



ASSOCIATION *of*  
FISH & WILDLIFE  
AGENCIES

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# Association HQ

## Highlights Quarterly

Activities of the Association  
for July, August & September 2009

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# Executive Director Notes

## Wading Through the Economy

It's hard to turn on the news or open the newspaper these days and not see some bit of news about our economy. While many economists predict that the economy is improving and some even say that the recession is officially over, the consensus seems to be that for states in particular, the worst is yet to come.

Despite anecdotal evidence that fishing license sales are up in parts of the country as Americans looked for more affordable ways to spend their summer vacations as well as early indications that the Wildlife Restoration Program could see increases between \$100 to \$200 million next year because of record gun sales, state fish and wildlife agencies are far from immune to our economic situation. I have heard from a number of directors and other agency staff that their agencies are taking deep funding cuts, furloughing staff and even laying people off.

We recognize that we must do what we can to help states through this economic crisis while not reducing the important work that the members of the Association are doing on the critical issues affecting fish and wildlife conservation in our land. Accordingly, starting in 2010, we have reduced the financial support that we are asking from each state by eliminating both the special assessment as well as the Farm Bill assessment and have replaced this income with a Multistate Conservation Grant.

In addition, in an effort to help ensure that state directors can still attend key meeting of the Association and Regional Associations, we have secured a Multistate Grant that will provide up to \$3,000 for each director to cover travel expenses.

While we hope for the best, we will plan for the worst and continue to look for ways to make it easier and more affordable for states to continue to support this Association and ensure it is responsive to your needs. As indicated by the energy and enthusiasm at our annual meeting, the need for states to collaborate on the myriad of issues affecting fish and wildlife are every bit as real as they were when this organization was created in 1902.

While we are all concerned about the impact that our economic crisis could have on our fish and wildlife resources and the agencies that manage these resources, we must remember that some of the greatest conservation achievements in our nation's history occurred during the height of the Great Depression. Hopefully those that follow in our footsteps will be able to say the same about this period in our history. ◀

*Matt Hogan*

## Issues & Outcomes from 2009 AFWA Annual Meeting

COMMITTEE	ISSUE	ACTION	IMPACT TO STATE FISH AND WILDLIFE AGENCIES
Agricultural Conservation	Delayed publication of rules for the Voluntary Public Access Program (Open Fields legislation)	Meet with Farm Service Agency Administration to impress the urgent nature of action and assess program status before requesting community and Congressional action if necessary	Loss of another year for state fish and wildlife agencies to spend \$50 million dollars on creating or implementing public access programs and establishing a track record before legislative reauthorization of the program in 2012
Agricultural Conservation	Supplemental Environmental Impact Statement for the Conservation Reserve Program (CRP) is taking too long and does not fulfill Congressional intent	Draft comments on behalf of the state fish and wildlife agencies highlighting new enacted legislation and the Managers Report that improves linkages to and benefits to fish and wildlife conservation initiatives as well as the need to expedite the process in order to re-enroll expiring CRP acres	<p>Many state-driven CRP wildlife initiatives are on hold until new acres are allocated after the EIS is complete</p> <p>No general signup will occur until the EIS is completed, resulting in a loss of 2.9 million acres in 2009 and a loss of 4.5 million acres in 2010 unless the EIS process is expedited</p>
Federal and Tribal Relations	Proposed Amendments to the Wild Free-Roaming Horses and Burros Act	The Committee Chair will work with AFWA staff to summarize our concerns with the proposed amendments for the directors to use when communicating with members of the Energy and Natural Resources Committee	This bill, if enacted, would constrain state fish and wildlife agencies from meeting their conservation objectives on public lands
Federal and Tribal Relations	USFS Planning Rule and Roadless Rule	Letter from the AFWA President to the Chief of the Forest Service that reaffirms our position on the Planning Rule and affirms our position on the Roadless Rule	State fish and wildlife agencies need to be meaningfully involved with the USFS as it modernizes its forest planning rule; and as it reinstates the 2000 Roadless Rule
Fish and Wildlife Trust Funds	<p>Erosion of the Trust Funds (WR/SFR)</p> <p>In 2009, WR = \$404,449,843 and SFR = \$336,474,545</p>	Develop criteria and a process to consider future requests to remove and excise tax from a product	Secure trust fund funding for state fish and wildlife agencies in the present and future

COMMITTEE	ISSUE	ACTION	IMPACT TO STATE FISH AND WILDLIFE AGENCIES
Joint Federal/State Policy Task Force (JTF)	Revisions to 50 CFR 80 - "Administrative Requirements, Pittman-Robertson Wildlife Restoration and Dingell-Johnson Sport Fish Restoration Acts"	The JTF identified three issues that required further clarification from state fish and wildlife agencies after comments from the state and USFWS regions had been incorporated. Several Association Committees were asked to provide feedback	Enhance the federal and state partnership and ensure efficient administration of WR/SFR funding to state fish and wildlife agencies
Legislative & Federal Budget	Congressional legislative strategy	Identify, refine and focus a legislative strategy	Advocate state agency interests before Congress to secure passage of favorable fish and wildlife policy and ensure existing and continued funding
National Grants	Multistate Conservation Grant Program (MSCGP) 2010 cycle	Selected 13 projects to address the 7 National Conservation Needs (NCNs) selected by state directors this year	Enhance states' ability to address highest priorities and large-scale conservation issues
Teaming With Wildlife	Climate Change Wildlife Action Plan Guidance Document	Committee approved the document and sent to the business committee for consideration	States provided with a voluntary guidance document to help with incorporating climate change into Wildlife Action Plans and other management plans
Agricultural Conservation	Biomass Crop Assistance Program EIS as written is problematic and does not benefit wildlife	Draft comments on behalf of the state fish and wildlife agencies highlighting errors and shortfalls in biological and ecological systems and interpretations, extrapolations and assumptions on which the EIS is based	Loss of conservation opportunities, practices, and potential benefits to wildlife associated with transitioning traditional farming practices to renewable energy crops nationwide
Angler and Boating Participation	Rule-making for the Clean Boating Act by EPA	Work with the Invasive Species Committee to draft AFWA comments on the proposed rule-making	Provides a state perspective on how the rules should be crafted for gray water and other incidental discharges, including outreach and enforcement considerations

COMMITTEE	ISSUE	ACTION	IMPACT TO STATE FISH AND WILDLIFE AGENCIES
Education/Outreach & Diversity	Relevancy in changing times – at many agencies, the workforce composition no longer reflects the composition of their state’s citizenry	Presented Position Statement at Business Meeting (approved)  1) Encourage each generation of fish and wildlife conservation leaders to value differences in cultures and show it through their actions  2) Encourage management support for the development of an Association action plan	Addresses three of the five critical issues identified in the Association’s Strategic Plan including engendering and maintaining public and political interest in fish and wildlife; developing a new generation of conservation leaders; and seeking funding from a full array of public beneficiaries
Federal and Tribal Relations	Conifer Beetle Impacts on USFS lands in the western states	The Committee will draft a letter that can be used by western state directors to send to their USFS Regional Foresters	The impacts of this infestation, if not contained, will severely impede meeting fish and wildlife conservation objectives on public lands
Fisheries & Water Resources Policy	Policy engagement with marine issues	Recommendation to elevate the Marine Fisheries Sub-Committee to an Ocean Resources Policy Committee	Better, coordinated engagement on a diversity of emerging marine fisheries and ocean/coastal issues with implications for state management
Fisheries & Water Resources Policy	Ocean Policy Report	Review and comment on Interim Report of the Interagency Task Force on Ocean Policy (CEQ initiative)	Ensure state interests are reflected in this foundational work by a new Administration
Fisheries & Water Resources Policy	National Aquatic Animal Health Plan	Submit AFWA Comments	High level of state interest in this Plan - ensure state interests (e.g., fish importation, aquaculture) are adequately treated or addressed in this important Plan
Fisheries & Water Resources Policy	Natural Resource Damage Assessments	Concurrence that this Committee should be the oversight body for a new States Natural Resources Damage Assessments Work Group	Opportunity to influence development of policy with implications for state fish and wildlife agencies (e.g., mitigation or restitution guidance for fish kills)

COMMITTEE	ISSUE	ACTION	IMPACT TO STATE FISH AND WILDLIFE AGENCIES
<b>Invasive Species/ Biofuels</b>	Potentially invasive plants are being targeted for large scale biofuels production. If these plants were to become invasive it would create problems for natural resource managers who are responsible for the health and wellbeing of afflicted habitats.	Work with the Biofuels Working Group to create recommendations on invasive species assessment tools for the Council for Sustainable Biofuels production's draft standard for sustainable biofuels production	Ensure that state fish and wildlife agencies do not spend large amounts of money and manpower to manage a biofuel crop
<b>Law Enforcement</b>	Effective resource protection is a complementary element of overall resource management	Passed motion that as the Association addresses securing additional stable, sustainable funding, resource protection-based law enforcement activities are included	Help lift financial burden for law enforcement related to non-game and non-recreationally fished species from the shoulders of hunters and anglers  Help deal with species of concern, especially in the face of illegal commercialization and illicit trade in non-game species
<b>Leadership &amp; Professional Development</b>	Effective agency response to change and need to increase leadership capacity and organizational effectiveness	Submit an NCN for MSCG for 2011-2013	Provide leadership development and organization development expertise for state fish and wildlife agencies
<b>Sustainable Use of Wildlife</b>	Continue to engage EU/Canada/Russia on trap research standards	Attend Joint Management Committee Meeting in Moscow, Russian Federation	Continue to ensure that states fish and wildlife management programs are not negatively impacted by international trap standards potentially saving them millions of dollars
<b>Teaming With Wildlife</b>	Teaming With Wildlife Steering Committee	Agreed to not change the structure of the Teaming With Wildlife Steering Committee but to call a meeting of the steering committee to discuss how to revitalize the committee	Will potentially improve partner involvement and support for advocacy efforts to secure dedicated funding for state fish and wildlife agencies to implement wildlife action plans

COMMITTEE	ISSUE	ACTION	IMPACT TO STATE FISH AND WILDLIFE AGENCIES
Teaming With Wildlife	Effectiveness Measures for Wildlife Action Plans	Formed a working group to develop national effectiveness measures for Wildlife Action Plans	Will provide a means to better communicate the importance of funding for Wildlife Action Plans to the administration (particularly Office of Management of Budget) and Congress
Threatened and Endangered Species	Climate change and ESA interface	AFWA to request the FWS and NOAA-Fisheries join with the states in discussions to further work on the challenges faced by resource managers in the application of the ESA in relation to climate change	Ensure state agency management authority of climate-affected species
Wildlife Resource Policy	Feral Swine Management	Review of state authorities for managing feral swine and review of a technical guide on feral swine management options. This work may lead to formal endorsement of the technical guide (which will be of benefit to state biologists and landowners) and future consideration of new or additional AFWA positions regarding feral swine	Feral swine management is of very high interest to many states - this Committee's work is helping to ensure state perspectives are brought to the policy arena (especially with APHIS/WS)
Wildlife Resource Policy	Regulation of Amphibians and Reptiles	Hold a national regulatory summit for amphibians and reptiles at the 2009 SEAFWA Conference	Help states position themselves for addressing this topic in the context of the NA Model of Fish and Wildlife Conservation
Leadership & Professional Development	Level states are currently taking advantage of trainings/courses offered by MAT and assessment of states that have developed their own internal leadership development programs	Conduct a simple survey and compare findings with survey MAT conducted in 2004	Clarified future direction for MAT services to states thus leveraging leadership development among the states
Leadership & Professional Development	Lack of clarity on what an agency effectiveness review includes and the process for having MAT conduct a review in an agency	MAT to publish a process guide used generally for an agency effectiveness review	Improved understanding of MAT's agency review services to increase state agency effectiveness

COMMITTEE	ISSUE	ACTION	IMPACT TO STATE FISH AND WILDLIFE AGENCIES
Sustainable Use of Wildlife	Promote trapper education across the US	Development of web-based interactive trapper education program	Provide trapper education opportunity for all state agencies saving them thousands of dollars in development and management costs
Sustainable Use of Wildlife	Continue to develop Best Management Practices for Trapping in the US	Develop field projects across the US. Produce species documents and distribute them to state and federal fish and wildlife management agencies	Provide science-based research on trapping and educate trappers on best practices
Wildlife Resource Policy	Hunting and Fishing Access	Recommendation that the Private Lands Access Working Group and the Public Lands Access Working Group be combined into one Committee	Consolidated attention to an important issue

## ► Changes in Member Agencies

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

**Mark Reiter**, who spent most of the last 32 years in various jobs with the Indiana Department of Natural Resources (DNR) was named director of the agency's Division of Fish and Wildlife. He succeeds previous division director, Glen Salmon, who took a position with the U.S. Fish & Wildlife Service in June.

**Robert Ballou** is now the Acting Chief for the Rhode Island Division of Fish & Wildlife. He replaces Mark Gibson.

**Phil Anderson**, who had served as interim director of the Washington Department of Fish and Wildlife (WDFW) for more than nine months, was chosen on September 12 as the department's permanent director. ◀

# Fish & Wildlife Funding

## ► 111th Congress Report

Once the President sent his FY2010 budget detail to Congress in May, the Appropriations Committees immediately turned to marking up their bills. The House has passed all of its appropriations bills (including Interior, Agriculture and Commerce) with some significant increases to federal programs of significance to the state fish and wildlife agencies. The Senate also has passed the Agriculture appropriations bill and the Interior Appropriations bill, both of which were subsequently conferenced to reconcile the differences between the House and Senate, passed by both chambers, and signed into law by the President. Congress has passed a second Continuing Resolution to keep the government funded until mid-December while they seek to conclude the remaining spending bills. See details elsewhere in this HQ report.

The House in late June passed a comprehensive climate change and energy bill with dedicated funding to state fish and wildlife agencies for natural resources adaptation programs to remediate the effects of climate change on fish, wildlife and their habitats; details are provided later in this report. ◀

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## ► Farm Bill

### USDA 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. However, there was a rush to publish interim final rules for conservation programs in the Federal Register before the Presidential Inauguration. Consequently, USDA successfully published seven interim final rules the week of January 12, with most comments due the week of March 16, 2009. Other program rules and amendments have followed throughout the year. Comments were coordinated, compiled and drafted to reflect a national perspective and submitted by the Association on the following programmatic rules that affect state fish and wildlife agencies and/or the fish, wildlife, and habitats they manage:

State Technical Committees  
Wetland Reserve Program (WRP)  
Healthy Forest Reserve Program  
Regional Equity  
Grassland Reserve Program (GRP)  
Farm and Ranch Land Protection Program  
Technical Service Providers  
Environmental Quality Incentive Program (EQIP)  
Wildlife Habitat Incentives Program (WHIP)  
State Technical Committee Standard Operating Procedures

Amended Notice to Prepare an EIS for the Biomass Crop Assistance Program (BCAP)  
Sodsaver provision  
WRP Amendment  
EQIP Amendment  
WHIP Amendment  
Conservation Reserve Program (CRP)  
Conservation Practice Technical Assistance

In progress: GRP Amendment  
Conservation Stewardship Program  
CRP Supplemental EIS  
Leafy Greens Marketing Agreements

The Commodity Credit Corporation (CCC) published a Supplemental Environmental Impact Statement for the CRP on September 3, 2009 with the deadline for comments on October 19, 2009. CCC also published an amendment to the GRP interim final rule on August 21, 2009 with comments due by September 21, 2009. The Association will coordinate the compilation of comments submitted on these rules and amendments. As of September 4, 2009, no rules have been published on the Voluntary Public Access and Habitat Incentives Program.

We encourage all states and regional associations to participate in submitting comments and in helping the Association draft a national response to conservation program rules and amendments that promote better on-the-ground program implementation for fish, wildlife and their habitats.

The USDA evaluates problems and needed changes in the rules based on the number of individual comments received.

Jen Mock Schaeffer, the Association's Farm Bill Coordinator, will continue to coordinate the compilation of comments and responses for all pertinent rules. If you have any questions or wish to receive copies of the Association's comments, please contact Mrs. Schaeffer at [jenmock@fishwildlife.org](mailto:jenmock@fishwildlife.org). ◀

### **"Good Agricultural Practices" in Honor of Food Safety Threatens Wildlife Across the Country**

It increasingly seems that fresh produce wholesalers are requiring growers to adhere to a new third-party certification for "Good Agricultural Practices" (GAP) in an effort to improve food safety. This was an issue during the Farm Bill reauthorization, specifically in California as it pertained to leafy greens tainted with *E. coli* in spinach grown in California. Ultimately, feces from feral hogs were blamed for the significant human health problems, but it seems that now all wildlife is considered a threat. This is now a nation-wide fresh produce issue (i.e., fresh fruits and vegetables).

Wholesalers are now requiring growers to sign an agreement to adhere to GAP. Unfortunately, there are negative consequences in the certification for fish and wildlife. Specifically, one apple grower AFWA's Farm Bill Coordinator spoke to was instructed that "no wildlife can be found in the field before or during harvest," and the grower will be penalized during his audit if feces of any type are found in the field. This includes the grower's dog that was being used as deterrent against deer.

In an attempt to meet the new marketing agreement requirements, many growers are poisoning ponds, spreading rodenticides and destroying buffers and other conservation practices established through NRCS programs designed to improve environmental health. Through these third-party audits, a grower can be penalized up to 10 points for wildlife issues out of a 100 point scale. A score below 80 is failing and results in the product not being purchased by the wholesaler (see the USDA GAP and Good Handling Practice Audit Verification Checklist at <http://www.ams.usda.gov/AMSV1.0/getfile?dDocName=STELPRDC5050869>). The Agriculture Marketing Service (AMS) issued a proposed rule on Leafy Green Vegetables Handled in the U.S. on September 3, 2009.

If you have fresh produce grown in your state, fish and wildlife will be adversely affected by these GAPs and the California-like marketing agreements.

Please work with Jen Mock Schaeffer to evaluate this rule and provide comments to AMS on this proposed rule. ◀

#### **AFWA and FSA Drafting MOA to Strengthen Conservation Partnership**

AFWA's Coordinator is working with the Farm Service Agency (FSA) to develop a Memorandum of Agreement that would increase and enhance the conservation partnership between state fish and wildlife agencies and FSA at the county, state and national levels and increase benefits to fish, wildlife and their habitats. ◀

#### **Agricultural Appropriations**

The Association recommends full funding at authorized levels for the FY10 agricultural appropriations. The 2008 Farm Bill contains about a \$25 billion in conservation programs overall. Unfortunately, the Administration's budget reduced several conservation programs that are vital for fish and wildlife conservation.

The House Appropriations Committee restored funding at authorized levels for all conservation programs except EQIP which is still above last year's appropriations level when it passed the bill out of committee on June 18, 2009. The Senate Appropriations Committee passed its agriculture appropriations bill out of committee on July 7, 2009. It's possible the House could pass this appropriations bill as early as July 9, 2009. ◀

#### **White Paper and Position on Impact of Biofuels Adopted**

Biofuels are a potentially important renewable energy source, especially for fuels used for transportation. The technology offers promise for supplying a significant portion of renewable energy portfolios for transportation fuels that are intended to reduce both conventional pollutants and greenhouse gas and carbon-based emissions.

The public and many decision-makers generally believe that biofuels are environmentally benign or even beneficial, without considering the significant detriments these fuels can present for fish and wildlife resources. The potential risks to fish and wildlife resources from biofuels need to be more clearly understood, and addressed.

State fish and wildlife agencies should be at the forefront of cooperative development and implementation of measures at regional, state and local levels to characterize, avoid, minimize and effectively mitigate the impacts of biofuels energy development on natural resources.

The Association's Agricultural Conservation Committee, through its Biofuels Working Group, developed a white paper and position statement that was adopted at the Association's 2009 Annual Meeting. The Biofuels Working Group will continue to engage wildlife, invasive species, industry, farmer and energy groups on these issues and to address concerns of the state fish and wildlife agencies. ◀

#### **Definition of Renewable Biomass and Sustainability in Comprehensive Energy and Climate Change Legislation**

The current language from the House bill (HR 2454) does not meet the needs of the state fish and wildlife agencies nor does the bill out of the Senate Energy and Public Works committee. We look forward to working with our member state agencies and nongovernmental organizations to influence the Senate's comprehensive climate and energy legislation as it

pertains to renewable biomass and sustainability. Below is the Association's current position on the legislation as it now stands in Congress:

***What State Fish and Wildlife Agencies Want in a Definition of Renewable Biomass:***

1) Federal Lands:

- Forest Service System, BLM and other federal lands must be eligible as sources of renewable biomass provided the appropriate safeguards are in place to ensure the health of fish, wildlife and their habitats are incorporated into harvest and management plans.

2) Private Lands:

- Does not result in conversion of native habitats such as prairie, forest or wetland.
- Provides a level playing field for private land owners across the country engaged in renewable biomass harvest that is based on a state determined level of sustainability.
- Biomass production and harvest should enhance fish and wildlife habitat, or least mitigate the affects on fish, wildlife and their habitats.

3) In General:

- Uses residue obtained as a byproduct of sustainable management of native forestland.
- Limits energy crop plantings to lands already cultivated and in agricultural production.
- Encourages plant diversity and native species in energy crop plantings.
- Avoids introduction of potentially invasive non-native species but utilizes harvest (as a means of control) of invasive plants already on the landscape.
- Utilizes Best Practices for biomass production/harvest that incorporates fish and wildlife needs and involves state fish and wildlife agencies.
- Protects fish and wildlife habitat, addresses water quality/quality needs and conserves unique natural communities and places identified and established through public processes that rely on state and local knowledge and expertise.
- Studies the impact of the RES on prairie, forest and other habitats at the landscape level and takes corrective measures if and when they are needed.

***Sustainability:***

AFWA believes that a federal mandate defining biomass sustainability is not desirable, practical or implementable, all key needs for an effective program. Alternatively, we advocate a state level process between the state fish and wildlife agency and the state forestry agency to jointly establish state level biomass harvest and sustainability guidelines that also incorporate fish and wildlife resource needs and ensure long-term sustainability of habitats. Federal legislation should direct or facilitate the establishment of such a process by the states.

AFWA believes these guidelines and processes will promote the use of cellulosic biomass as a truly renewable resource and avoid exploitation beyond recovery. It also will level

the playing field for landowners across the country who will be receiving credit for “renewable” energy as a contributor to a federally mandated Renewable Electricity Standard (which will require a certain percentage of electricity be generated from renewable sources).

*What’s in the Senate vs. House Bills:*

Senate Committee Bill:

- Eligible lands includes Forest Service, BLM and other federal lands, except for the following:
  - Those areas designated by Congress to be administered for conservation purposes; or are a National Monument proclaimed by the President.
  - Old growth or late successional forest stands – the term “Federal land” does not include an old growth or late successional forest stand unless biomass from the stand does not exceed the minimum size standards for sawtimber and is a byproduct of an ecological restoration treatment that fully maintains, or contributes toward the restoration of, the structure and composition of an old growth forest stand in accordance with the old growth conditions characteristic of the forest type and retains the large trees contributing to old growth structure.
  - Includes most of the list of eligible organic matter from non-Federal land from the Farm Bill definition of renewable biomass found in the Biomass Crop Assistance Program but is heavily weighted toward woody biomass harvest.
- Does not include sustainability language in the definition of renewable biomass or provisions for ensuring sustainable harvest on private lands that incorporates needs of fish and wildlife.
- Does not prohibit the conversion of native habitats.
- Includes an interagency biomass sustainability study provision.

House Passed (HR 2454):

- Eligible lands includes Forest Service, BLM and other federal lands that are:
  - (i) not components of the National Wilderness Preservation System, Wilderness Study Areas, Inventoried Roadless Areas, old growth stands, late successional stands (except for dead, severely damaged, or badly infested trees), components of the National Landscape, Conservation System, National Monuments, National Conservation Areas, Designated Primitive Areas or Wild and Scenic Rivers corridors;
  - (ii) harvested in environmentally sustainable quantities, as determined by the appropriate federal land manager; and
  - (iii) harvested in accordance with federal and state law, and applicable land management plans.
  - Includes the list of eligible organic matter from non-federal land from the Farm Bill definition of renewable biomass found in the Biomass Crop Assistance Program (which the Association does not support).

- Does not include sustainability language in the definition of renewable biomass or provisions for sustainable harvest on private lands, but relies on the definition of biomass in the Farm Bill. AFWA position is that while this definition is appropriate for the BCAP program which incentivizes biomass production on agricultural lands, it is not adequate to ensure biomass harvest is done consistent with habitat conservation on private lands not under FB programs.
- Does not prohibit the conversion of native habitats such as prairie, forest or wetland. ◀

### **Council for Sustainable Biofuels Production (CSBP) Releases Draft Standard**

The CSBP was initiated to develop a voluntary sustainability standard for biomass growers and bioenergy producers. After 18 months of work, CSBP agreed to develop a formal certification program and corresponding mechanism for verifying performance according to the sustainability standard – providing market recognition for biomass feedstocks and the bioenergy products they produce (fuel and electricity) that meet the standard – and guiding participants towards higher performance levels through continuous improvement.

CSBP has undertaken the unique challenge of promulgating a sustainability standard prior to the commercial-scale development of the biomass-based bioenergy industry. This ambitious objective sets CSBP apart from other standards organizations, which arose to improve production or management systems in a developed industry or to reward the best producers of a developed industry. This is particularly challenging because the science is still evolving best practices to produce biomass while protecting biodiversity; preventing undesirable land use change; and ensuring that soil and water quality are maintained or enhanced.

The CSBP finished drafting its voluntary sustainability standard and released it to the public for review and comment on September 11, 2009. AFWA staff member, Jen Mock Schaeffer, represents the Association on the CSBP and will keep the states and Agricultural Conservation Committee members informed and ensure all have an opportunity to review the document and provide comments for further deliberation and potential integration into the standard. The standard and its associated documents maybe found online at <http://www.csbp.org/>. Deadline for submission of comments is December 4, 2009. ◀

### **Increasing Use of Farm Bill Programs to Implement SWAPs**

As part of the Association's Doris Duke grant for State Wildlife Action Plan (SWAP) implementation, Association staff member Jen Mock Schaeffer will increase her outreach and education efforts to state wildlife action plan coordinators regarding the use of farm bill conservation programs to implement SWAPs. Some states are doing a great job of this already but others are having difficulties. We hope to increase our successes across the country by connecting SWAP coordinators with Farm Bill Coordinators and private lands biologists, showing track records of success, providing assistance with troubleshooting, and finding other ways to meet State fish and wildlife agencies' conservation needs. ◀

### **Increasing Biological Capacity to Deliver Conservation Programs**

The Farm Bill is one of the nation's most powerful tools for fish and wildlife conservation, due to (1) its significant funding; (2) its voluntary and private lands focus (that includes more than 70% of the U.S. landscape); and (3) USDA Agencies that have built their base on financial and technical conservation assistance to farmers and ranchers since the 1930s.

According to a recent survey, 38 states reported a total of 124.5 cost-shared partner biologists who deliver fish and wildlife technical assistance to landowners enrolling in farm conservation programs. In the past three years, NRCS has lost 21% of its own biologists across the country (from 177 to 140 positions). Several states have demonstrated that where there are biologist “boots on the ground” more conservation actions are implemented that benefit fish, wildlife and their habitats.

NRCS currently has the opportunity to focus and increase outreach, partnership development and Farm Bill program delivery on conservation targets identified through State Wildlife Action Plans, Joint Venture Implementation Plans and other fish and wildlife conservation plans and initiatives.

In order to promote an increase in the biological capacity on the ground to deliver Farm Bill conservation programs, Association staff members Jen Mock Schaeffer and Deb Hahn, in cooperation with members of the U.S. NABCI Committee and the NABCI Private Lands Subcommittee, developed a white paper that highlights the importance of increasing the biological capacity to deliver the Farm Bill conservation programs both within the NRCS and through partner biologists.

Although internal NRCS capacity is important, there is also a need to encourage more partner biologists. To this end, we ask that you share the white paper with your staff and encourage them to explore opportunities with NRCS and NGO and JV partners to put more biologists on the ground. ◀

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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, continues to work with members of the House and Senate regarding reauthorization of the Sport Fish Restoration and Boating Trust Fund in connection with reauthorization of the Federal Highway Trust Fund. Legislative clauses have been drafted by a law firm hired by the Alliance to achieve the consensus recommendations and these have been circulated to key Hill staff. The most important goal is to maintain transfer of gas tax receipts attributable to motor boats.

The House and Senate continue to be on different tracks for addressing reauthorization of the Federal Highway Trust Fund. The House has wanted to pass a six-year reauthorization package this year but has recently agreed to a three-month extension of the Highway Trust Fund legislation. The Senate, however, continues to advocate for an 18-month extension, with transfer of funds sufficient to keep the Fund solvent through March 2011. ◀

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## ► Neotropical Migratory Bird Conservation 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.

On September 22, the House Natural Resources Subcommittee on Insular Affairs, Oceans and Wildlife met to consider three bills—reauthorization of the Neotropical Migratory Bird Conservation Act (HR 2213); amending the North American Wetlands Conservation Act (HR 3433); and reauthorization of the Junior Duck Stamp Conservation and Design Program Act (HR 3537). The USFWS, Ducks Unlimited, National Audubon Society, and American Bird Conservancy spoke to the three proposed bills.

HR 3443 would allow the non-federal share of the U.S. contribution to the costs of wetland conservation projects carried out in Canada to include cash contributions from non-U.S. sources and allow funds from Canadian sources to account for up to half of the non-federal share of project costs. HR 2213 would re-authorize appropriations for five years, and incrementally raise the level of authorization each year from \$8 million in FY2010 to \$20 million in FY2015. The Senate Environment and Public Works Committee approved an identical bill in June 2009 (S. 690). ◀

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## ► State and Tribal Wildlife Grants Funding

In June, the House of Representatives passed the FY10 Interior, Environment and Related Agencies Appropriations that included \$115 (+\$40 million from FY09) for the State and Tribal Wildlife Grants program. The House also included a change in the non-federal match requirement for implementation projects from 50% to 25%. The Senate passed its version of the bill in September. The Senate bill included \$80 million and no change in the match requirement. The bill now heads to a conference committee. Members of the Senate Appropriations committee were contacted for help to secure increased funding and a change in the match requirement in the final bill. ◀

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# Legislation/Policy

## ► Climate Change and Clean Energy Bill

By a one vote margin, the House 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.

Under the provisions of the bill, 1% of the carbon allowance (value) from a cap and trade protocol would be dedicated to state and federal natural resource adaptation programs from 2012-2021; ramping up to 2% from 2022-2026; then 4% from 2027-2050. States would receive 38.5% of the 1% under dedicated funding status (not subject to appropriations). The remaining 61.5% to the federal agencies and programs would be deposited in a Trust Fund from which Congress would have to appropriate the funds (but could not spend it except on natural resource adaptation programs).

The 32.5% of the 1% that is distributed to state fish and wildlife agencies would be apportioned to the states through the Wildlife Conservation and Restoration account under the Pittman-Robertson law, with a 90-10 federal - state match. Each state would be required to complete a state adaptation strategy describing needs, projects contemplated, demonstrated coordination with other state and federal agencies etc. Six percent (of the 1%) would go to state coastal zone management agencies. The House also provides offsets and incentives for farming, ranching and forest landowners.

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 recently. 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, Senator Bingaman and Senator 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 4 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 just announced that floor consideration of a comprehensive climate change-clean energy bill will now be delayed until spring 2010. ◀

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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. 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) recently 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 referred to the Senate Environment and Public Works Committee. Letters have been sent to the Senate from many partners, including the Association, encouraging the Senate to report out the same bill the House passed (H.R. 2188). There is a tentatively scheduled hearing on November 2 to potentially consider the JV Act and other fish/wildlife bills.

The declining trends of many bird species, as recently highlighted in the State of the Birds Report, emphasize the need for strong public-private partnerships dedicated to the conservation of migratory birds. Currently, there are 21 JVs in the U.S. that provide

coordination for conservation planning and implementing projects to benefit birds and other species. JVs develop science-based goals and strategies and a non-regulatory approach for achieving conservation.

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 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 (HR 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 Joe Lieberman (CT), Kit Bond (MO), Bob Casey Jr. (PA), Debbie Stabenow (MI), Ben Cardin (MD), Sheldon Whitehouse (RI), Mike Crapo (ID) and Bernie Sanders (IVT). No hearing has been scheduled at this point, although we are hopeful for a Subcommittee hearing this fall.

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.

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. ◀

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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 (S690) of the Neotropical Migratory Bird Conservation Act; reauthorization of the Federal Land Transaction Facilitation Act; a bill (HR1831) 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; and a bill (HR1916) to increase the fee for the Federal Migratory Bird Hunting and Conservation stamp (aka the “duck stamp”).

The Association also continues to work with the House Natural Resources Subcommittee on Insular Affairs, Oceans and Wildlife on a bill (HR669) 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 S787, 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.

Finally, we continue to work on a bill (HR2807) 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 JTF met in Portland, ME August 11-12 and discussed the following topics:

- Wallop-Breaux Reauthorization
- 50 CFR 80 Revisions and Comments received from States and Regions
- National Emergency Response Funding

- Revisions to Service Manual Chapters

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

### **U.S. Delegates Attend International Joint Management Committee Meeting in Moscow, Russian Federation**

The Joint Management Committee for the Agreement on International Humane Trapping Standards convened in Moscow, Russian Federation on October 20. This was the first official meeting of the Committee since its inception. Provisional meetings have been held annually since 1999, but with the recent ratification of the Agreement on International Humane Trapping Standards by the Russian Federation in July of 2008, official meetings will now be held annually.

The U.S. delegation to the Committee included: **Gordon Batcheller** (NY), **John Olson** (WI), **Don MacLauchlan** (International Relations Director for AFWA) and **Bryant White** (Furbearer Research Coordinator for AFWA). Representatives from the Russian Federation, the European Union and Canada attended as well.

Bryant White presented information on the trap research conducted in support of the development of best management practices (BMPs) for trapping furbearers in the U.S. The delegation shared the expertise and experience developed in this program with others involved in similar research in Canada, the EU and the Russian Federation.

The primary purpose of this Committee meeting 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. Any new standards, if adopted by the EU Parliament, will be solely applicable to the EU.

### **Meeting in Moscow with Russian Biologists**

While in Moscow, at a meeting of the Joint Management Committee of AHITS Project discussed above, Association representatives scheduled an additional day in the city to meet with Russian fur managers as a follow up to an earlier meeting last summer with European and Canadian fur managers on international trade issues concerning the genus Lynx. ◀

### **Lynx ID Manual**

The Association has taken the lead in producing an identification manual for lynx fur in international trade. This work is being done under a contract with the Co-op Unit at Cornell University and funded by a grant from the USFWS. The proofs have been circulated and edits and comments incorporated. A final draft will now be circulated among the law enforcement community for final approval. ◀

### **State/Federal CITES Committee Meeting**

The CITES Work Group met with its federal partners in conjunction with the Association Annual Meeting. This group meets twice a year to harmonize positions on CITES issues, share information on species issues coming before the CITES parties and plan strategies for upcoming meetings. This year's meeting was focused on dogfish, paddlefish, polar bears, alligators and the perennial bobcat listing issue. ◀

### **CITES Conference of the Parties**

All attention in the CITES world is currently focused on preparations for the next Conference of the CITES Parties scheduled for Doha, Qatar next March (2010). Arrangements are being made for **Curtis Taylor** (WV), Chair of the International Relations Committee, to be a part of the U.S. delegation to that Conference. Preliminary arrangements have been made for each of the regional associations to be represented at the conference as well. ◀

### **Preliminary Evaluation of Species for Inclusion in Appendices and Positions by the U.S. Government**

The USFWS continues to analyze public input concerning species being considered by the U.S. for possible inclusion in CITES Appendices. Six turtle species are included in the ongoing evaluations. State agency input via the CITES Technical Work Group is a prerequisite before developing an official position for the U.S. Government.

The Work Group continues to be involved with these reptiles for potential CITES Appendices listing. Other species of importance to the states will be considered in the coming months.

The CITES Technical Work Group continues to work closely with the Association's Amphibian & Reptile Coordinator, the Amphibian & Reptile Subcommittee and Partners in Amphibian and Reptile Conservation (PARC) Joint National Steering Committee. PARC helped to generate a list of the top three to five native reptile and/or amphibian species for further consideration as potential CITES Appendix III listings. The list generated by PARC and its rationale for CITES inclusion was discussed with state wildlife agencies prior to recommending any further action be considered by the USFWS. ◀

### **Paddlefish Management**

The CITES Technical Work Group held a meeting at the Association's Annual Meeting on Paddlefish issues. The current situation of paddlefish management represents a case of shared responsibility (international treaty obligations and state management authority); inter-jurisdictional resource management; increasing commercial demand on the resource both within the U.S. and internationally; and volatile allocation politics. ◀

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# Programs/Projects

## ► Agency-Industry Partnership

The Industry/Agency Coalition's work is continuing to be well received by our industry partners and the Coalition is moving forward on some key issues. Funding from the Association's Multistate Conservation grant has proven essential with keeping states and leaders involved with the Coalition's activities and is enabling the Coalition to make progress on items identified in the Coalition's annual work plan. ◀

### **Steering Committee Change**

**Dave Graham**, Ohio Division of Wildlife, was appointed to the Coalition's Steering Committee to replace **Glen Salmon**, who started his new position with USFWS. Other members of the Steering Committee include: **John Frampton** (South Carolina Department of Natural Resources), **Jeff Vonk** (South Dakota Game, Fish and Parks), **Carol Bambery** (AFWA), **Hannibal Bolton** (U.S. Fish and Wildlife Service), **Doug Painter** (National Shooting Sports Foundation), **Mitch King** (Archery Trade Association), **Bob Behn** (Marlin Firearms), **Thom Dammrich** (National Marine Manufacturers Association), **Geoffe Ratte** (Water Gremlin), **George Bellwoar** (Perko Inc) and **Brian Bohnsack** (AFWA). ◀

### **Hunting and Shooting Sports Foundation Update**

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. **Carol Bambery** has assisted with the new foundation's IRS 501(c)3 application. The Association's Industry/Agency Coalition Multistate Conservation grant project has provided partial funding assistance for **Dale's** efforts. ◀

### **Financial Assistance from Industry Partners**

State fish and wildlife agencies are benefitting from the enhanced relationships with our industry partners. The **Arizona Game and Fish Department** and the **Nevada Department of Wildlife** have received significant funding contributions from the Archery Trade Association for their specific programs targeting the recruitment of archers and bow hunters.

**John Frampton** and **Monica Linnenbrink** (South Carolina Department of Natural Resources), **Dan Forster** (Georgia Department of Natural Resources), **Steve Hall** (Texas Parks and Wildlife), **Jeff Rawlinson** (Nebraska Game and Parks Commission) and several Association staff members participated in the National Shooting Sports Foundation's Task Force 20/20 meeting in Buda, TX immediately following the annual meeting. Task Force 20/20 leaders plan to solicit proposals from the states for exemplary hunter and shooter recruitment programs that need additional funding to expand their programs. ◀

### **Coalition Marketing Team Plans Workshop and Other Events**

The Coalition's Marketing Team will be hosting a workshop on tips for increasing outreach of the North American Model of Wildlife Conservation at the Southeastern Association of Fish and Wildlife Agencies' annual meeting in November. A panel of media experts will give tips and

advice on ways to improve and enhance communication about the model. In addition, Marketing Team members **Judy Stokes** (New Hampshire Fish and Game Department), **Bob Wattendorf** (Florida Fish and Wildlife Conservation Commission), Laura MacLean (AFWA) and Brian Bohnsack (AFWA) and others met with representatives from Brothers & Company regarding their development of marketing creative for the North American Model that will be made available to the states.

The Marketing Team also will be working with the states regarding a planned nationwide outreach effort next summer in the states' magazines and other publications. ◀

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## ▶ Amphibian & Reptile Conservation

### Amphibian and Reptile Subcommittee

The Subcommittee met for its third official meeting at the Association's Annual Meeting in Austin. Discussions included commercial and other uses of amphibians and reptiles, CITES-related issue and corresponding regulatory and policy needs. The Subcommittee also strengthened its partnerships with the Law Enforcement Committee, the Fisheries and Aquatic Resources Committee, and most recently, the Sustainable Wildlife Use Committee. Members were sad to learn that their first chair, **Dave Erickson** (MO) will retire in November. Dave was truly instrumental in getting the subcommittee off the ground and in helping the Competitive State Wildlife Grant funding effort for amphibian and reptile conservation come to fruition; his efforts are deeply appreciated. **Gordon Myers** (NC) has agreed to serve as the interim chair along with Vice-chair **Eric Gardner** (AZ).

### Competitive State Wildlife Grant

Members of the Amphibian and Reptile Subcommittee and primary partner states (Missouri, California, Georgia, Michigan and Nevada) officially began work on the Competitive State Wildlife Grant as of July 1, 2009 (with a two-year grant period).

Progress on the five projects funded as part of the grant, within the two categories of State Wildlife Action Plan Implementation and Capacity-building for State Wildlife Agency Staff, has begun:

#### *State Wildlife Action Plan Implementation*

As the first step in the **climate vulnerability assessment of regional Greatest Conservation Need (GCN) species**, regional GCN lists are being developed in partnership with PARC regions. The Northeast and Midwest regional lists have been drafted, and lists for the Northwest, Southeast and Southwest are in progress.

The criteria for the **identification of priority conservation areas/habitats** are nearly complete; an internal review is underway and comments are being compiled. An initial introduction to the criteria and preliminary launch began in the Northeast with the Northeast PARC meeting in August. Next year, pilot efforts will be launched in the Southwest (with partner states Nevada and California).

Supported by the Michigan DNR, the Michigan Natural Features Inventory is leading the effort to develop a **monitoring conceptual framework for non-calling amphibians and reptiles** using volunteer data collectors. A task group was initiated at the Midwest PARC meeting in August, and initial parameters have been established. There are plans for a workshop to be held early next year (possibly in conjunction with the Michigan State Chapter of PARC meeting).

#### *Capacity-building for State Wildlife Agency Staff*

The Amphibian & Reptile Regulatory Summit, “**Applying the North American Model to Amphibians & Reptiles: Ensuring Sustainable Use**” is set for November 4, 2009 in conjunction with the SEAFWA annual meeting in Atlanta, GA. See additional details below.

The first **training module in habitat management and inventory and monitoring** was held at the Southwest PARC meeting in St. George, UT on September 10-11, 2009. Subsequent Train-the-Trainer and pilot trainings will be held in California in 2010.

The grant also funds the Association’s Coordinator position through June 2011. ◀

#### **Amphibian and Reptile Regulatory Summit**

The summit will be held on November 4, 2009 as part of the SEAFWA annual meeting. This national-in-scope summit is presented by AFWA’s Amphibian & Reptile Subcommittee in partnership with the Law Enforcement Committee. While the collection, possession and trade in amphibians and reptiles covers a broad set of issues, this effort will focus on commercial, use of U.S. native amphibians and reptiles (or herpetofauna), and will include discussions on the application of the North American Model to herpetofauna and other potential solutions to address these issues. The group will determine next steps, and initial recommendations including possible follow-up workshops/meetings/products based on needs identified. More than 30 states are planning to send representatives to the summit, with 45-50+ people anticipated in attendance.

Speakers will discuss the “state of the union” related to regulations for herpetofauna currently in place in the states (with a summary to be presented); case studies from states and the USFWS demonstrating international trade pressures, law enforcement challenges, recent state efforts to revise regulations and a presentation on the applying the North American Model for Wildlife Management to herpetofauna.

A questionnaire to help summarize each states regulations pertaining to herpetofauna was sent to LE Chiefs as of September 10, 2009. A draft report was produced from these summaries for the purposes of the summit; 37 states had responded by the time it went to print. Post-summit follow-up will occur to complete and finalize this report. ◀

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

In July 2009, PARC officially celebrated its 10<sup>th</sup> year. A commemorative brochure highlighting PARC’s partners and accomplishments was developed and is available via the PARC website at [www.parcplace.org/documents/PARC10year.pdf](http://www.parcplace.org/documents/PARC10year.pdf) and hard copies are available upon request.

*PARC Federal Agencies Coordinator:* After 30 years with the U.S. Forest Service, last as the Wildlife Program Leader for the Southeast region, and four years with the USFWS as the PARC Federal Agencies Coordinator, Ernie Garcia retired on July 31, 2009. He will

continue working in an interim basis via Friends of PARC, Inc. who will support his efforts between Coordinators. The Federal Coordinator position will be advertised in late Fall 2009 and will be hosted from 2010 onward by the National Park Service in Ft. Collins, CO.

**PARC Regional Meetings:** On August 11-13, 2009 the Northeast regional working group of PARC met in Watkins Glen, NY. Details on the meeting, including agenda and other information are available at <http://www.pwrc.usgs.gov/neparc/Meetings/index.htm>. On August 13-15, 2009 the Midwest regional working group of PARC met in Howell, MI. Details on the working group's meeting can be found at <http://mwparc.org/>. On September 10-13, 2009 the Southwest regional working group of PARC met in St. George, UT. Details including agenda can be found at <http://chelydra.unm.edu/swparc/meetings.html>.

**DoD Legacy Funded Projects:** Work continues in the third quarter on the DoD Legacy-funded project "Do Amphibians Still Get Their Kicks on Route 66?" involving disease sampling (in particular for the amphibian chytrid fungus, *Batrachochytrium dendrobatidis*) by PARC and DoD partners on military installations along the Route 66 corridor (as a cross-country transect). The Association's Amphibian and Reptile Coordinator assisted in ensuring that state permits were in place prior to sampling.

The DoD Legacy Program funding also supported the finalization of the PARC Inventory and Monitoring handbook, which has been reviewed and is nearly ready to go to layout prior to printing.

Finally, the Coordinator is also assisting members of DoD to create a DoD-PARC Strategic Plan, as requested by DoD members and funded via the DoD Legacy Program. A planning workshop will be held in April 2010. ◀

**International Union for the Conservation of Nature (IUCN), Amphibian Specialist Group**  
In August 2009, the Coordinator was invited by the IUCN Amphibian Specialist Group to attend a special strategy session to discuss progress in amphibian conservation since its 2005 Global Amphibian Assessment and creation of the Amphibian Conservation Action Plan and next steps to continue to further the Action Plan. As a result of this session, two initiatives were emphasized, within the context of a new Amphibian Survival Alliance global partnership: 1) habitat protection efforts in parts of the world where habitat destruction/degradation is the primary contributing factor to species extinction(s) and the amphibian chytrid fungus is not involved and 2) supporting research to eliminate the amphibian chytrid fungus, either via novel techniques to a) allow frogs to fight it themselves or b) kill it in the wild. AFWA's Coordinator will be working with the states to support these efforts in the U.S. ◀

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## ► Bird Conservation

### U.S. National Ramsar Committee

The number of Ramsar sites in the U.S is 27. The U.S. National Ramsar Committee is in the process of considering nominations of Humbug Marsh in Michigan and the Roswell Artesian Wetlands in Arizona for designation as Wetlands of International Importance. ◀

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

The U.S. NABCI Committee spent the first half of 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, Virginia on August 4-5, 2009. The focus of the meeting was on finalizing tasks for the focus areas in the three-to-five-year strategic intent document and supporting the Joint Ventures. The first day of the meeting was conducted jointly with Joint Venture Coordinators and the Association of Joint Venture Management Boards. 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. The Association 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. On August 5, 2009 John Hoskins, MO DOC; Laurie Osterndorf, WI DNR; David Goad, AR GFC, the Association’s Farm Bill and Bird Conservation Coordinators; and Joint Venture and NGO partners met with the Chief of the NRCS to discuss the need to increase the delivery capacity in NRCS and through partner biologists. A white paper and one-page handout were developed for this meeting and can be found at [http://www.nabci-us.org/pvtlands\\_biocapacity.html](http://www.nabci-us.org/pvtlands_biocapacity.html).

The subcommittee also completed the 2009 “Wildlife Conservationist’s Guide to the Farm Bill.” A PDF of the Guide is available for download on NABCI’s website (<http://www.nabci-us.org/aboutnabci/FBGuide1.pdf>). A web-based version is also available. It is a living document that is updated as rules are finalized and the conservation programs are implemented (<http://www.nabci-us.org/fbguidehome.htm>). ◀

## **Monitoring Subcommittee**

The Monitoring Subcommittee conducted a database needs workshop on priority initiative databases and their requirements and needs. The objectives were: 1) to develop a white paper on monitoring database needs across the initiatives, and 2) to develop best management practices for data management.

The workshop was held at Patuxent Wildlife Research Center on July 7-8. Approximately 30 people participated with representatives from each bird initiative and IT specialists and database managers that work on priority databases. 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 document will be developed that outlines the resource needs of all the priority population level databases for birds. The attendees are also finalizing the best management practices for databases. This document will be an excellent resource for state

agency staff that manage databases, input data into databases, and decision makers to determine how secure and effective their databases are. ([http://www.nabci-us.org/monitoring\\_database.html](http://www.nabci-us.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 showed that nearly a third of the nation's 800 bird species are endangered, threatened or in significant decline due to habitat loss, invasive species and other threats. The report was released at the North American Conference on March 19. It has generated more than 700 media stories, including a New York Times editorial, worth an equivalent, estimated "ad value" of more than \$1 million. Copies of the report were sent to each state agency Director. For more hard copies contact Deb Hahn. The report can also be downloaded from the web site. [www.stateofthebirds.org](http://www.stateofthebirds.org).

NABCI's intent is to develop a comprehensive report like the first report every five years. In the intervening years, more focused reports will be developed that analyze a particular issue, habitat or geographic area. 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 monthly conference calls and its next face-to-face meeting is October 20-21, 2009 in Arlington, Virginia. ◀

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

The U.S. NABCI Committee will be accepting requests for updates to the BCR map through December 31, 2009. More information and the request form can be found at <http://www.nabci-us.org/bcrchanges.html>. ◀

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

The U.S. NABCI Committee is now accepting nominations for the 2010 Gary T. Myers Bird Conservation Award and the 2010 NABCI/AJVMB Policy Award. The awards will go to the individual or group who has shown unparalleled accomplishments in bird conservation at any scale as contained in the principles of the North American Bird Conservation Initiative and the national/international bird initiatives (North American Waterfowl Management Plan, Partners in Flight, Waterbird Conservation for the Americas, National Shorebird Plans, and the resident game bird plans) and the individual or group who has shown unparalleled accomplishments in development and/or implementation of critical bird conservation policy and/or legislation at the national scale. Nominations are due by COB December 31, 2009. More information and nomination forms can be obtained at [www.nabci-us.org/main2.html](http://www.nabci-us.org/main2.html). ◀

### **Bird Conservation Committee and Working Groups**

The Association's Bird Conservation Committee, Partners in Flight/Shorebird/Waterbird Working Group (WG), Resident Game Bird WG, Waterfowl WG and Migratory Shore and Upland Game Bird WG met at the Association's Annual meeting in September in Austin, Texas. Key discussion points included the following.

The Committee determined that promotion of the Reauthorization of Neotropical Migratory Bird Conservation Act and Joint Venture Legislation; outlining future policy and legislative issues the Committee should address; and helping demonstrate how the bird conservation

community can put projects on the ground to remediate climate change on fish and wildlife and its habitat are action items for Committee. ◀

### **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.

This level of first year participation is significant and we have been reminded that the Canada wetlands partnership developed under the North American Waterfowl Management Plan and North American Wetlands Conservation Act that we have used as a model for Southern Wings began with the modest participation of three states.

We are in the process of developing a state agency Technical Committee. We hope to have proposals 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. **Dave Erickson** will be retiring this fall from the Missouri Department of Conservation. Dave has done an incredible job developing the Southern Wings Program. **Mike Senn**, AZ GFD, has agreed to lead the Southern Wings Team after Dave’s retirement. ◀

### **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 March 2010 in conjunction with the 20<sup>th</sup> Anniversary of PIF and will be produced in English, Spanish and French. ◀

### **2011/2012 NAWMP Revision**

The Future of Waterfowl Management Workshop was held in Minneapolis about one year ago. Since that time there has been policy and technical work to move toward the **2011/2012 NAWMP revision**. A communiqué has been distributed to the state agencies from the Plan Committee based on the scoping report. They are proposing to expand the purpose of the NAWMP. The following expanded purpose statement has been proposed—“The purpose of the Plan is to sustain abundant waterfowl populations while preserving the traditions of wildfowling and achieving broad benefits to biodiversity, ecosystem processes and the people of North America.” This is a tremendous opportunity to get engaged and support waterfowl

conservation and management. The Committee encourages state agency participation in the revision. Additionally the Committee is heartened to see the participation of the Joint Ventures (JVs) with the Plan Committee and encourages this participation to continue. ◀

### **Landscape Conservation Cooperatives**

The USFWS, in cooperation with the U.S. Geological Survey, is developing national geographic framework for “putting science in the right places” to conserve our national fish and wildlife resources. The 22 geographic areas were developed by aggregating the Bird Conservation Regions. Boundaries were adjusted to consider Freshwater Ecoregions of the World as a standard unit for aquatic species considerations. During the next 12 -18 months, the USFWS Directorate will identify a process for engaging employees, state and other partners to consider refinements to the framework. They will also work with partners to determine locations for the Landscape Conservation Cooperatives (LCCs) in 2010 and 2011.

The Service has \$25 million to begin implementing the concept, \$10 million of which will go directly to staff. The USFWS hopes the JVs will take a leadership role and connect to the LCCs. The Association’s Bird Conservation Committee is strongly supportive of the JVs and wants to see careful consideration of how the development of LCCs is done in concert with the JVs. The JVs are very important on-the-ground implementation partnerships for bird conservation and should not be compromised. ◀

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### **▶ Climate Change**

#### **Climate Change-Wildlife Action Plan Guidance Document**

In 2008, the Climate Change and Teaming With Wildlife Committees joined forces to create a Climate Change/Wildlife Action Plan Workgroup to create a guidance document on how states can integrate climate change into their State Wildlife Action Plans. 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 Workgroup met in July to present a rough draft to State Wildlife Action Plan Coordinators during their National Meeting in Boulder, CO. The document was presented at the Association’s 2009 Annual Meeting to both the Teaming With Wildlife Committee and the Climate Change Committee to get their endorsement. The document was unanimously endorsed by both committees. The following day the document was approved at the Business Meeting by state fish and wildlife directors. A limited number of hard copies of the document were available at the Annual Meeting. More copies will be printed in late fall and the document will also be posted on the Association’s website in late fall as well. The document will be a living document that will be available online and updated as new information arises.

A successful Vulnerability Assessment workshop followed the Annual Meeting plenary that was a partner product by the Workgroup. Dr. Bruce Stein from the National Wildlife Federation began the workshop with a brief overview of what a vulnerability assessment is; why agencies should consider doing; and how to go about doing a vulnerability assessment. John O’Leary from Massachusetts followed with a discussion on how Massachusetts went about doing its vulnerability assessments and how that information is helping them design adaptation strategies. ◀

### **Adaptation Strategies Paper**

The Association will collaborate with National Wildlife Federation and Defenders of Wildlife on a publication based on the Natural Resources Strategies Survey of state and federal agencies and academic institutions. Gerry Barnhart (NY, retired) surveyed state participants for this endeavor. Survey results were incorporated into a white paper that was presented at the February 2009 WHPRP Adaptation Workshop in Washington, DC. The group drafting the journal article hopes to have it published in *Frontiers in Ecology*. ◀

### **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 natural resource managers for state fish and wildlife managers. The Committee has begun planning for these workshops with hopes of hosting them at the annual regional association meetings with the assistance of the regional climate change committees. ◀

### **Climate Change Committee Meeting at the 2010 North American**

During the 2010 North American Wildlife and Natural Resources Conference, the Climate Change Committee and the Science & Research Committee plan to hold a workshop on Structured Decision-Making and Adaptive Management for Climate Change Natural Resource Management. The inaugural workshop at the 2009 Conference focused on the use of these processes on invasive species management. Speakers from both state and federal agencies spoke on the topic. Representatives from the Adaptive Management course at NCTC guided the workshop participants through an invasive species management scenario using these processes. A group populated by members of both the Climate Change and Science & Research Committees currently are creating the agenda for the upcoming workshop. Please the Science & Research section for more details. ◀

### **State Climate Change Newsletter**

The Climate Change Committee recently released a blog entitled "AFWA Climate Change Bulletin" that contains reports from state agencies that that are actively planning for climate change impacts in their states. The blog will be updated with new posts from both state and federal agencies on current climate change activities. It can be accessed through this link: <http://afwaclimatechange.blogspot.com/> where you may subscribe to the blog and receive updates via email. The link can also be found on the Association's home page. Please forward submissions to Dr. Arpita Choudhury at [achoudhury@fishwildlife.org](mailto:achoudhury@fishwildlife.org). ◀

### **Adaptation Case Studies for the Hill**

The Committee will strive to collect case studies to demonstrate and factually represent what is going on in the states regarding climate change in order to articulate that funding is needed to go above and beyond status quo. They plan on working with the regional climate change committees this purpose. These examples would be useful for advocacy on Capitol Hill in order to secure dedicated funding for natural resources adaptation. Please forward case studies to Dr. Arpita Choudhury at [achoudhury@fishwildlife.org](mailto:achoudhury@fishwildlife.org). ◀

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## ► Education, Outreach & Diversity

### **North American Conservation Education Strategy Toolkit**

The Conservation Education working group formalized its brand to unite the CE tools together under one look and feel. The group printed and began distributing its first branded product, the Conservation Education Strategy Tool Kit – a three ring binder containing a poster of the conservation core concepts and copies of the K-12 Scope and Sequence, Stewardship Education Best Practices Guide and the Field Investigations Guide. The Toolkit was showcased during the Annual Meeting and copies were sent to state fish and wildlife agency directors at the end of October. A working group currently is developing a training for agency CE staff using the kits as the foundation. All of the materials are available on the Association's web site. ◀

### **CE Survey**

In September, the Conservation Education Working Group circulated an online survey to states inquiring about four aspects of each agency's Conservation Education programs: school-related outdoor skills education; outdoor classrooms/schoolyard habitats; participation in Children and Nature initiatives; and participation in development of a state environmental literacy plan. The purpose of the survey was to get a baseline and find out what states need so that the CE Strategy Working Group can plan. Thirty-eight agencies submitted data and results should be available in November. ◀

### **Other Conservation Education Initiatives**

The Outdoor Skills Working Group began planning a November meeting in St. Louis, MO to focus on incorporating CE Core Concepts into formal k-12 PE standards.

The group produced its first CE Strategy e-newsletter "CE Strategy News." To sign up, go to [www.fishwildlife.org/consed](http://www.fishwildlife.org/consed).

Scott Gilmore of CO DOW represented the Conservation Education Working Group at the "Breaking the Color Barrier" conference held in September. ◀

### **Nature Tourism and Wildlife Viewing Working Group Report**

Nature Tourism and Wildlife Viewing is still a new EOD working group. At its recent meeting in Austin, the group discussed the broader idea of how coordinators have self-organized themselves. The group also considered the topics of birding trails, wildlife photography, alternative funding ideas and more. The working group holds monthly conference calls and maintains a Yahoo Group. ◀

### **Diversity**

EOD's Diversity Working Group hosted a special session after the Plenary Session with two great speakers from outside the fish and wildlife community, a global consultant and a regional rep from Cancer Society with in-depth experience with diversity programs that are up and running. The Special Session was taped and will be available soon on the AFWA web site.

Following the Special Session, the Diversity subcommittee group acknowledged a tipping point - the community is at a point in history where agencies can no longer have passive acceptance [of diversity]. The group also discussed that diversity is an urgent, leadership issue and the

case can be made that it is a smart business imperative that the inside of work force reflects the outside and the populations they serve.

The outcome of the Diversity Working Group meeting was the development of a position statement for the Association to be considered at the Business Meeting. The statement was drafted by **Nancy Herron** (TX), **Judy Stokes** (NH), **Janet Ady** (USFWS), **Sally Guynn** (AFWA) and **Gina Main** (AFWA) with review by **Corky Pugh** (AL) and **Bryan King** (DC). Directors approved the position statement on “A Key Leadership Imperative: Relevancy in Changing Times” at the Business Meeting. The statement provides Association-wide support for the development and implementation of an action plan aimed at reaching wider and more diverse populations to reinvigorate outdoor participation and develop broader pool of applicants for future agency employment. ◀

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## ▶ Furbearer Resources

### **New 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 U.S. 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 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 goal 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 how hunter education is recognized now, but it will be up to the states to make that decision. The National Trapper Education Program the Association produced a few years back is already recognized in this way.

The web-based Trapper Education Program is set for launch in the coming weeks and will be available at [www.trappereducation.org](http://www.trappereducation.org). ◀

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## ► Human-Wildlife Conflict

In January of this year, USDA APHIS-Wildlife Services submitted GonaCon for registration with the Environmental Protection Agency (EPA) as a white-tailed deer contraceptive. It was expected that the registration process would take one year to complete, based on past experience. Wildlife Services was notified on September 30 by the EPA that it approved the registration application. GonaCon is now federally registered. The EPA will publish its decision in the Federal Register by the end of October. Although GonaCon is federally registered, Wildlife Services will not provide GonaCon to users beyond experimental use at this time. The anticipated timeframe for non-experimental use is planned for January 2010 (the original anticipated target decision date) at which time Wildlife Services will be able to provide GonaCon for non-experimental use, pending state registration.

A GonaCon Outreach document, jointly prepared by AFWA and Wildlife Services, was made available to state directors to help their staff prepare for the Federal Register notification and the January 2010 non-experimental use release. The document provides basic information on the use of GonaCon as well as contact information for further questions.

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## ► Invasive Species

### **Invasive Weeds as Biofuels**

After the North American Wildlife and Natural Resources Conference, a joint letter from the Invasive Species Committee and the Biofuels Working Group was sent to the University of Illinois regarding the genetically modified *Miscanthus giganteus* as a biofuels crop. The letter expressed concern regarding the invasive character of the plant.

The Invasive Species Committee plans to continue working with the Biofuels Working Group on issues involving invasive weeds used as a source of Biofuels. The collective group might collaborate on a roundtable discussion or a forum with the biofuel industry and state and federal agencies. The group also may collaborate on recommendations and alternatives on invasive species assessment to the Council for Sustainable Biofuels Production, an ad hoc council developing a standard for sustainable biofuels production. ◀

### **Lacey Act Work Group**

Based upon the lack of movement of HR 669 (Nonnative Wildlife Invasion Prevention Act), Gary Taylor and Carol Bambery (AFWA) have assembled a small task team to analyze alternative approaches that the Association might advocate in the future to achieve its legislative principle to incorporate 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 for 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. It will be a four-day event with a focus on three areas:

- Climate Change & Invasive Species

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

Event coordinators are trying to build a grassroots network, influencing Department leadership and Congress. The preliminary agenda has been developed with plenary sessions on each of three mornings with afternoons focused on working groups and Hill visits. They are looking for additional help and participation from the Association. The Invasive Species Committee supports the concept and will participate in the planning of this event. ◀

### **The Invasive Species Bulletin**

The Association's Invasive Species Committee is looking for submissions to the fall 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. ◀

### **Invasive Species Committee Staff Support Change**

After the Association's 2009 Annual Meeting, staff support responsibilities transferred from Arpita Choudhury, AFWA Science & Research Liaison, to Priya Nanjappa, AFWA Amphibian & Reptile Coordinator. ◀

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## **► Multistate Conservation Grant Program**

To date, the Multistate Conservation Grant Program (MSCGP) has directed more than \$60 million to 165 national and regional priority projects of the state fish and wildlife agencies.

For the 2010 MSCGP Cycle, 20 Letters of Intent, out of 66 submitted to address the seven National Conservation Needs (NCNs), were invited to submit full proposals. The National Grants Committee selected 13 proposals to recommend to state directors, which were approved during the Business Meeting. The Committee focused on directing MSCGP funds to the states' highest priorities.

### ***Recommended Projects for 2010 MSCGP Cycle***

- State Fish and Wildlife Agency Director Travel Administration and Coordination (Association of Fish & Wildlife Agencies)
- State Fish and Wildlife Agency Coordination and Administration (Association of Fish & Wildlife Agencies)
- Why Do Some Anglers Not Fish Every Year, and Others Do? (American Sportfishing Association)
- Protect State Wildlife Agencies' Authority to Sustainably Manage Wildlife Resources in Concert with Federal Actions Required by International Treaties and Conventions (Association of Fish & Wildlife Agencies)
- Identifying and Implementing Climate Change Adaptation Strategies for Natural Resources: A Series of Regional Climate Change Workshops for State Fish and Wildlife Agencies. (Association of Fish & Wildlife Agencies)
- Establishing an Interagency Personnel Agreement Position in USDA-FSA to Address Biological Issues for to the Northern Bobwhite Conservation Initiative (NBCI) in the Conservation Reserve Program (CRP) (Wildlife Management Institute)

- Implementation of the Hunting Heritage Action Plan (Wildlife Management Institute)
- Midwest Fish Habitat Partnerships: Meeting National Fish Habitat Action Plan Goals through Development of a Coordinated Scientific Network (Midwest Association of Fish & Wildlife Agencies)
- Explore Bowhunting Education Program (Archery Trade Association)
- Coordination of the Industry, Federal and State Agency Coalition (Association of Fish & Wildlife Agencies)
- Formulating a Vision for Fish Health Management in Fishery Conservation: Bridging Knowledge Gaps (Michigan State University)
- Hunting Heritage Conservation Challenge Badge Initiative (National Wild Turkey Federation)
- Coordination of Farm Bill Program Implementation to Optimize Fish and Wildlife Benefits to the States (Association of Fish & Wildlife Agencies)

### *Next Steps*

The Association will forward the list of priority projects to the USFWS by the mandated October 1, 2009 deadline. The 2011 MSCGP Cycle will begin in November with the solicitation of National Conservation Needs (NCNs) from Association Committees and regional associations. ◀

### **MSCGP Coordinator**

Christina Zarrella, the Association's MSCGP Coordinator, accepted a position with the USFWS this fall. She continues to assist on a limited basis on MSCGP issues until a new coordinator is hired before the end of the year. ◀

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## ▶ **National Fish Habitat Action Plan**

Seven Candidate Fish Habitat Partnerships (FHPs) have submitted applications for consideration by the National Fish Habitat Board during its October Meeting. The Pacific Marine and Estuarine Fish Habitat Partnership has recently been acknowledged by the Board as a Candidate FHP.

As noted under the legislation heading, there has not been any major movement regarding passage of the National Fish Habitat Conservation Act in either the Senate or the House. The House Bill would still benefit from at least one Republican co-sponsor. The Board's Legislative Committee is actively working for a hearing on the Senate side before the close of this calendar year. A Legislation Toolkit can be found at [www.fishhabitat.org](http://www.fishhabitat.org) . ◀

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## ▶ **National Survey**

The USFWS has completed its formal review of recommended changes to survey questions and the report format for 2011 from state agency technical representatives. The Service response will be shared with the states in the near future.

The Association's National Survey Working Group will be meeting with the Fish and Wildlife Service and the Bureau of Census in October to discuss options for household sample sizes and the number of in-person interviews for the 2011 Survey.

The 2016 National Survey was the subject of renewed discussion among State Directors at the Association's Annual Meeting in Austin. There continues to be concern about rising costs and impacts to the Multi-State Conservation Grant Program (i.e., fewer dollars to fund other projects in order to pay for the National Survey). It is likely some state directors will be asked to participate in a review of new funding and/or survey options. ◀

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## ► Science & Research

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

The Science & Research Committee is planning its second Structured Decision-Making/ Adaptive Management Workshop under the helm of Jay Hestbeck from USGS. 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. At this time, there are three speakers: Jim Nichols (USGS), Mike Conry (USGS) and Alec Maule and Lynne Koontz (USFWS) slated to speak; but the committee still needs to find a speaker to discuss the incorporation of climate change into State Wildlife Action Plans and a speaker to discuss how climate change impacts North American waterfowl harvest management. Ken Williams is the suggested moderator for this workshop. He was the moderator at last year's workshop at the 2009 North American on structured decision making and invasive species. ◀

### Collaboration with the Organization of Fish and Wildlife Information Managers (OFWIM)

OFWIM have been hosting webinars for its members on technical topics of interest to wildlife managers and would like to partner with the Science & Research Committee on future webinar topics, presenters and new technology to deliver the webinars to non-OFWIM members. The committee will invite the OFWIM representative, Robin Carson, to speak at the next Science & Research Committee meeting during the 2010 North American in order to better understand what OFWIM is asking of the committee. ◀

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## ► Teaming With Wildlife

### Teaming With Wildlife Associate Hired

Terra Rentz was hired as the Teaming With Wildlife Associate in July, a position that had been vacant since May 2008. Terra will be funded through a policy grant from the Doris Duke Charitable Foundation and will lead outreach efforts for State Wildlife Action Plans, assist with the Teaming With Wildlife coalition and help with special projects. ◀

### **State Wildlife Action Plans**

A meeting of State Wildlife Action Plan coordinators was held in July in Boulder, CO. The meeting was organized by **Dennis Figg** of Missouri Department of Conservation and funded through a grant from Doris Duke Charitable Foundation to the National Council for Science and the Environment. Approximately 40 states participated in the meeting. The meeting was used to identify challenges to Wildlife Action Plan implementation and to gather input for the Climate Change Wildlife Action Plan Guidance document. This was the first meeting of action plan coordinators in about three years.

The Teaming With Wildlife Committee approved the Climate Change Wildlife Action Plan guidance document. A 25-member work group developed the voluntary guidance document which will be used by states wanting to incorporate climate change into their State Wildlife Action Plan. An electronic version of the document was sent to states in September and a printed version will be completed by the end of the year. A "living" version of the document will be housed on AFWA's website.

Work started on a new project to develop national effectiveness measures for State Wildlife Action Plans. Meetings were held with a consultant to develop a scope of work. A working group was established at AFWA's annual meeting. A charter will be developed and working group members will be selected with the first meetings planned before the end of the year.

The Bureau of Land Management has secured funding to support ongoing and new work in western states on performance measurement of State Wildlife Action Plans. BLM will be contracting with the Heinz Center to do the work. Initial work will start in Nevada and other western states will be selected based on agency interest and BLM priorities. ◀

### **Teaming With Wildlife Coalition**

The Teaming with Wildlife coalition surpassed 6,200 members during the quarter. Two e-newsletters were sent to the coalition that included action alerts on state wildlife grants and climate change legislation. Work began on a redesign of the Teaming With Wildlife and State 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. ◀

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## **▶ Wind Energy**

### **American Wind Wildlife Institute**

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 last board meeting was held in August 2009. The next Board meeting will be held in November. AWWI just received its 501(c)3 status and hired its Executive Director, Kraig

Butrum, and its Research Director, Judd Howell. The organization also recently hired Stu Webster to be the Vice President for Corporate Relations and Program Development.

AWWI awarded an RFP for wind/wildlife mapping to the Nature Conservancy. 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.

AWWI has produced a detailed report on existing compensatory mitigation concepts, practices and mechanisms; situations where compensatory mitigation is allowed by law and overview of common goals/standards; the extent to which effectiveness has been monitored/assessed and resultant findings; review of publicly available data and a recommendation(s) for making it more widely available; and a discussion and illustration of the economics of compensatory mitigation (re: wind development). Contact Deb Hahn ([dhahn@fishwildlife.org](mailto:dhahn@fishwildlife.org)) if you would like a copy of the report. ◀

#### **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)). Prior to both of the September 2009 meetings, a draft Guidelines document was distributed to state fish and wildlife agencies and they provided comment. Because the Committee's Charter ends on October 26, 2009 these reviews were most likely the last opportunity for states to comment before the document is available in the federal register within the next year. However, the Committee may receive an extension, which would provide more opportunity for comment.

The Committee's report to the DOI Secretary will include a cover letter, policy recommendations, guidelines and appendices. 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. The 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. The Coordinator participates in monthly conference calls. The calls provided an excellent opportunity to discuss wind farm siting and transmission development issues with wind energy and transmission development industry representatives. They are currently producing a series of webinars on transmission development. ◀

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

The Association's Wind Energy and Transmission Subcommittee met at the Association's Annual Meeting. The subcommittee's top issues were the USFWS Federal Advisory Committee, assessing green certification options for wind energy development, and developing state agency guidance on transmission development.

Brian Obermeyer, Director of the Flint Hills Initiative in Kansas, gave a presentation on non-regulatory approaches available to guide wind power development. Wind power can help us reduce CO2 emissions but wind development does have impacts on wildlife. We are all familiar with those impacts—direct mortality, habitat fragmentation, displacement, etc. Many of these concerns can be alleviated by the careful siting of wind. Possible non-regulatory approaches to guide wind power development include limiting the Federal Renewable Production Tax Credit for projects with significant negative effects to wildlife and natural systems, withholding credit towards fulfillment of renewable portfolio standards for projects failing to meet certain siting guidelines, or green certification of appropriately sited projects.

The Subcommittee agreed with the objective (to steer wind from ecologically important habitat) but do not yet know what the appropriate vehicle is to accomplish this. We need to gather more information and provide that information to the states for them to consider this further. We encourage the state agencies to take a look at this concept and consider within their states how this might or might not be useful.

#### **Transmission Guidelines for State Agencies**

**Kathy Boydston**, TPWD, developed a draft electric transmission line protocol for state agency involvement in transmission development. The draft focuses on the Texas experience. It was felt that this type of document would be useful to the state agencies but that it needs to be broadened and made more generic to encompass the different processes that are found around the country for transmission development. **Russ Mason**, MI DNR, has agreed to lead a small working group to further develop this document and bring it back to the Subcommittee in March 2010. ◀

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## **Member Services**

### **▶ 2009 Annual Meeting**

The Association held the 2009 Annual Meeting on September 13-16 at the Hyatt Regency Hotel in Austin, Texas. Thank you to Carter Smith and the staff at Texas Parks and Wildlife for their support and hospitality.

#### **John Frampton (SC) Elected 2009-2010 AFWA President**

The Association elected South Carolina Department of Natural Resources (DNR) Director, John Frampton, its new president during the Business Meeting. Frampton has more than 35 years of experience with DNR, where he started his career as a field biologist.

**Plenary Session: *“It’s Clean, But is It Green? How Compatible is Renewable Energy Development and Fish and Wildlife Management?”***

On Monday, September 14, guest speakers Tom Strickland, Assistant Secretary of Interior for Fish & Wildlife and Parks and Chief of Staff to Secretary of Interior Ken Salazar, Jack Hunt, CEO of the King Ranch and T. Boone Pickens, CEO and Founder of BP Capital Management, presented their thoughts on the issue of renewable energy, with an emphasis on wind and its economic viability as an energy source. There was also considerable discussion about natural gas development in this country and the role it can play in our future. For the first time in Annual Meeting history, the plenary session was streamed as a live web cast.

**2009 Annual Award Recipients**

The Association honored 12 individuals and two entities for their outstanding and longstanding commitment to conservation stewardship at the Association’s Annual Awards Ceremony held on September 15.

Seth Gordon Award

*Recognizing lifetime achievement, the Association’s highest honor*

David Erickson, Assistant Director, Missouri Department of Conservation

Boone & Crockett Club Award

*Honoring an agency and team leader for outstanding achievement in promoting and encouraging programs in outdoor ethics*

Group: Wyoming Game and Fish Department

Individual: Mark Bruscano, Bear Management Officer

Mark J. Reeff Memorial Award

*Recognizing distinguished, young wildlife management professionals*

Shannon Hanna, Privately Owned Cervidae Specialist, Michigan Department of Natural Resources (DNR), Wildlife Division

National Private Lands Fish and Wildlife Stewardship Award

*Honoring an individual- or family-run farm, ranch or forest operation that has incorporated proactive conservation and environmental protection measures*

Col. Wallace N. Weber of Dorrance, Kansas

Conservation Law Enforcement Award

*Recognizing exceptional achievement in fish and wildlife resource enforcement*

Brad M. Hadley, Missouri Department of Conservation

Special Recognition Awards

*Recognizing individuals who have distinguished themselves with an outstanding commitment to the work of the Association*

Michael Berger, (Retired) Director of the Division of Wildlife, Texas Parks and Wildlife Department (TPWD)

Dr. Michael Fall, Staff Biologist, U.S. Department of Agriculture, Animal and Plant Health Inspection Service, National Wildlife Research Center, Office of the Director

Glen Salmon, (former) Director, Indiana Division of Fish and Wildlife; Deputy Assistant Director, U.S. Fish and Wildlife Service Federal Aid (USFWS)

Virgil Moore, Deputy Director, Idaho Department of Fish and Game

Ken Haddad, Executive Director, Florida Fish and Wildlife Conservation Commission  
Doris Duke Charitable Foundation  
Mark Shaffer, Director, Doris Duke Charitable Foundation Environment Program

### Fallen Heroes

*Remembering those wildlife professionals who lost their lives while carrying out their duties the previous year*

Nathan Mims, Officer, Alabama Division of Wildlife and Freshwater Fisheries

### **Business Meeting: Committee Action Items**

At the September 16 Business Meeting, directors and state agency proxies considered/and/or approved the following committee action items.

#### *Executive Committee*

- Approved Executive Committee Report

#### *Agricultural Conservation Committee*

- Adopted position statement on biofuels for the Association

#### *Climate Change Committee*

- (Jointly with Teaming With Wildlife Committee) Approved Climate Change - Wildlife Action Plan Guidance Document

#### *Education/Outreach/Diversity Committee*

- Approved Association position statement "A Key Leadership Imperative--Relevancy in Changing Times" (attached)

#### *Federal and Tribal Relations Committee*

- Proposed Amendments to the Wild Free-Roaming Horses and Burros Act: The Committee Chair will work with AFWA staff to summarize our concerns with the proposed amendments for the directors to use when communicating with members of the Energy and Natural Resources Committee
- USFS Planning Rule and Roadless Rule: AFWA President will send a letter to the Chief of the Forest Service that reaffirms our position on the Planning Rule and affirms our position on the Roadless Rule
- Conifer Beetle Impacts on USFS lands in the western states: The Committee will draft a letter that can be used by western state directors to send to their USFS Regional Foresters

#### *Fish and Wildlife Trust Funds Committee*

- Approved Committee recommendation that the Association develop criteria and a process to consider future requests to remove an excise tax from a product

#### *Law Enforcement Committee*

- Approved motion brought forward by Corky Pugh (AL) that as AFWA addresses securing additional, stable sustainable funding, we seek that resource protection-based law enforcement activities are included

### *Legal Committee*

- Tabled Committee recommendation that the Association support the University of New Mexico Law School's Wildlife Law publication until further research is conducted

### *National Grants Committee*

- Approved the recommended projects for the 2010 Multistate Conservation Grant Program Cycle (see list below)

### *Resolutions Committee*

- Adopted resolution thanking Texas Parks and Wildlife Department for hosting the 2009 Annual Meeting (attached)

### *Threatened and Endangered Species Policy Committee*

- Adopted motion that AFWA request the USFWS and NOAA-Fisheries join with the states in discussions to further work on the challenges faced by resource managers in the application of the ESA in relation to climate change ◀

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## ▶ Communications & Marketing

### Materials & Media

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

The Association finalized and posted the 2008 Annual Meeting Proceedings. The document can be found at [http://www.fishwildlife.org/pdfs/Proceedings/2008\\_AFWA\\_Proceedings.pdf](http://www.fishwildlife.org/pdfs/Proceedings/2008_AFWA_Proceedings.pdf).

### Web Site

Work continued on the fast track with JesseJames Creative to update the Association's website content organization, navigation, timeliness and visual appeal via a content management system. A demonstration of the features of the new site was given during the Business Meeting in Austin including the web banners of state-specific, mini success stories. The new site is expected to launch by the end of 2009. ◀

### Social Media

Association staff has been collecting information about states' social media sites. A list is available at [http://www.fishwildlife.org/press\\_resources\\_SocialMedia.html](http://www.fishwildlife.org/press_resources_SocialMedia.html). In the next quarter, as an EOD Committee initiative, we will be emailing all states to compile official state social media guidelines and create a library of the materials and best practices. ◀

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## ► Management Assistance Team

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

MAT provides ongoing consulting and training for state fish and wildlife agencies primarily focused on leadership development. For more information on MAT and the services offered to state fish and wildlife agencies, please visit [www.matteam.org](http://www.matteam.org). ◀

### **Conservation Learning Campus**

MAT conducted seven online leadership development courses and offered a new course, *Leader as Supervisor* this quarter. Courses continue to be filled when offered quarterly by MAT. In addition, multiple staff members from two states received training from MAT to enable their staff to conduct MAT online courses in-house as part of their state leadership program. ◀

### **Face to Face Workshops**

During the third quarter, MAT developed and facilitated an effectiveness governance workshop for Arizona staff and Commissioners in August. MAT staff also delivered a Franklin Covey "*Leading at the Speed of Trust*" workshop in Utah and a "*Mastering Agency Change*" workshop in Wyoming. ◀

### **MAT Consulting with States**

MAT staff consulted with fish and wildlife agencies in eight states (AL, AZ, DE, FL, NH, UT, WV and WY) during the third quarter. Subjects ranged from development of state leadership programs to comprehensive agency effectiveness reviews. MAT staff completed the comprehensive agency review for Delaware Division of Fish and Wildlife and held a debrief meeting with Director, **Patrick Emory**. MAT began initial stages of a comprehensive effectiveness review for West Virginia at the request of Director, **Curtis Taylor**. ◀

### **Publications and Other Services**

MAT conducted an effectiveness governance workshop for state fish and wildlife Commissioners to at the WAFWA conference in July. ◀

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Sally Guynn, [sallyg@matteam.org](mailto:sallyg@matteam.org)

## ► National Conservation Leadership Institute

MAT continued its lead role in planning, managing and staffing the National Conservation Leadership Institute (NCLI). Cohort 4 has 36 Fellows that completed their NCLI residency experience this quarter at NCTC in West Virginia. ◀

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

### **State Charitable Giving Campaigns**

The NCLI has 501(c) 3 status. If you would like help adding the NCLI to 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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## Association Staff

Matt Hogan	Executive Director
Carol Bambery	General Counsel
John Bloom	Accounting Manager
Brian Bohnsack	Industry/Agency Coordinator (USFWS)
Arpita Choudhury	Science and Research Liaison
Estelle Green	Administrative Assistant
Dwight Gynn	Management Assistance Team Project Leader (USFWS)
Sally Gynn	Management Assistance Team Project Leader
Deb Hahn	Migratory Bird Coordinator
Mark Humpert	Wildlife Diversity Director
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
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
Colby Smith	Management Assistance Team Print & Web Specialist
Gary Taylor	Legislative Director
Bryant White	Furbearer Research Coordinator



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