beyond 2010. ◀

#### **Bird Conservation Region (BCR) Map Updates Requested**

The U.S. NABCI Committee received three requests for updates to the BCR map and will be considering those requests until March 1, 2010. More information is available at <http://www.nabci-us.org/bcrchanges.html>. ◀

#### **NABCI/AJVMB Award Nominations Being Accepted**

The U.S. NABCI Committee accepted nominations for the 2010 NABCI/AJVMB Bird Conservation Award and the 2010 NABCI/AJVMB Policy Awards until December 31. The award winners will be announced in early 2010. ◀

#### **Southern Wings Program**

The Southern Wings Program continues to make significant progress. The Western, Southeastern and Midwest Associations have each agreed to act in the capacity of "fund collector." Similarly, the Northeast directors have had supportive discussions regarding Southern Wings but have not taken similar action insofar as collecting funds. The American Bird Conservancy has agreed to assemble funds for Northeast states.

Southern Wings support by numerous agency directors and staffs has been very evident, especially during what are challenging economic times. No less than seven states have indicated their financial commitment to participate in Southern Wings in 2009 through either their declared intention or their action in transferring funds to regional associations.

**Participating states include Arkansas, Arizona, Iowa, Oklahoma, Missouri, South Dakota and Wisconsin.** Other states have budget requests pending for 2010 funding. In some cases, state funds have already been transferred to regional associations.

The Southern Wings Technical Team is considering projects that will be funding in the first year of the Southern Wings Program in order to recommend to regional associations at their respective spring/summer meetings from April-July, 2010. Following consideration by directors, funds should flow by late summer 2010. ◀

#### **Partners in Flight Trinational Vision**

Partners in Flight (PIF) is in the process of completing a cutting edge assessment—the PIF Trinational Vision—of landbirds. There are three components to the vision: shared birds, shared concerns and shared actions. The assessment will allow us to speak about the vulnerability of North American landbird species. It will also demonstrate how the bird conservation needs of Mexican endemics complement the conservation needs of our species

that migrate to Mexico. For example, the Golden-cheeked Warbler winters in the area of El Triumph, Mexico and shares habitat with local endemics such as the Pink-headed Warbler. With this foundation, we can help demonstrate how states can use their Southern Wings money in a biologically sound manner. The Vision will be rolled out in May 2010 in conjunction with the International Migratory Bird Day. ◀

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## ▶ Climate Change

### **The Voluntary Guidance for States to Incorporate Climate Change into State Wildlife Action Plans & Other Management Plans**

In 2008, the Climate Change and Teaming With Wildlife Committees joined forces to create a Climate Change/Wildlife Action Plan Workgroup. The workgroup was populated by individuals from state and federal agencies and private conservation organizations charged with the task to create a guidance document on how states can integrate climate change into their State Wildlife Action Plans. The final document was presented at the Association's 2009 Annual Meeting and received the endorsement of both committees as well as the endorsement of the state fish and wildlife directors at the Business Meeting.

The 42-page document provides voluntary guidance for state fish and wildlife agencies wanting to incorporate climate change impacts on wildlife and their habitats into Wildlife Action Plans as well as other plans. It includes sections on adaptation strategies, vulnerability assessment, the revision process, a climate change reference section, as well as case studies. A PDF version of the document is available on the Association's website as well as the Teaming With Wildlife websites. Limited printed copies have been distributed to state directors, wildlife diversity coordinators, and State Wildlife Action Plan coordinators. ◀

### **Climate Change NCN**

The Climate Change Committee's proposal for the Climate Change National Conservation Need for the 2010 Multistate Conservation Grant Program cycle was accepted by the Grants Committee at the Association's 2009 Annual Meeting. The committee is proposing to host a series of regional workshops on climate change planning for state fish and wildlife managers. The Committee has begun planning for these workshops with the hopes of hosting them at the annual regional association meetings with the assistance of the regional climate change committees. The first workshop is scheduled to occur at the 2010 Southeastern Association of Fish and Wildlife Conference in Biloxi, MS next fall. ◀

### **Science & Research/Climate Change Workshop at the 2010 North American Wildlife and Natural Resources Conference**

The Science & Research Committee and Climate Change Committee will co-host a Structured Decision-Making/Adaptive Management Workshop under the helm of Jay Hestbeck from USGS. The workshop will focus on climate change impacts and how state agencies may use structured decision-making and adaptive management to manage for these impacts. Jim Nichols (USGS), Ken Williams (USGS) and TJ Fontaine (USGS) will begin the workshop by introducing and defining structured decision making and adaptive management under the context of climate change as well as State Wildlife Action Plans. Following these speakers will be a series of presentations on the use of Structured Decision Making and Adaptive Management for different situations as they relate to climate change. Ken Williams will be

the moderator for this workshop. He was the moderator at the 2009 North American workshop on structured decision making and invasive species. ◀

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## ▶ Education, Outreach & Diversity

### **Outdoor Skills Education Survey**

In September, 41 state fish and wildlife agencies completed an AFWA survey about some of their conservation education programs including in-school outdoor skills education. The survey asked agencies about barriers they've experienced to in-school outdoor skills education, as well as tools AFWA might provide to help address the barriers. "Lack of staff/agency resources" and "school administrators are not interested" were the top two barriers. "Teacher time for training" and "teacher comfort level with material" also were identified as significant barriers.

The two most needed resources identified for helping to incorporate outdoor skills education in the formal school day were "messages to use with school administrators" and "connections to health and/or physical education standards." The Outdoor Skills subcommittee will use these and other survey results to develop products and strategies to increase the presence of outdoor skills in schools.

The survey also sought information about state agencies' outdoor classrooms/schoolyard habitats programs; participation in Children and Nature initiatives; and participation in development of a state environmental literacy plans. A complete report of all survey results will be completed and published in March 2010, and will be available on the AFWA conservation education web page. ◀

### **Outdoor Skills Subcommittee**

An Outdoor Skills subcommittee was convened and met in November to discuss the results for the outdoor skills portion of the agency survey. The committee has identified several strategies for facilitating in-school outdoor skills education to be developed during year 2 of the grant focused on incorporating CE Core Concepts into formal k-12 PE standards. Jeff Rawlinson (NE) chairs the group. ◀

### **Field Investigations**

A social science component for Field Investigations Guide called Landscape Investigation is in development and a draft will be provided to the Conservation Education Working Group for review in February 2010. In addition, *Awakening Inquiry*, a guide for teachers of grades K-8, was drafted and distributed for review by Conservation Education Strategy K-12 committee members. ◀

### **RFP for Baseline Skills**

The CE Working Group prepared an RFP to hire a contractor to research and develop a white paper on baseline trends and indicator data relevant to the work of the Association's *North American Conservation Education Strategy* under its 2009-2011 multi-state conservation education grant. The RFP will be released in January 2010 with work to begin in April. ◀

### **Other Conservation Education Initiatives**

The CE Working Group produced its second CE Strategy e-newsletter "CE Strategy News." The e-newsletter included information on the agency survey, update on the No Child Left Inside

legislation, and stories of ways agencies are incorporating the conservation education core concepts in their agency programs. To sign up, go to [www.fishwildlife.org/consed](http://www.fishwildlife.org/consed).

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## ► Invasive Species

### **Aquatic Nuisance Task Force (ANSTF)**

The Aquatic Nuisance Species Task Force (ANSTF) database of experts is now available online at <http://anstaskforce.gov/experts/search.php>. A recommendation resulting from the May 2009 Aquatic Nuisance Species Task Force (ANSTF) meeting was to distribute the link for the database of experts to all ANSTF members and to request them to place the link on their websites. The goal is to increase the visibility and use of the database. Please consider placing this link on your state's webpage in the appropriate location(s). Suggested pages to place this link might be those related to fishing, recreational boating, wetlands, streams/riparian areas, etc. ◀

### **Invasive Species Spotlight: Asian Carp**

Marc Miller, Director of the Illinois Department of Natural Resources, reported that recent E-DNA sampling confirmed the presence of Asian Carp directly below the electric barrier on the Chicago Sanitary and Ship Canal (CSSC). This situation presented a clear and present threat to the health of the Great Lakes. In response, the Illinois DNR planned the use of toxicants to knock the species back six miles to below the next lock and dam. This was necessary to complete required maintenance on the existing barrier and to prevent a breach of the barrier system in a flooding event and subsequent entry of the fish into the Great Lakes.

On December 4-8, the CSSC was treated in an aggressive eradication effort. Visit <http://www.asiancarp.org/rapidresponse/documents/ACRapidresponsewrapup.pdf> to learn more about the effort. ◀

### **Lacey Act Workgroup**

This workgroup, led by Gary Taylor and Carol Bambery (AFWA), continues to analyze alternative approaches that the Association might advocate in the future to achieve its legislative principle of incorporating screening into federal strategies for importation of live wildlife. The task team has met by conference call and targets a work product before the North American meeting. ◀

### **National Invasive Species Awareness Week (NISAW)**

Janet Clark (MT) is coordinating a week-long event in January 2010 in Washington, DC. The National Invasive Weeds Awareness Week (NIWAW) is being expanded to an all-taxa approach. See [www.nisaw.org](http://www.nisaw.org) for more information. The four-day event focuses on three areas:

- Climate Change & Invasive Species
- Energy and Biofuels & Invasive Species
- Green Economy & Invasive Species

Speakers include Larry Riley (AZ), also a member of the Lacey Act Workgroup (see above); he will represent the Association in a Lacey Act panel discussion. Priya Nanjappa (AFWA) also will provide an introduction to the AFWA Invasive Species committee and its efforts during the

networking session. Invasive Species Committee Vice-chair, Kim Bogenschutz (IA) assisted in the planning efforts for this conference. ◀

### **The Invasive Species Bulletin**

The Association's Invasive Species Committee is looking for submissions to the Winter issue of its quarterly e-newsletter, *The Invasive Species Bulletin*. The bulletin focuses on state efforts to combat invasive species impacts on fish and wildlife. The entire e-newsletter is written by state invasive species coordinators from different states around the country with sections focusing on different aspects of invasive species issues. The inaugural issue can be found on [www.fishwildlife.org](http://www.fishwildlife.org) in the Science and Research section under Invasive Species. ◀

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### **▶ Multistate Conservation Grant Program**

In November, the 2011 MSCGP Cycle began with the solicitation of National Conservation Needs (NCNs). Each AFWA Committee and Regional Association may submit one NCN, which is due Friday, February 12, 2010.

The next steps in the annual MSCGP cycle include: The selection of NCNs for the 2011 MSCGP Cycle at the North American and Natural Resources conference in March; and Letters of intent (LOIs) to address the selected NCN's, which will be solicited in April.

With the departure of Christina Zarrella, the previous MSCGP Coordinator, AFWA welcomes its newest staffer Chad Klinkenborg. Chad will take over the MSCGP Coordinator role as well as serving as the Industry Liaison for the Association.

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**

Five "Candidate" Fish Habitat Partnership (FHPs) applications were approved by the National Fish Habitat Board for recognition as official FHPs at the October 2009 meeting in Arlington, VA. They were: Atlantic Coastal Fish Habitat Partnership, Ohio River Basin Fish Habitat Partnership, Reservoir Fisheries Habitat Partnership, Great Lakes Basin Fish Habitat Partnership and the Great Plains Fish Habitat Partnership. The total of recognized FHPs now stands at 14.

The Board will officially meet again, March 3-4, 2010 at the Headquarters of Ducks Unlimited in Memphis, TN. ◀

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## ► National Survey

During the past quarter, the Association's National Survey Working Group (NSWG) worked with representatives of the U. S. Census Bureau and the USFWS to evaluate sampling design options for the 2011 National Survey of Fishing, Hunting, and Wildlife-Associated Recreation. In particular, the NSWG focused on precision and reportable data considerations.

The 2011 National Survey costs will be held, in effect, to those of the 2006 Survey in keeping with the Multi-State Conservation Grant proposal approved by the Association in 2008. To meet that expenditure constraint, new sampling and reporting efficiencies are being implemented *and* there must be a smaller sample size. The Census Bureau presented several sampling options for the NSWG to review, giving consideration to impacts on variance, or survey error, especially with regard to hunter data.

It became clear that we could not have it all—there would be a need to balance tradeoffs between minimizing sampling error and maintaining more hunter information within the survey reports. After much deliberation, the NSWG gave the green light for a survey design that will attempt to achieve about 50,000 screener interviews (compared to 85,000 in 2006). At the national level, the number of interviewed hunters will decrease from 5,022 in 2006 to an estimated 3,000 in 2011, and the coefficient of variation for hunter participation data will increase from 2.1% to an estimated 3.5% for the same survey periods.

What are the practical implications? First, we can expect national and state-level participation and economic data estimates to be less precise, in 2011, for angling, hunting, and wildlife observation. This will be especially apparent with hunter data, resulting in more gaps in reportable data for states (i.e., more dashes and stars in state tables). *But*, those estimates reported can be viewed with confidence and compared to previous survey estimates. It is anticipated that the level of detail available in the final reports will be comparable to that seen in the 1996 National Survey.

In sum, the Census Bureau immensely values the ability to conduct the 2011 National Survey, and it is doing everything possible to produce a high-quality survey with comparable reporting. ◀

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## ► Science & Research

### Science & Research/Climate Change Workshop at the 2010 North American Wildlife and Natural Resources Conference

The Science & Research Committee will hold its second Structured Decision-Making/Adaptive Management Workshop with the Climate Change Committee as a co-host. The second workshop will focus on climate change impacts and how state agencies may use structured decision-making and adaptive management to manage for these impacts. Jim Nichols (USGS), Ken Williams (USGS) and TJ Fontaine (USGS) will begin the workshop by introducing and defining structured decision making and adaptive management under the context of climate change as well as State Wildlife Action Plans. Following these speakers will be a series of presentations on the use of Structured Decision Making and Adaptive Management for different situations as they relate to climate change. Ken Williams will be the moderator for

this workshop. He was the moderator at the 2009 North American workshop on structured decision making and invasive species. ◀

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## ▶ Teaming With Wildlife

### State Wildlife Action Plans

A contractor was hired to format and print the Climate Change Wildlife Action Plan Guidance document that was approved by directors in September. A living guidance document is being prepared for AFWA's website.

Foundations of Success was hired to help lead the national effectiveness measures project. The purpose of the project is to develop and test a set of effectiveness measures for the State and Tribal Wildlife Grants Program and Wildlife Action Plans. Working Group members were selected and a charter and work plan were developed. A two-day meeting of the working group was held in December. The meeting included presentations by the USFWS and Office of Management and Budget to help frame the problem. Several committees were organized to work on specific parts of the project. An interim report of the project will be given to the Teaming With Wildlife Committee at the 2010 North American Wildlife and Natural Resources Conference and a final report is will be delivered at AFWA's 2010 annual meeting.

Presentations were given on State Wildlife Action Plans at the Southeast Fish and Wildlife Conference and to State Foresters working on state forest assessments and strategies. ◀

### Teaming With Wildlife Coalition

The Teaming With Wildlife coalition reached 6,219 members during the quarter. A communication plan was developed to improve communication to the coalition, coalition leaders, state fish and wildlife agency staff and partners. A variety of communication modes, including Facebook, Twitter and an online newsletter will continue to be used.

Planning continued on a revamp of the Teaming With Wildlife and Wildlife Action Plan websites. The redesign will include a move to a web content management system that will allow better control over content creation, editing and maintenance.

Work continued on creating a centralized database of Teaming With Wildlife coalition members.

Planning began for the 2010 Teaming With Wildlife Fly-in. The Fly-in will be held February 23-24, 2010. The theme will be "Celebrating 10 years of State Wildlife Grants Funding." The reception will be held on the ninth floor of the Hart Senate Office Building. ◀

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## ► Wind Energy

### **American Wind Wildlife Institute**

The Association's 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 last board meeting was held in November 2009.

The intent is to create a landscape-level planning tool to identify sensitive wildlife areas in relation to potential wind project development. The tool will provide stakeholders with an initial baseline from which to plan medium- and long-range wind energy development, along with conservation plans, mitigation strategies and monitoring scenarios. The first phase of the mapping tool is being reviewed. ◀

### **Federal Advisory Committee Update**

The Wind Turbine Guidelines Advisory Committee's last two meetings occurred on September 1-3 and September 29-October 1, 2009 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 meeting planned in December was postponed and was rescheduled for March 2-4, 2010 in Arlington, VA.

The Draft Guidelines outline a tiered approach to developing wind while considering wildlife needs. It also recommends the use of best management practices and encourages early coordination between the industry and wildlife agencies and conservation organizations. In addition, the Draft Guidelines include an implementation chapter and discuss industry incentives to follow the guidelines.

Industry will be encouraged to maintain explicit records of its coordination with the USFWS and the state wildlife agencies, monitoring protocols and results, and documentation of how they followed the guidelines. This information will be taken into consideration if any legal steps need to be taken by USFWS. The USFWS would like to have final guidelines published at the end of 2010. ◀

### **National Wind Coordinating Collaborative**

The Association is now a member of the National Wind Coordinating Collaborative (NWCC) Steering Committee. AFWA's coordinator participates in monthly conference calls which provide an excellent opportunity to discuss wind farm siting and transmission development issues with wind energy and transmission development industry representatives. NWCC is currently producing a series of webinars on transmission development and will conduct a transmission forum on February 22, 2010 in Washington, DC. ◀

### **Wind Energy and Transmission Subcommittee**

The Subcommittee's top issues are the USFWS Federal Advisory Committee; assessing green certification options for wind energy development; and developing state agency guidance on transmission development. A working group is developed transmission guidelines for state agencies. The guidelines will focus on the regional transmission issues around the country and will be populated with state by state information gathered in a survey that will be distributed in early 2010. Russ Mason, MI DNR, is leading the working group. ◀

## Coordination Between State F/W Agencies and State Public Utility Commissions

The Energy Policy Act of 2005 directed the Department of Energy (DoE) in cooperation with BLM, USFS and the Department of Defense to identify western and eastern energy transmission corridors. The western effort, covering 11 states, was concluded in 2009. State fish and wildlife agency involvement was solicited by the Western Governors' Association in recommendations WGA made to the final identification of the western corridors.

DoE is now initiating the process to cover the eastern transmission corridors to include the 37 additional conterminous states plus Alaska. The siting of these corridors has the potential to have significant impacts on fish, wildlife and their habitats. Working through your state Public Utility Commission (aka Regulatory Utility Commission) is the most likely opportunity state fish and wildlife agencies in the remaining 38 states may have to influence and comment on the recommendations that will go to DoE regarding the selection of the eastern corridors.

We encourage you, if you haven't already, to open a dialogue with your state PUC to determine how you can best inform the corridor selection in your state to minimize impacts. More information on the overall process is available on the DoE website at [www.doe.gov](http://www.doe.gov). ◀

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## Member Services

### ► Communications & Marketing

#### Materials & Media

The Association produced four issues of the Directors' Line e-newsletter; issued seven press releases; responded to numerous calls from reporters; and continued to update the Conservation News page at <http://fishwildlife1.blogspot.com/> on a regular basis.

#### Annual Report

Work began to draft the 2009 AWFA Annual Report. To obtain images for the report, the Association initiated the 2<sup>nd</sup> Annual "Launch the Cover" photo contest. Before the end of the fourth quarter, more than 200 entries had been submitted for consideration from state agencies nationwide.

#### Web Site

Work continued with JesseJames Creative to update the Association's website content organization, navigation, timeliness and visual appeal via a content management system. Currently, content and images are being uploaded in to the site's new Content Management System and we are testing options for the member's only collaboration site. ◀

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## ► Management Assistance Team

### **MAT Leadership Training and Workshops**

As part of MAT's leadership development services, the team provides ongoing consulting and training for state fish and wildlife agencies. In the fourth quarter, MAT gave a short presentation of leadership products and services to the **Maryland DNR**. A *Critical Questions* assessment was provided the **Oklahoma Department of Wildlife Conservation** to help the agency create its own leadership development in-house program. For more information on MAT and the services offered to state fish and wildlife agencies, visit [www.matteam.org](http://www.matteam.org). ◀

### **Conservation Learning Campus**

MAT conducted eight leadership development courses online. Courses continue to be filled when offered quarterly by MAT. A review of all MAT's online course offerings resulted in significant revisions and improvements to the virtual campus. This work will continue on next quarter as well. ◀

### **MAT Consulting with States**

MAT staff consulted with fish and wildlife agencies in 11 states (AL, AZ, DE, MD, PA Fish and Boat, NH, OK, IA, UT, WV and WY) during the final quarter in 2009. Subjects ranged from development of state leadership programs to comprehensive agency effectiveness reviews. After completing a comprehensive agency review for **Delaware Division of Fish and Wildlife** in the summer, MAT held a debrief meeting with Director, **Patrick Emory**. MAT began initial stages of a comprehensive effectiveness review for **West Virginia Wildlife Resources Section** at the request of Director, **Curtis Taylor**. The review should be completed by July 2010. ◀

### **Publications and Other Services**

MAT provided examples of writing policy to the **Washington State Fish and Wildlife Commission**. MAT has been working with Cornell, **Alaska** and OWP in planning a provocative all-day workshop entitled "*Transformation of State Wildlife Agencies: Challenges and Opportunities for Leaders*" to be held at the North American Wildlife and Natural Resources Conference in Milwaukee. MAT's Annual Report will be out March 2010. ◀

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## ► National Conservation Leadership Institute

MAT staffs the NCLI. Efforts paid off this quarter when all 36 Fellows representing 16 state fish and wildlife agencies, USGS, USFWS, NPS, NFWW, NWTF, RMEF and the Navajo Nation Department of Fish and Wildlife completed their residency in October. Currently, Fellows are engaged online in small group peer consulting for one another about individual adaptive leadership challenge projects. ◀

### **NCLI Cohort 5 Nominations**

Begin now thinking about who you will nominate from your agency for Cohort 5. Nominations are now open and will be accepted through mid-May, 2010. Additional information is available via the NCLI website at [www.conservationleadership.org](http://www.conservationleadership.org). ◀

## NCLI on Your State Charitable Giving Campaigns

The NCLI has 501(c) 3 status. If you would like help getting the NCLI added on your state's charitable giving campaign list, please contact MAT at 304/ 876-7988. This is a way to insure that your charitable donations can be directed to a worthy cause that directly impacts conservation among state fish and wildlife agencies. ◀

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John Bloom	Accounting Manager
Arpita Choudhury	Science and Research Liaison
Estelle Green	Administrative Assistant
Dwight Guynn	Management Assistance Team Project Leader (USFWS)
Sally Guynn	Management Assistance Team Project Leader
Deb Hahn	Migratory Bird Coordinator
Mark Humpert	Wildlife Diversity Director
Chad Klinkenborg	Multistate Conservation Grant Program Programmer
Don MacLauchlan	International Resource Director
Laura MacLean	Communications & Marketing Director
Gina Main	Management Assistance Team Junior Project Leader
Priya Nanjappa	Amphibian & Reptile Coordinator
Amanda Myers	Management Assistance Team Training Services Coordinator
Terra Rentz	Teaming With Wildlife Coordinator
Angela Rivas Nelson	Executive Assistant
Donna Reeves	Management Assistance Team Office & NCLI Grants Administrator
Ryan Roberts	National Fish Habitat Action Plan Communications Coordinator
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Colby Smith	Management Assistance Team Print & Web Specialist
Gary Taylor	Legislative Director
Bryant White	Furbearer Research Coordinator



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