

ASSOCIATION of  
FISH & WILDLIFE  
AGENCIES

## 2013 ANNUAL REPORT



A photograph of a rocky cliff face with a red rope and a pile of dry sticks in the foreground. The text "Because we don't rest on our history." is overlaid on the image in a white serif font.

Because we don't  
rest on our history.

# Why AFWA?



## President's Message



**DAN FORSTER**  
PRESIDENT, AFWA



Like most of you, memories of my childhood are rich with hunting, fishing, trapping and other wildlife-centric stories. It was in these early years that I began to develop what Leopold so passionately described as a conservation ethic.

Much of my personal and professional ethic has been derived from Biblical teachings, including man's first written account of conservation law as scribed in Deuteronomy (22:6-7), known as Mosaic Law. Here, Moses encourages upon finding a bird on a nest that "...you may take the young, but be sure to let the mother go..." This is modernly known as the conservation law of sustained yield. It is from these teachings most, even above my formal Bulldog education, that my personal and professional character, as well as my conservation perspective, was formed.

The Association of Fish & Wildlife Agencies also professes a strong conservation ethic enshrined by our rich professional heritage, the North American Model, and milestone achievements during the course of our centennial-plus existence. And, while reflections on our past serve as a healthy reminder of great continental accomplishments and meter how much we have achieved as a conservation force, it is not an adequate predictor of our future.

Thus, we and other conservation cohorts cannot rest on past valor; we must strategically discipline our trajectory. How we design future pathways in the face of many new and difficult challenges, will ultimately define our qualifying place in conservation history.

Fundamentally, our Association's ultimate goals of sustainability and wise use have changed little over the past 100 years, while our challenges have grown significantly more complex and diverse. As such, the need for a strong collective voice advocating for state fish and wildlife agencies has never been more relevant and critical than today.

A recent example of product enhanced by AFWA's conservation machine was passage of the Farm Bill. The Agricultural Act of 2014 satisfied our top priorities of re-establishing conservation compliance as an eligibility requirement for federal crop insurance premium assistance, a workable Sodsaver policy to conserve our remaining grasslands, and strong voluntary conservation programs. The shared state values brought forward by our Association's collaborative efforts in concert with our many conservation partners resulted in meaningful conservation policy.

However bountiful our conservation toolbox and bank of scientific knowledge grows, our conservation success hinges on two external outcomes: first, in making our passion relevant to our citizens; and, secondly in building within them a conservation ethic. Working together, and through our Association, we have a much brighter future.

Dan Forster  
*Director of the Georgia Wildlife Resources Division*  
*2013-2014 President of the Association of Fish & Wildlife Agencies*



## Executive Director's Message

The Association of Fish & Wildlife Agencies has a rich heritage dating back to 1902. Over the course of the past century, the Association has honed its ability to offer effective policy advocacy and conservation program leadership on a national scale with a distinctive focus on state, provincial and territorial authorities and priorities.

The challenges of our day are huge for these fish and wildlife agencies. Some are rooted in new threats to ecosystem health. Others gnaw at management authority. Some cross large geographic scales and multiple disciplines. Others are confounded by public apathy. Relevancy, funding sustainability, unforgiving political expectations and leadership tenure are the ever-present backdrops of this drama.

Our strategic plan places us squarely at the fore of such challenges. The work of the Association remains compelling, relevant – today, now. Now obligates us to direct new focus to the legal challenges faced by state fish and wildlife agencies. Now requires renewed commitment to the funding challenges of our day, including due attention to wildlife diversity programs. Now means that we set our sights on emerging focal areas of concern such as the marine environment or energy policy. Now dictates that we value traditional partnerships and forge new ones. Now requires that we prepare new leaders for the future and that we stand tall on international fronts.

In 2013 we rose to such challenges, and many more, with intellectual vigor and passion. We engaged issues and opportunities with credibility and integrity, the 'coinage of our realm.' The pages of this Annual Report are replete with stories and vignettes that make that abundantly clear. I am proud of the work of the Association, and I am very grateful to work with a fantastic team in advancing its mission. My personal now perspective is to lead with like professional dedication in the year ahead.

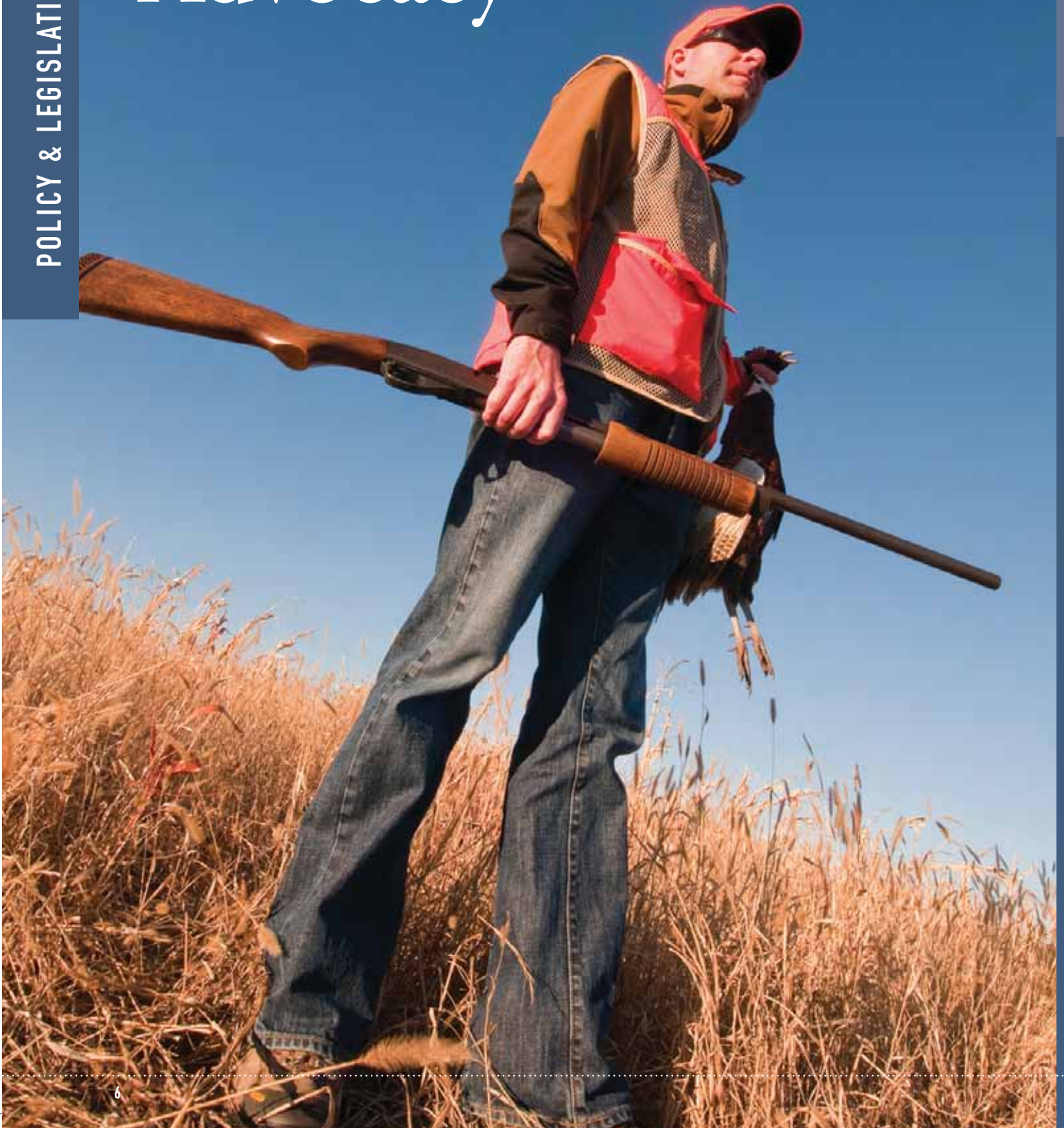
Ron Regan  
*Executive Director of the Association of Fish & Wildlife Agencies*



RON REGAN  
EXECUTIVE DIRECTOR,  
AWFA



# Policy & Legislative Advocacy



**Why?** Because we lay common ground.

## **AFWA Strategic Goal:**

Promote policies, legislation, laws, regulations and legal strategies that enhance and protect member agencies' ability to conserve and manage fish and wildlife resources and their habitats, consistent with the North American Model of Wildlife Conservation.

**October 1, 2013...** the streets of Washington, DC are eerily void of rush hour rumble. Federal buildings are hollowly vacant and clumps of tourists wander, rendered aimless by signs posted, sorry, we're closed.

Months of partisan politics culminate into the ultimate Congressional impasse—shut down. The federal government is shut down, and ramifications immediately begin to surface for state agencies.

The Association laid a lot of legislative groundwork throughout 2013; but on day 1 of the 18-day shutdown, certain things became clear. This was not a DC-only problem. Ripples were being felt across the country and there were a mountain of questions concerning the 24/7 conservation of fish and wildlife resources that needed answering, especially with the clock ticking on opening access to public lands for fall hunting seasons.

Within days of the shutdown, AFWA had reached out to states and gauged the impact of the federal closure on their operations and service to their constituents.

We restored communication between the states and the Administration—including sending a letter to the Secretary of the U.S. Department of the Interior, Sally Jewell—to help navigate a course forward and obtain some answers for states. And, we searched for our common ground to facilitate access for hunters and anglers, and ways to uphold management agreements between federal and state agencies.

By the time the federal government reopened for business, AFWA had begun laying the footing for a path forward, should this happen again, and improving communications with our federal partners to avoid these difficulties in the future.

### Budget Sequestration

Science-based fish and wildlife conservation should know no political boundary. But in reality, it does.

AFWA focuses its legislative strategy on promoting bipartisanship to re-ground the issues on a foundation that what's good for fish and wildlife in this country is in the public's best interest. State fish and wildlife agencies are indeed the keepers of their trust.

The life-blood funding for state fish and wildlife agencies, the Wildlife and Sportfish Restoration Trust Funds, had been subject to sequestration because of failed Congressional negotiations. But, thanks to broad support and advocacy outreach from our community, the SPORT Act and the Return Our States Share Act were introduced in 2013, which provide a permanent exemption from sequestration and build a crucial base for future negotiations.

### Sportsmen's Legislation

The U.S. House of Representatives assembled a bipartisan package of angling, hunting and sportsmen's bills, similar to 2012, and set the stage for passage in early 2014. Senators Murkowski and Hagan each introduced a package with some similar provisions. The hunting, angling, conservation and sportsmen's communities encouraged the Senators to combine efforts and develop bipartisan legislation that could pass the Senate in 2014.

### Federal Appropriations Recommendations Process

Let's avoid the "starting from zero" scenarios that have become more and more frequent for federal natural resource budget appropriations. That's the motive

behind AFWA's new federal appropriations recommendation process that the Association began developing in 2013.

Our new process will enable AFWA to proactively look two years ahead to deliver the funding priorities of agencies to the Administration and provide better informed appropriations recommendations to Congress instead of reacting in budget crisis mode. It's a way for the Association to improve our relations and strengthen support for conservation. Implementation and adjustments of the new process will continue throughout the coming years.

### More Ground Work

Last year, AFWA and members of the conservation community drafted reauthorization positions on the Magnuson-Stevens Act and the Sport Fish and Boating Safety Trust Fund. The community sought to understand last-minute oppositions that arose late in 2012 to the National Fish Habitat Conservation Act and methodically alleviated concerns to garner bipartisan support and move the bill closer to introduction in 2014.

### Farm Bill

#### **2013/2014 Farm Bill Reauthorization**

"Once you plow and plant, you can't ever duplicate what's lost," Jim Faulstich, owner of the Daybreak Ranch in Highmore, South Dakota and recipient of AFWA's 2013 Private Landowner Award has said in news interviews.

He's voiced what many conservation-minded farmers, ranchers and landowners believe, "Farm the best, leave the rest." Meaning, leave land that's marginal for production for wildlife and wildlife habitat.

Agriculture—cropland and grazing land—makes up more than 50% of the land area of the United States. Though our public lands are critically

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“Wildlife as a public asset held and managed by the states in trust for the people is perhaps the most critical cornerstone principle that underpins all of our modern wildlife conservation successes. In today’s society that doctrine, which is key to all of our conservation success, is almost universally unknown. That alone requires a loud and coherent voice on behalf of wildlife conservation.

The Association of Fish & Wildlife Agencies is the voice of the state fish and wildlife agencies advocating for the North American Model of Wildlife Conservation and its keystone, the public trust doctrine.”

*Larry Voyles  
Director of the Arizona Game & Fish Department  
2013-2014 AFWA Vice President*

### Other Legislation & Policy

AFWA members sent letters to Congress; delivered testimony and briefings; and provided comments to federal agencies expressing the state fish and wildlife agencies' perspective on a variety of legislative issues in 2013, including:

- » Access to Public Lands for Hunting and Fishing
- » Asian Carp and Invasive Species
- » Budget Sequestration
- » Clean Water Act Jurisdiction
- » Controlled Substances Act
- » Endangered Species Act
- » Energy Legislation
- » Farm Bill Reauthorization
- » Federal Appropriations
- » Federal Lands Management and Conservation Planning
- » Land and Water Conservation Fund Reauthorization
- » Lacey Act
- » Magnuson-Stevens Act Reauthorization
- » Migratory Bird Treaty Act
- » National Fish Habitat Conservation Act
- » Natural Resources Adaptation
- » Neotropical Migratory Bird Conservation Act
- » North American Wetlands Conservation Act
- » Sikes Act
- » Sportmen’s Legislation
- » Wallop-Breaux Reauthorization

important, by themselves they aren’t sufficient to support healthy populations of fish and wildlife.

Conservation programs in the Farm Bill help agricultural producers fit habitat into their operations, helping America’s farms, ranches and working forests produce food, fiber and wildlife.

The Farm Bill Conservation Title is the single, largest federal investment for natural resources conservation on private lands. It delivers tools and resources on the ground to help America’s farmers and ranchers restore habitat, reduce erosion, improve water quality and provide opportunities for hunting and angling. The reauthorized Farm Bill is slated to make a 10-year investment of more than \$57 billion in conservation.

In 2013, AFWA’s Agricultural Conservation Committee and its working groups guided the Association’s advocacy during a long Farm Bill reauthorization process in Congress. State agency directors and staff used

templates and informational resources from AFWA’s Farm Bill Toolkit to reach out to their Members, educating them on the importance of Farm Bill programs.

As a result of this effort, combined with additional strategic outreach to legislators, AFWA, state agencies, conservation partners and our Congressional champions made significant progress—a strong conservation title was included in both the House- and Senate-passed bills, and the Senate version included top AFWA priorities of re-linking conservation compliance to crop insurance to protect wetlands and a national Sodsaver program to protect native prairie.

Despite headway in both chambers, the reauthorization was not completed by the end of the year, and the 2008 Farm Bill was allowed to expire in October. However, negotiations between House and Senate Conference Committee members in 2013 would lead to passage of the bill in February 2014.



In what AFWA considers a major win for conservation, the Agricultural Act of 2014 included most of the key Senate provisions to protect wetlands and native grasslands and to continue effective, voluntary conservation programs.

#### Program & Landscape Initiatives

While Capitol Hill ground out negotiations for the 2013/2014 Farm Bill Reauthorization, several Farm Bill conservation programs were able to operate under an extension from January through September 2013.

- The Conservation Reserve Program enrolled 1.57 million acres under general signup 45 and an additional .53 million acres under continuous signup, while 3.3 million acres expired.
- The Wetlands Reserve Program was expected to enroll up to 100,000 acres in 2013 and the Grasslands Reserve Program was expected to enroll up to an additional 200,000 acres.
- The Voluntary Public Access and Habitat Incentives Program (VPA-HIP) did not receive funding in the 2013 Farm Bill extension. Authority for all four of these programs ended October 1, 2013.

Also, the U.S. Department of Agriculture's Natural Resources Conservation Service (NRCS), state agencies and other partners assisted in delivering NRCS' many landscape initiatives, several of which target fish and wildlife.

Last year, NRCS continued to refine the new Working Lands for Wildlife (WLFW) Initiative. The seven species currently under WLFW—lesser prairie chicken, New England cottontail, southwestern willow flycatcher, greater sage-grouse, gopher tortoise, bog turtle and golden-winged warbler—are priority species that could benefit from conservation practices on working farms, ranches and forests.

In addition, NRCS and the U.S. Fish and Wildlife Service (USFWS) finalized the process for WLFW participants to receive regulatory predictability under the Endangered Species Act (ESA). WLFW participants receive this ESA predictability for up to 30 years so long as they continue to operate under an approved conservation plan. These predictability agreements address producer concerns about ESA impacts on their operations, thus increasing their willingness to provide habitat for these priority species and ultimately contributing to possible delisting decisions or precluding the need to list.



## Legal Affairs

While the Association has a strong record of engaging the executive and legislative branches to promote state authority to manage wildlife resources under the North American Model of Wildlife Conservation, we have not worked to the same degree with the judicial branch.

Until 2013—this was the year we began changing that paradigm by crafting an AFWA Legal Strategy that syncs with our strategic plan initiatives to protect state management authority.

With the support of AFWA's Legal Committee and a Multistate Conservation Grant, we laid the strategy's foundations, which will include a law clinic, a wildlife law resource collection, legal education programs and a legal think tank.

Also in 2013, the Association filed an amicus brief in the litigation over the gray wolf's ESA status in the western Great Lakes states. The brief supported delisting and brought to the court's attention the importance of state authority to manage the wolf.

The Association has had in-house legal counsel since 2005 to provide guidance on nonprofit governance issues; analyze litigation that may affect member agencies; and advance recommendations through AFWA's Legal Committee for participation in legal disputes that jeopardize the primacy of state wildlife management authority.

## International Affairs

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



Although wildlife conservation decisions made on the other side of the globe in countries like Thailand may seem a world away, in truth they are not.

State agency turtle management will be impacted by the demand for turtles in Asia that in turn impact turtle exports from the United States. Bobcat pelt require tags because they are listed in the Convention on International Trade in Endangered Species of Wild Flora and Fauna (CITES) appendices, which require states to document their international trade.

CITES is a treaty between nations to ensure that international trade in wild animals and plants is not detrimental to their survival and it's one of the world's major conservation endeavors.

In March 2013, the 16th Conference of the Parties (CoP16) to CITES convened in Bangkok, Thailand and commemorated its 40th anniversary. More than 2,000 participants representing 170+ countries and more than 200 intergovernmental and non-governmental organizations (NGOs) attended. Participants considered 79 agenda items and 64 proposals to amend the CITES appendices.

Five representatives of state fish and wildlife agencies were crucial ambassadors at CoP16. They educated international partners about the role of the state agencies in U.S. wildlife management and the North American Model. They also promoted and upheld the principles of sustainable use of wildlife to influence resolutions, proposals and votes. Without their presence, the state agencies would not have had a voice.

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John Olson (WI) and Gordon Batcheller (NY)

**Joint Management Committee Meeting on International Humane Trapping Standards**

Yakutsk, Siberia... vast, beautiful, cold, snow-covered land with frozen lakes and rivers, wonderfully friendly people. Ever been there?

To discuss the present U.S. fur trade Agreed Minute with the European Union (EU), a U.S. delegation attended the Fifth Annual Joint Management Committee for the Agreement on International Humane Trapping Standards in October 2013 in Yakutsk. Five delegates from state agencies, tribal agencies and AFWA attended the meeting to share research on trapping furbearers.

Over the last 15 years, states and the federal government have invested nearly \$10 million to test traps and develop 22 Best Management Practices for Trapping (BMPs) in order to successfully uphold the present Agreed Minute with the EU and maintain the fur market.

These BMPs are used to educate state-licensed trappers about the most humane traps and trapping techniques so that they can continue to sell fur abroad. Without fur markets, state agencies would be facing a multi-million dollar bill for furbearer management and pest and nuisance control.

**Climate Adaptation**



NATIONAL *fish, wildlife & plants*  
CLIMATE ADAPTATION STRATEGY

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

Addressing threats to fish and wildlife including habitat fragmentation, invasive species, disease and now climate change is nothing new to state agencies. It's what they do. But, state agencies recognize that climate change is a large-scale issue that will require a large-scale response to support robust populations and healthy habitats. They believe that this is the best insurance in an uncertain future.

Such is the intent behind the National Fish, Wildlife and Plants Climate Adaptation Strategy, which was released in March 2013. The Strategy is the foundation of a science-based and collective nationwide effort to increase the resiliency of natural resources to respond to pressures linked to climate change.

After the Strategy's release, work turned from development to implementation. The Steering Committee that prepared the Strategy transformed into a Joint Implementation Working Group. This 22-member group includes high-level representatives from five states, two tribal associations and 15 federal agencies. The states are represented by Co-Chair Kevin Hunting (CA), Jack Sullivan (WI), Cynthia Wilkerson (WA), Thomas Eason (FL) and Patty Riexinger (NY).

**National Furbearer Harvest Statistics Database**

Did you know that furbearer harvest statistics are available dating back to 1970? AFWA's U.S. Furbearer Conservation Technical Work Group updates harvest stats from state agencies annually. We're currently working to capture more data, including harvest statistics from Canada. The database is available at [www.fishwildlife.org](http://www.fishwildlife.org).

Over the next five years, the working group is tasked with promoting the implementation of the Strategy at national to local scales; facilitating its use as a resource for guiding future climate science and adaptation agendas and activities; and providing a forum to discuss needs, opportunities, challenges and progress.

The inaugural meeting of the working group was held in November 2013 and sponsored at the Capitol Visitor's Center by Senator Sheldon Whitehouse (RI). He attended the meeting and delivered inspiring remarks about the value of the Strategy and his commitment to the future for climate change-driven legislation.

**The President's Climate Action Plan**

The U.S. is getting climate smarter. In June 2013, President Barack Obama announced his comprehensive Climate Action Plan to address the impacts of climate change. The Plan calls for steps to cut carbon pollution as well as actions to prepare the nation for the impacts of climate change.

“ State fish and wildlife agencies serve as stewards of the nation's natural resources and we welcomed the release of the Climate Adaptation Strategy to assist us collectively in our efforts to conserve our fish and wildlife and the habitats on which they depend.

The real value is that it makes a broad array of recommendations that agencies and our conservation partners can support as our capacity allows, and enables us to understand how each of us can contribute to progress on helping our natural resources adapt to a changing climate.”

*Patricia Riexinger  
Director of the Division of Fish, Wildlife and Marine Resources  
for the New York State Department of Environmental Conservation  
2013-2014 AFWA Executive Committee Member*

On November 1, 2013, the President signed an Executive Order (on Preparing the United States for the Impacts of Climate Change) to direct federal agencies to take steps to help the nation become climate-resilient. The Executive Order instructs agencies to modernize federal programs to support climate adaptation; plan for climate change-related risks to federal facilities, operations and programs; and provide the needed data and tools that state and local leaders need for climate adaptation.

The Executive Order also established a State, Local and Tribal Leaders Task Force on Climate Preparedness and Resilience that will provide recommendations on removing barriers to climate-smart investments; modernizing federal grant and loan programs to better support climate adaptation efforts; and developing the information and tools needed to prepare for climate change across sectors.

The Task Force members include governors from Hawaii, California, Guam, Washington, Delaware, Maryland, Illinois and Vermont and is organized around subgroups, which include: Disaster Recovery and Resilience, Built Systems, Natural Resources and Agriculture and Communities.

In both the President's Climate Action Plan and the Executive Order, the National Fish, Wildlife and Plants Climate Adaptation Strategy was recognized as a key framework to help the U.S. become a climate-smart nation.

## Energy

Wind, solar, hydropower, oil and gas, coal and biofuels—energy development across our continent has always brought unique natural resource challenges and opportunities to state and provincial wildlife agencies.

In the western states, for example, the nexus of recent accelerated energy development efforts and the need to protect species in peril has become a focal point of great interest and, too often, of conflicting concern to those charged with providing more energy as well as those charged with ensuring the survival of fish and wildlife.



To traverse the complex energy dialogue and the policies associated with it, the Association hired its first wildlife, and energy liaison in June 2013. The objectives: to advance state agencies' roles and responsibilities in energy development; establish a presence and communication point; and assist state agencies in identifying energy issues, the associated federal and state process and aid agency involvement in those processes.

Since then, AFWA has assembled a list of state agency energy contacts and created a communications bridge so states can keep up to date on national issues. We've also conducted a needs assessment to determine the top five energy issues impacting states and what tools or resources could help their efforts.

The resulting evaluation prioritized states' concerns about energy exploration, development and transmission; effective communication and coordination with industry and federal agencies; and limited state authority.

To start addressing the factors that are affecting states' ability to manage resources, several AFWA training opportunities have been developed that will take place in 2014.

To date, there are plans for a panel discussion on fracking with industry and state agencies; a bat and wind energy workshop developed with Bat Conservation International and the Bureau of Land Management (BLM); and, in coordination with the USFWS, Kansas Dept. of Parks, Wildlife and Tourism and the electric transmission industry, regional training on electric transmission and how to integrate fish and wildlife resource concerns into transmission line design.

To round out 2013, the Association initiated meetings with federal agencies, industry and NGOs to build relationships and create partnership opportunities for future energy workshops and training opportunities. Renewable energy development and natural resource management was also the subject of AFWA's plenary session at our 2013 Annual Meeting in Portland, Oregon.

## Invasive Species

They hitch rides... They tend to lack natural enemies in new environments... They can multiply and spread at an alarming rate... They're ultra-competitive with the home team...

They're the invaders and they can wreak havoc on hunting, fishing and wildlife-viewing opportunities and economically strain state agencies and local communities in the fight to get rid of them.

Invasive species remained a hot topic at the Association and on Capitol Hill last year. Congress discussed several pieces of legislation and rules related to invasives, including a House look at the Lacey Act as it pertains to "injurious wildlife" and illegal transportation across state lines.

Also last year, AFWA, the USFWS and the Pet Industry Joint Advisory Council signed a Memorandum of Understanding (MOU) to establish a framework for addressing risk screening and non-regulatory approaches to species not currently in trade. AFWA's Invasive Species Committee will serve as a workgroup to implement the MOU.

To help prevent the spread of cultivated *Arundo donax* (giant cane) into natural systems, AFWA's Invasive Species Committee, along with our Biofuels Working Group and biofuels industry representatives, developed a set of draft Proposed Best Management Practices (BMPs). The BMPs will be released in 2014.

Finally, partnerships with the National Sea Grant Law Center, the National Association of Attorneys General and the Western Regional Panel of the Aquatic Nuisance Species Task Force resulted in the development of model state legislative guidance related to managing the aquatic invasive species spread via recreational boat. The model will be finalized in 2014.

“Everyone depends on energy in their daily lives and it's necessary for a number of reasons. Good energy policy can be developed in concert with fish and wildlife needs in mind. But it demands collaboration with industry as well as state and federal leaders to develop these resources while avoiding or minimizing impacts to fish and wildlife. A combination of sound science and open discussion is required to accomplish this.”

*Terry Steinwand  
Director of the North Dakota Game & Fish Department  
2013-2014 AFWA Executive Committee Member*

# Fish & Wildlife Funding

**Why?** Because funding to keep species off the endangered species list shouldn't constantly be at risk too.

**AFWA Strategic Goal:**

Secure and sustain comprehensive and dedicated funding for fish and wildlife conservation.

## State & Tribal Wildlife Grants

Investments in natural resources conservation and outdoor recreation total less than 1% of all federal discretionary spending. Over the last several fiscal years, the conservation programs that appropriators propose to defund have been reduced by more than 25%.

The State and Tribal Wildlife Grants Program averted a potentially devastating blow last year when majority appropriators in the U.S. House of Representatives attempted to zero-out the program for FY14. This program is the only federal program providing funding to states and their partners to conserve the more than 12,000 species that are at-risk of landing on the endangered species list.

The Teaming With Wildlife Coalition, coordinated by AFWA, sprang into action and organized a national letter urging appropriation leaders in the House and Senate to save funding that protects fish, wildlife and their habitats.

More specifically, the sign-on letter requested that funding be restored for the State and Tribal Wildlife Grants program; North American

Wetlands Conservation Fund; Neotropical Migratory Bird Conservation Fund; Forest Legacy Program; and the Land and Water Conservation Fund.

The letter garnered support from nearly 850 coalitions, groups and organizations representing over 1,600 unique conservation and recreation organizations. Collectively, the letter embodied the viewpoints of tens of millions of conservation-minded birders, hunters, anglers, hikers and others who enjoy the outdoors. The letter was hand delivered to key appropriators by Cathy Sparks, Director of Rhode Island Division of Fish and Wildlife and Ron Regan.

Congress ultimately restored funding to \$58.7 million. Although funding for the program remains almost 35% below FY10 levels, the 1% increase in 2013 reverses a three-year decline in funding for the program.

Additionally, appropriators expanded eligibility for competitive State and Tribal Wildlife Grants to the four regional fish and wildlife associations, opening up new opportunities for regional collaboration on at-risk species.

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“Our work has long been defined by a deep commitment to stewarding the diverse lands, waters, fish and wildlife found within our vast borders. The urgency of honoring that commitment has only grown with the passage of time. New and sustained funding sources must be a part of our future if we are to sustain the wild things and wild places of our home ground.”

*Carter Smith  
Director of Texas Parks & Wildlife Department  
2013-2014 AFWA Executive Committee Chair*





### Dedicated Funding

For more than 75 years, user-provided funding has financed management, research, monitoring, land protection, hunter education and other conservation work that ensures America's sportsmen and women can pursue their passions while maintaining fish and wildlife at sustainable and harvestable levels.

This system of conservation, however, is not complete. There is no dedicated funding source today for conserving the more than 95% of fish and wildlife species that are neither hunted nor fished.

In 2013, the Association began organizing a *Blue Ribbon Panel on Sustaining America's Diverse Fish and Wildlife Resources* to bring together leaders who will use their vision, professional insight and personal passion for the outdoors to help advance a 21st century system of conservation that completes the North American Model.

The bipartisan Panel will include 20 individuals invited from the energy industry; outdoor recreation retail and manufacturing sector; and conservation organizations and sportsmen's groups to develop recommendations and Congressional policy options on how to finance proactive conservation work for the sustainability of all fish and wildlife. Bass Pro Shops founder, Johnny Morris and former Wyoming governor, Dave Freudenthal have agreed to co-chair the Panel.

### State Wildlife Action Plans

In light of the federal budget climate, it has become more imperative than ever for state agencies to have effective State Wildlife Action Plans that are supported by Congress, the Administration and partners.

The Plans assess the health of each state's wildlife and habitats; identify the problems they face; and outline the actions needed to conserve them over the long term. A mandatory review is currently underway with the first deadline fewer than two years hence.

Last year, AFWA prioritized assisting states with their reviews to ensure that agencies are on track to submit an approvable plan on time.

In addition to launching a popular, monthly webinar series, the Association hosted a meeting of State

Wildlife Action Plan Coordinators and their partners in June 2013 in partnership with the National Wildlife Federation and the USFWS. The purpose of the meeting was to help states with their plan revisions to address urgent, overarching threats; incorporate best practices; and build effective partnerships.

These efforts were partially funded by the final year of a grant from the Doris Duke Charitable Foundation. Taken together, the four years of the grant have moved the needle in conservation by improving State Wildlife Action Plans and maintaining a participatory State Wildlife Action Plan Coordinator community.

### Teaming With Wildlife Fly-in



More than 70 advocates representing 32 states, 17 state agencies, 22 non-profit organizations, three universities and two private businesses participated in the annual Teaming With Wildlife Fly-in held March 5-6 in Washington, DC.

The Fly-In is a critical Capitol Hill event for the 6,400+ member Teaming With Wildlife Coalition to advocate for dedicated, on-the-ground conservation funding in every state and territory to prevent wildlife from becoming endangered through the State and Tribal Wildlife Grants Program.

At the Fly-In's Hill reception, the Teaming With Wildlife Coalition and AFWA honored Senators Dick Durbin (IL) and Saxby Chambliss (GA), Congresswoman Rosa L. DeLauro (CT) and Congressman Jim Gerlach (PA) for their outstanding leadership to safeguard imperiled species.

The coalition's Member Achievement Award was presented to the Maryland Teaming With Wildlife Coalition and the State Wildlife Action Plan Partnership Award was given to the Tennessee Wildlife Resources Agency and the Tennessee Hellbender Recovery Partnership for their joint effort to recover populations of the Eastern Hellbender, a candidate species for federal listing.

“The Multistate Conservation Grant Program has funded the North American Conservation Education (CE) Strategy since 2005. Designed by state agencies for states and our partners, the CE Strategy identifies what every American should know, feel and do related to conservation.

The grant funding has made it possible for our greater community to unite in preparing this country’s citizens to understand and address the major environmental challenges facing natural resource management. Ideally, we’re also inspiring them to get outdoors and responsibly enjoy the fish and wildlife around them.”

*Dave Chanda Director of the New Jersey Division of Fish and Wildlife  
2013-2014 AFWA Executive Committee Vice Chair*



## Multistate Conservation Grant Program

The Multistate Conservation Grant Program (MSCGP) is more than just a sum of money distributed to a state, group of states or an NGO to address regional- or national-level priorities of state agencies. Although, through the program, more than \$86 million has been invested since 2000.

No, the MSCGP is more than that. It's the future of sport fish, wild birds, wild mammals and their habitats, and it's the coming generations of anglers, boaters, hunters, archers and sport shooters who will carry on conservation's future.



Highlights of MSCGP projects completed in 2013 include: Implementation of Strategic Tools to Evaluate, Improve and Develop Hunter Recruitment and Retention Programs (WMI); Explore Bowhunting; National Implementation (ATA); and Enhancing Fishing Access Through a National Assessment of Recreational Boating Access (SOBA).

For the 2014 grant cycle, AFWA members selected 15 projects to recommend to the USFWS for funding.



# Partnership

**Why?** Because capacity-united, we conserve.

**AFWA Strategic Goal:**

Coordinate and facilitate fish and wildlife conservation initiatives among state, provincial, territorial and federal agencies and other partners, enabling conservation delivery on a national and international scale.



## Bird Conservation



### Southern Wings

As the seasons change from summer to fall, some spectacular journeys begin. Migratory birds of all shapes and sizes leave their breeding habitats and travel hundreds, even thousands of miles to their wintering habitats throughout Mexico, Central and South America and the Caribbean. Golden-Winged

Warblers, a species showing steep population declines, leaves Minnesota for the forests of Nicaragua.



The challenges migratory birds face throughout their journeys transcend state and national boundaries and in-state investments alone are not sufficient to conserve migratory birds.

The mission of AFWA's Southern Wings Program is to integrate and connect conservation efforts in the state wildlife agencies with the work of their conservation partners across the hemisphere for shared species.

Since the program's launch, 28 state agencies and their in-state partners have contributed more than \$600,000 USD and \$557,000 in-kind. Participating states have focused on priority-shared species to leverage their in-state conservation investments and show leadership in annual lifecycle conservation of birds both within their boundaries and beyond.



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

### North American Waterfowl Management Plan

The populations of ducks and geese are generally doing well, so why is investing in habitat still necessary?

The Canadian portion of the Prairie Pothole Region supports an average of 66% of North America's breeding ducks. However, the region's habitat is being lost at an alarming rate, so there is an urgency to secure what is left and enhance what has been lost or degraded.

The North American Waterfowl Management Plan (NAWMP) is a tool to help secure and restore habitat. It is based on the premise that many partners working together will leverage resources and put more habitat on the ground. Since 1986, NAWMP partners have invested more than \$4 billion in the protection and restoration of more than 20 million acres of wetlands and associated habitats.

The Association encourages state agencies to contribute to breeding ground projects in Canada because non-federal match funds are required to meet the requirements of the North American Wetlands Conservation Act (NAWCA). Ducks Unlimited and the federal government through NAWCA match states' contributions and then, these funds are matched by Canadian partners.

In 2013, NAWMP investments from state agencies reached a new, all-time high—totaling \$3.437 million with 36 states contributing to Canadian projects. Wisconsin reached the \$5 million mark, while Louisiana and Illinois were recognized for each attaining the \$10 million threshold of contributions to the Canadian breeding grounds.

To learn more about NAWMP and the NAWMP Action Plan, go to [www.nawmprevision.org](http://www.nawmprevision.org).

“

In times of ever-increasing pressures on our fish and wildlife resources, AFWA provides a unique and extremely effective forum for international collaboration of state, provincial and territorial fish and wildlife agencies, partnering with other government agencies, conservation groups and business leaders to conserve our shared Fish and Wildlife Heritage.”

Mike Sullivan

Director of Fish & Wildlife for the New Brunswick Department of Natural Resources, Canada  
2013-2014 AFWA Executive Committee Member

### North American Bird Conservation Initiative

I.T. Quinn (AFWA's President in 1927 from Alabama) once said, "Conservation is 85% education and 15% everything else." The members of the U.S. North American Bird Conservation Initiative (NABCI) Committee, of which the Association plays a key leadership and coordination role, must have taken that to heart.

In February 2013, the U.S. NABCI committee convened a workshop of 50 individuals representing 20 federal, state and private agencies and organizations on "Exploring the Human Dimensions of Bird Conservation." Participants learned about the science of human dimensions and discussed the shared challenge of engaging a broad and supportive constituency to participate in and support the committee's work to link bird conservation efforts.

Participants left the workshop impressed with the opportunities before them, but they also recognized that fully incorporating social science information into bird conservation efforts will take time, patience and new ways of thinking. They acknowledged that future conservation successes and the relevancy of their respective organizations depend on their ability to rise to this challenge.

### Bird Conservation & Wildlife Viewing

Last year, AFWA's Bird Conservation Committee and Nature Tourism and Wildlife Viewing Working Group hosted a series of three webinars on Engaging Wildlife Viewers in Bird Conservation. Individual webinars focused on inspiring wildlife viewers to conservation action; using wildlife viewing programs to advance state fish and wildlife conservation goals; and assessing the state of wildlife viewing programs within agencies.

The committee looks forward to continuing these important conversations and working together to use the science of human dimensions for the benefit of birds and their habitats.

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## Amphibian & Reptile Conservation

Recent studies suggest that amphibians, including common U.S. native species, are declining at rates sharper than expected.

In 2013, three U.S. native turtle species—Spotted Turtles, Blanding's Turtles and Diamond-backed Terrapins—were added to Appendix II of the Convention on the International Trade in Endangered Species (CITES), and at least three more are proposed for Appendix III.

AFWA's Amphibian & Reptile Subcommittee remained committed to addressing sustainable use and related policy considerations for these species. Throughout 2013, the subcommittee updated its national report, *State of the Union: Legal Authority over the Use of Native Amphibians and Reptiles in the United States*, which is a compendium of laws and regulations pertaining to the use of native amphibians and reptiles.

In addition, the subcommittee endorsed a Law Enforcement Training Workshop sponsored by Southeast Partners in Amphibian and Reptile Conservation (PARC) during the Southeastern Association of Fish & Wildlife Agencies (SEAFWA) regional meeting in November, facilitated by Sergeant Mark Cagle and Master Officer Robert Wayne from the North Carolina Wildlife Resources Commission.

Focal issues included amphibian and reptile identification and handling as well as domestic and international laws and conventions regarding the use and trade of these species. It is these types of efforts that AFWA intends to support where capacity building for the management of and sustainable use of amphibians and reptiles is the goal.



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

It was the Year of the Snake on the Chinese calendar and AFWA, conservation groups and PARC celebrated the same in 2013. The Snake Year campaign focused on busting myths about snakes and highlighting snake conservation efforts through [www.yearofthesnake.org](http://www.yearofthesnake.org); monthly newsletters, including features on the work of state agencies; and other outreach activities and materials.



Given that states are revising and implementing their State Wildlife Action Plans and given that herpetofauna remain on all states' Species of Greatest Conservation Need lists, PARC's technical resources and expert network can be especially valuable.

With direct staff support to PARC via AFWA to coordinate state agency needs and priorities, three accomplishments were particularly notable in 2013:

- » The release of the long-awaited manual *Inventory and Monitoring: Recommended Techniques for Reptiles and Amphibians with Application to the United States and Canada*, which is an excellent technical resource for biologists, land managers, consultants and non-herpetologists to understand the animals in their geographic area of interest ([www.parcplace.org/publications](http://www.parcplace.org/publications)).
- » The "Impact of energy development on amphibians and reptiles in North America" symposium at the 2013 Joint Meetings of Ichthyologists and Herpetologists, featuring cutting edge research in this area, but also indicating how much we still need to know.
- » PARC's selection as the 2013 recipient of The Wildlife Society's Group Achievement Award; an honor that PARC now shares with AFWA.

Finally, PARC presented its third annual Allison Haskell Award for Excellence in Herpetofaunal Conservation to state herpetologist, Charlie Painter, of the New Mexico Game and Fish Department.





## National Fish Habitat Partnership

If there's one thing we've learned over the years of coordinating the National Fish Habitat Partnership (NFHP), it's that we've got to be bold if we want to reverse persistent declines in aquatic habitat.

Such unwavering commitment to conserving fish habitat within state fish and wildlife agencies was never more evident than with the passage of an AFWA resolution in September 2013 by state directors to recognize the Partnership and commemorate the 10-year anniversary of AFWA leading its charge. Increased support for implementing NFHP's National Fish Habitat Action Plan will further conserve fish, wetland and wildlife habitats and enhance fishing opportunities for the public.

### National Fish Habitat Board

How do you frame investments and actions in fish habitat conservation to ensure that projects accomplished under NFHP will improve waterways nationwide? Look to the set of Fish Habitat Conservation Project Priorities approved by the National Fish Habitat Board last year for all Partnership-related projects. The priorities are intended to directly focus on addressing the contributing factors to fish habitat degradation including protecting intact and healthy waters; restoring hydrologic conditions for fish; reconnecting fragmented fish habitat; and restoring water quality.

In addition, the Board continued to advocate for the National Fish Habitat Conservation Act, which was introduced in the Senate in the 112th Congress. National fish habitat legislation remains a strong priority among conservation groups in the new, 113th Congress. The Board also approved the development of a 501(c)3 organization in June 2013.

### National Fish Habitat Action Plan Federal MOU Reports

The first federal agency reports resulting from a 2012 Memorandum of Understanding signed by the U.S. Departments of the Interior, Commerce and Agriculture to promote collaborative, science-based conservation of the nation's waterways and fisheries through NFHP, were released in 2013.

The reports highlight how these federal agencies are working to implement the National Fish Habitat Action Plan and how they are collaborating to maximize the benefits of on-the-ground fish habitat conservation. The reports can be found at [www.fishhabitat.org](http://www.fishhabitat.org).



## 10 Waters to Watch in 2013

We had our eye on the National Fish Habitat Partnership's list of the 10 "Waters to Watch" in 2013, which represent a snapshot of voluntary, locally driven freshwater, estuarine and marine habitat conservation efforts in progress across the country.

- » Balmorhea Springs, TX
- » Bear River Estuary, WA
- » Big Lake, AK
- » Cape Fear River, NC
- » Chipola River, FL
- » Grape Creek, CA
- » Lake Conroe, TX
- » Leech Lake, MN
- » Millennium Reserve Initiative, IL
- » Upper Tippecanoe River, IN



Chipola River, FL

## Industry/Agency Coalition

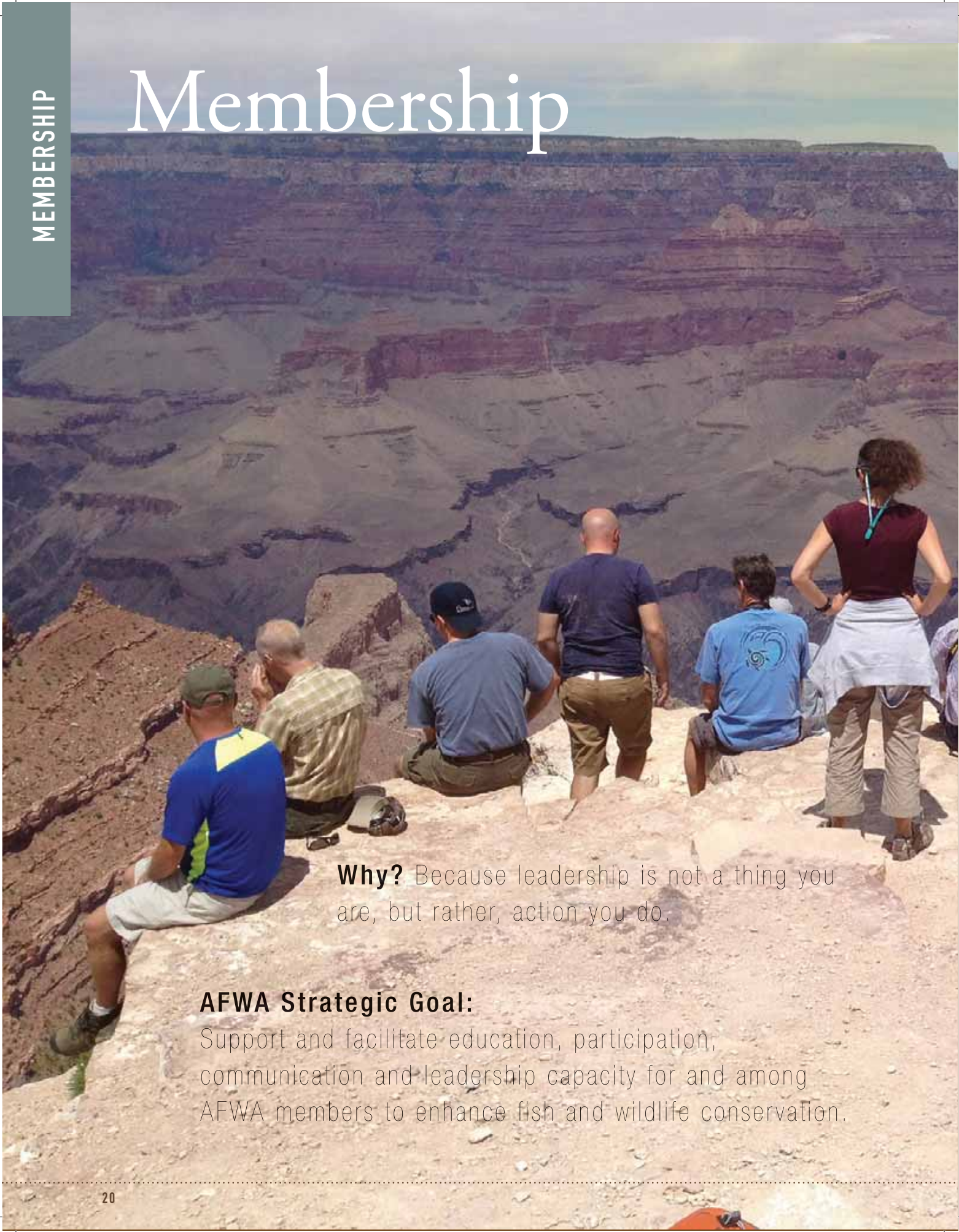
Without industry producing the sporting goods that generate federal excise taxes for Wildlife and Sport Fish Restoration, where would state agencies be? Without state agencies conserving fish and wildlife resources, selling licenses and providing opportunities and access for hunting, fishing, sport shooting, archery, boating and other wildlife-related recreation, where would industry be?

Indeed, the symbiotic partnership between industry and state agencies is crucial in terms of recruiting and retaining our shared customers, America's sportsmen and women.

In May 2013, 31 representatives from the four major industry trade groups—the American Sportfishing Association, Archery Trade Association, National Marine Manufacturers Association and the National Sporting Sports Foundation—and 18 state agency directors met in Minneapolis, Minnesota at Federal Premium headquarters for AFWA's annual Industry/Agency Coalition Summit.

The group agreed to seek another year of grant funding to support increased outreach to industry about the Wildlife and Sport Fish Restoration Program, and was ultimately successful in obtaining a 2014 Multistate Conservation Grant. The parties also met throughout the year at the industries' tradeshow and conventions and during AFWA's bi-annual meetings.

# Membership



**Why?** Because leadership is not a thing you are, but rather, action you do.

**AFWA Strategic Goal:**

Support and facilitate education, participation, communication and leadership capacity for and among AFWA members to enhance fish and wildlife conservation.



## National Conservation Leadership Institute

Each May, a group of 36 or so will convene on the edge of the Grand Canyon for their second residency of the National Conservation Leadership Institute (NCLI). They'll stand together as one cohort and the lessons they've learned about the exercise of leadership; the confidence they've gained; and the fellowship they've tended over the year will flow over and through them like the unstoppable Colorado River below.

They'll accept the uncertainty facing conservation organizations across the country, and they'll step up to be part of conservation's future. That's what Cohort 7 realized in May 2013 upon finishing their NCLI experience.

For the Fellows of Cohort 8, they faced a deluge of uncertainty as a result of the October government shut down and whether there would be an NCLI at all in 2013. The NCLI Board and NCLI staff from AFWA's Management Assistance Team had a difficult decision—relocate C8's first residency from the federally funded National Conservation Training Center with less than one week to go, or cancel the program for the year.

Days later, world-renowned faculty and speakers, NCLI staff and six alumni peer coaches joined the 35 members of C8 at the Bolger Center in Potomac, Maryland for their 11-day, first residency. The decision was not without its compromises; but, by all accounts, the residency was a true success.

It was a success that has driven home both the scale of the challenges awaiting those working in conservation today, and the significance of the work we do at the NCLI, preparing tomorrow's conservation leaders.

The NCLI welcomes direct donations (fully tax-deductible) to help prepare the next generation of conservation leaders. Agencies are encouraged to add the Institute to their state charitable giving campaign lists. Visit [www.conservationleadership.org](http://www.conservationleadership.org) for more information about the NCLI and how to become a Fellow or supporter.



**MANAGEMENT ASSISTANCE TEAM**  
LEARN • LEAD • CHANGE

## Professional Leadership

*Key word: evolution.* Change represents the best of opportunities for growth, and in 2013, evolution was the word at AFWA's Management Assistance Team (MAT). Two of MAT's founding senior project leaders—Drs. Sally and Dwight Guynn—retired.

But, the spirit of MAT's mission "*to help state fish and wildlife agencies achieve excellence*" remained true and even began growing in exciting ways.

Using funding from the first year of a three-year Multistate Conservation Grant, MAT initiated a strategic shift to transform its offerings and update its delivery methods to better support the evolving needs for professional development and training at state agencies.

The Team focused on creating an entirely new suite of products and services, which are set to be unveiled in 2014. MAT's online courses, webinars and on-demand offerings will address a diverse range of subjects related to organizational effectiveness, leadership, emotional intelligence, conflict and more.

Yet, the more things that underwent change, the more MAT continued to uphold its exemplary service to AFWA members.

Last year, MAT conducted seven online courses and webinars, reaching 351 participants nationwide; provided 676 hours worth of leadership and organizational management consulting, serving 32 agencies and other partner organizations; and coached and certified two state agency employees through its Conservation leadership Program of Study (CLPS).

MAT publishes a quarterly newsletter MATters and posts its latest professional development opportunities at [www.matteam.org](http://www.matteam.org).

## NCLI National Faculty



» **Pat Dougan**  
The Ariel Group



» **Patrick Leddin, Ph.D**  
Franklin Covey



» **Mamie Parker, Ph.D**  
MA Parker & Associates



» **Tom Kalous, Ph.D**  
Organizational Consultant



» **Marty Linsky**  
Cambridge Leadership Associates



» **Randy Stark**  
Wisconsin Department of Natural Resources



» **Jeffrey Lawrence**  
Cambridge Leadership Associates



» **Hugh O'Doherty, Ph.D**  
Cambridge Leadership Associates



» **Nick Wiley**  
Florida Fish & Wildlife Conservation Commission

## 2013 Annual Meeting

The lovely Pacific Northwest city of Portland, Oregon played home to AFWA's 103rd Annual Meeting, held September 9-12. Leading off the conference, the 2013 plenary "Renewable Energy: Policy Issues and Opportunities in the Western Landscape" discussed balancing the economic benefit of energy projects to rural communities with the impact on wildlife and habitat. The session delved into the question, how do we blend conservation, communities, regulation and business.

AFWA thanks plenary facilitator Roy Elicker, Director of the Oregon Dept. of Fish and Wildlife (ODFW), and the panel of speakers Richard Whitman, Oregon Governor's Natural Resource Policy Director; John Audley, Executive Director of Sustainable Northwest; Paul Henson, State Director for the USFWS Oregon Field Office; Eric Rickerson, ODFW Deputy Administrator; and John Anderson, Siting Policy Director for the American Wind Energy Association for their insights.

## 2013 Annual Meeting Resolutions

State agency directors passed six resolutions during AFWA's Business Meeting held on September 11. Resolutions are developed within AFWA committees to express a formal opinion for adoption by the Association.

(1) Strengthening State Involvement in the National Fish Habitat Partnership (NFHP) & recognition of the 10-year anniversary of AFWA leading NFHP, *submitted by the Fisheries and Water Resources Policy Committee*

(2) Urging Congress to Pass a Five-Year Farm Bill with Strong Conservation Provisions in 2013, *submitted by the Agricultural Conservation Committee*

(3) In Support for the North American Wetlands Conservation Act (NAWCA), *submitted by the Legislative and Federal Budget and Bird Conservation Committees*

(4) Aquatic Animal Drug Approval Partnership Program Funding, *submitted by the Fisheries and Water Resources Policy Committee*

(5) In Support for the National Fish, Wildlife and Plants Climate Adaptation Strategy, *submitted by the Climate Change Committee*

(6) In Appreciation of the Oregon Department of Fish & Wildlife, *submitted by the Executive Committee*

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

“The adage that ‘there is strength in numbers’ truly applies to membership in the Association. As the representative of the 50 states’ fish and wildlife agencies, AFWA has a powerful impact on national fish and wildlife conservation funding, policies and programs. AFWA also provides a unique forum through which we learn from each other by sharing ideas, experience and knowledge and developing coordinated responses to emerging issues.”

*Wayne MacCallum  
Director of the Massachusetts Division of Fisheries & Wildlife  
1997-1998 AFWA President  
2013-2014 AFWA Executive Committee Member*



Richard Whitman, Roy Elicker (OR), Jeff Vonk (SD), John Audley, Paul Henson, Eric Rickerson (OR) and John Anderson.

## Annual Meeting Sponsors

AFWA extends its appreciation to the 103rd Annual Meeting sponsors, exhibitors and, most especially, the Oregon Department of Fish & Wildlife.

**Sustaining Partner:** U.S. Fish & Wildlife Service

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

**Gold:** BLM, Ducks Unlimited, Inc., National Park Service, National Shooting Sports Foundation, National Wild Turkey Federation, USDA-APHIS-Wildlife Services, USDA Forest Service, USDA NRCS

**Silver:** Avian Power Line Interaction Committee (APLIC), HP, Kalkomey, Parks by Nature, LLC, Rocky Mountain Elk Foundation, Swarovski Optik North America, Ltd.

**Bronze:** ACTIVE Network, D.J. Case & Associates, Edison Electric Institute, Fresh Air Educators, J.F. Griffin Publishing, Recreational Boating & Fishing Foundation, Systems Consultants, The Nature Conservancy, Voss Signs

**Hospitality-Meals-Receptions:** American Wind Wildlife Institute, Archery Trade Association, Brandt Information Services, Mule Deer Foundation, U.S. Sportsmen's Alliance, Wildlife Forever, Wildlife Management Institute

**Contributor:** Oregon Wildlife



## 2013 Annual Awards

The Association recognized 12 individuals, one state fish and wildlife agency and one collaboration of state agencies for their dedication to advancing fish and wildlife conservation at our Annual Awards Ceremony.

**SETH GORDON AWARD** *for lifetime achievement, the Association's highest honor*

**David Whitehurst**, Director of the Bureau of Wildlife Resources for the Virginia Department of Game and Inland Fisheries

**JOHN L. MORRIS AWARD** *for lifetime commitment to fish and wildlife stewardship by a citizen conservationist*

**Lowell Baier**

**ERNEST THOMPSON SETON AWARD** *for leadership in scientific wildlife management by an agency and team leader*

Group: **AFWA's CITES Technical Working Group**

Individuals: **Buddy Baker (LA), Bob Broscheid (AZ), Jack Buckley (MA) and Carolyn Caldwell (OH)**

**MARK REEFF AWARD** *for an outstanding young wildlife management professional under the age of 35*

**Chris Wynn**, Southwest Regional Director for the Florida Fish & Wildlife Conservation Commission

**BOONE & CROCKETT CLUB AWARD** *for outstanding achievement by an agency and team leader in promoting and encouraging outdoor ethics*

Agency: **Wyoming Game and Fish Department's Wildlife Forensic and Fish Health Laboratory**

Individual: **DeeDee Hawk**

**NATIONAL PRIVATE LANDS FISH AND WILDLIFE STEWARDSHIP AWARD** *for an individual- or family-run farm, ranch or forest operation that has incorporated proactive conservation and environmental protection measures*

**Jim Faulstich**, Daybreak Ranch, South Dakota

**CONSERVATION LAW ENFORCEMENT AWARD** *for exceptional achievement in fish and wildlife resource enforcement*

**Jim Wenrich**, Wildlife Conservation Officer, Pennsylvania Game Commission

**SPECIAL RECOGNITION AWARDS** *for individuals who distinguished themselves with an outstanding commitment to the work of the Association*

**Cal DuBrock**, Wildlife Management Bureau Director, Pennsylvania Game Commission

**Stephen Perry**, (ret.) Fish Chief, New Hampshire Fish & Game Department; Partnership Coordinator, Eastern Brook Trout Joint Venture

## Save the Date for AFWA's 2014 Annual Meeting

Let us show you Missouri! We'll meet you in St. Louis for the 104th AFWA Annual Meeting on September 21-25, 2014. Join us for thought-provoking special sessions, collaborative committee meetings, our annual awards banquet and Canada Night.



Jeff Vonk (SD) and David Whitehurst (VA)

“

All I've ever wanted to do is the most that I can do for conservation in the time that I have to do it.”

*David Whitehurst  
2013 Seth Gordon Award Recipient*



Jeff Vonk (SD) and Lowell Baier

“

Public service is the highest calling of citizenship in this country and that's what you professionals represent. You are the folks that have given me the energy over the years to be a conservation student and a conservation volunteer.”

*Lowell Baier  
2013 John L. Morris Award Recipient*

# AFWA Committees, Subcommittees & Working Groups

Almost without exception, the accomplishments of which AFWA are most proud started within our 65+ committees, subcommittees, working groups and task forces by our 1000+ committee members. And, our success will only continue thanks to their collective expertise and engagement on policy, funding and partnerships to ensure state, provincial and territorial authority for fish and wildlife conservation.

## Agricultural Conservation

Biofuels Working Group  
 Conservation Effects Assessment Project (CEAP) Working Group  
 Conservation Reserve Program (CRP) Working Group  
 Conservation Stewardship Program Working Group  
 Environmental Quality Incentives Program (EQIP) Working Group  
 Farm Bill Strategy Working Group  
 Forestry Working Group  
 Grasslands Reserve Program Working Group  
 Public Access Working Group  
 Wetlands Reserve Program (WRP) Working Group  
 Wildlife Habitat Incentive Program (WHIP) Working Group

## Angler & Boating Participation

### Annual Meeting/Awards/Nominating

### Audit

### Bird Conservation

Migratory Shore & Upland Game Bird Working Group  
 Partners in Flight/Shorebird/Waterbird Working Group  
 Resident Game Bird Working Group  
 Waterfowl Working Group

### Climate Change

### Education, Outreach & Diversity

Diversity Working Group  
 Education Working Group  
 Outreach Working Group  
 Wildlife Viewing & Nature Tourism Working Group

### Energy & Wildlife Policy

Coal Energy Subcommittee  
 Onshore Oil & Gas and Oil Shale & Tar Sands Subcommittee  
 Wind Energy & Transmission Subcommittee

### Executive

### Federal & Tribal Relations

### Finance

### Fish & Wildlife Health

Lead & Fish and Wildlife Health Working Group

### Fish & Wildlife Trust Funds

Federal Assistance Working Group

### Fisheries & Water Resources Policy

Drug Approval Working Group  
 Natural Resource Damages Working Group

### Hunting & Shooting Sports Participation

### International Relations

Federal/State CITES Working Group

### Invasive Species

### Law Enforcement

Interstate Wildlife Violator Compact

### Leadership & Professional Development

## Legal

### Legislative & Federal Budget

### National Grants

### Ocean Resources Policy

### Resolutions

### Science & Research

### Sustainable Use of Wildlife

Furbearer Conservation Technical Working Group

### Teaming With Wildlife

Effectiveness Measures Working Group

### Technology & Data

### Threatened & Endangered Species Policy

ESA & Climate Change Working Group

### Wildlife Resource Policy

Amphibian & Reptile Subcommittee  
 Human/Wildlife Conflict Working Group  
 Federal Lands Access Working Group

### Task Forces

President's Task Force on Committee Structure and Function  
 President's Task Force on State Authorities

## Officers & Executive Committee\*

### President

Dan Forster, Georgia Wildlife Resources Division

### Vice President

Larry Voyles, Arizona Game & Fish Dept.

### Secretary/Treasurer

Glenn Normandeau, New Hampshire Fish & Game Dept.

### Past President

Jeff Vonk, South Dakota Game, Fish & Parks Dept.

### Executive Committee

#### Chair

Carter Smith, Texas Parks & Wildlife Dept.

#### Vice Chair

Dave Chanda, New Jersey Division of Fish & Wildlife

### Members

John Arway, Pennsylvania Fish & Boat Commission

Jim Douglas, Nebraska Game & Parks Commission

Wayne MacCallum, Massachusetts Division of Fisheries & Wildlife

Virgil Moore, Idaho Dept. of Fish & Game

Nick Wiley, Florida Fish & Wildlife Conservation Commission

Bob Ziehmer, Missouri Dept. of Conservation

### Ex-Officio Member

#### Canada

Mike Sullivan, New Brunswick Dept. of Natural Resources

### Regional Association Members

#### Midwest

Keith Creagh, Michigan Dept. of Natural Resources

#### Northeast

Patty Riexinger, New York Dept. of Environmental Conservation

#### Southeast

Ed Carter, Tennessee Wildlife Resources Agency

#### Western

Terry Steinwand, North Dakota Game & Fish Dept.

\* Current slate of 2013/2014 Officers & Executive Committee members



# Members of the Association of Fish & Wildlife Agencies

Why is AFWA relevant? It's because of the active involvement of a great assembly of member agencies and organizations to achieve a greater vision of sound fish and wildlife resource management throughout North America for long-term public benefit, use and support.

## U.S. State & Territorial Agency Members

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

## Wyoming Game & Fish Department

### U.S. Federal Agency Members

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

### Canadian Government Members

Alberta Environment and Sustainable Resource Development  
Canadian Wildlife Service  
New Brunswick Department of Natural Resources & Energy  
Northwest Territories Department of Environment & Natural Resources  
Nova Scotia Department of Environment & Natural Resources  
Ontario Ministry of Natural Resources  
Ministère des Ressources Naturelles et de la Faune  
Saskatchewan Ministry of Environment

### Affiliate Members

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

### Contributing Members

American Eagle Foundation  
American Sportfishing Association  
Archery Trade Association  
B.A.S.S. LLC  
Bat Conservation International  
Boone & Crockett Club  
Canadian Wildlife Federation  
Council for Environmental Education  
Delta Waterfowl Foundation  
Ducks Unlimited Canada  
Ducks Unlimited, Inc.  
FishAmerica Foundation  
Forest Preserve District of DuPage County  
Fur Institute of Canada

## Fur Takers of America, Inc.

Hunting Heritage Trust  
Izaak Walton League of America  
Kalkomey, Inc.  
Mule Deer Foundation  
National Audubon Society  
National Bowhunter Education Foundation  
National Marine Manufacturers Association  
National Rifle Association - Conservation, Wildlife & Natural Resources Division  
National Shooting Sports Foundation, Inc.  
National Trappers Association  
National Wild Turkey Federation  
National Wildlife Federation  
The Nature Conservancy  
NatureServe  
North American Bear Foundation  
North American Falconers Association  
North American Grouse Partnership  
North American Wetlands Conservation Council  
North Dakota Natural Resources Trust  
Northwest Marine Technology, Inc.  
Outdoor Roadmap  
The Peregrine Fund  
Pheasants Forever  
Pope & Young Club  
Recreational Boating & Fishing Foundation  
Resource Management Service, LLC  
Rocky Mountain Elk Foundation  
The Ruffed Grouse Society  
Theodore Roosevelt Conservation Partnership  
U.S. Sportsmen's Alliance  
Weatherby Foundation International  
Wild Sheep Foundation  
Wildlife Management Institute  
The Wildlife Society



## Staff

If you want to know why staff work for AFWA, we'll give you 27 reasons. Here are the staff's favorite moments or accomplishments from 2013...

**Ron Regan**, *Executive Director*: hosting a first-ever Executive Committee Retreat. It was truly rewarding to see state directors and senior staff thoughtfully address organizational challenges and reach consensus on opportunities and actions for the future good of the Association.

**Carol Bamberg**, *General Counsel*: developing Goal 2, Legal Advocacy, of AFWA's new strategic plan. Thanks to the leadership of former Director Jon Gasset (KY), Director Jeff Vonk (SD), Director Larry Voyles (AZ) and Ron Regan, we are off and running!

**John Bloom**, *Accounting Manager*: no audit findings in our 2012 audit.

**Kathy Boydston**, *Wildlife & Energy Liaison*: Preparing my first letter representing all state agencies on the Integrated Interagency Pre-application Process for transmission projects, which is a federal process that will directly affect state fish and wildlife resources.

**Dr. Arpita Choudhury**, *Science & Research Liaison*: releasing the National Fish, Wildlife, and Plants Climate Adaptation Strategy. Thanks to all that helped in its making, particularly the states.

**Bridget Collins**, *Agriculture Conservation Policy Analyst*: posting the AFWA 2013 Farm Bill advocacy toolkit because it was a new way to empower states to educate members of Congress about how important the bill is for fish and wildlife, and for hunters and anglers.

**Tiffany Fritts**, *MAT Communications & Media Coordinator*: being a part of the NCLI Cohort 8 relocation during the shut down. It was a true learning experience for me as a new MAT member.

**Parks Gilbert**, *Legal Strategy Attorney*: finding out that the D.C. Federal District Court accepted our amicus brief for filing in the Western Great Lakes states gray wolf delisting litigation.

**Estelle Green**, *Administrative Assistant*: greeting everyone at the registration desk at our Annual Meeting. It's nice to meet people who call AFWA's DC office in person.

**Deb Hahn**, *International Resource Director*: how the states are engaged on the international stage both in CITES and the trapping Joint Management Committee.

**Mark Humpert**, *Wildlife Diversity Director*: completing the deliverables for a four-year policy grant funded by the Doris Duke Charitable Foundation, which funded AFWA's work with the states to improve implementation and revision of State Wildlife Action Plans.

**Laura MacLean**, *Communications Director*: the honor of being a Fellow in Cohort 7 of the National Conservation Leadership Institute and a peer coach for Cohort 8.

**Gina Main**, *MAT Project Leader*: managing the NCLI Cohort 8 during the government shutdown and moving the entire 10-day residency to a new location just days before the Fellows arrived.

**Matt Menashes**, *Operations Director*: publishing the National Survey Technical Workgroup's report "Issues and Recommendations for the National Survey of Fishing, Hunting, and Wildlife-Associated Recreation." Special thanks to the work group and our chairman John Arway (PFBC).

**Amanda Myers**, *MAT Training & Information Services Administrator*: finding and beginning to implement a new learning management system to better serve the states.

**Priya Nanjappa**, *Amphibian & Reptile Coordinator*: co-chairing the PARC co-sponsored "Impact of energy development on amphibians and reptiles in North America" symposium at the Joint Meetings of Ichthyologists and Herpetologists.

**Davia Palmeri**, *Climate Adaptation Assistant*: the inaugural meeting of the Joint Implementation Working Group of the National Fish, Wildlife, and Plants Climate Adaptation Strategy at the U.S. Capitol.

**Mary Pfaffko**, *Wildlife Diversity Associate*: AFWA standing up the Blue Ribbon Panel on Sustaining America's Diverse Fish & Wildlife Resources. We're one giant step closer to achieving dedicated funding for state wildlife diversity conservation.

**Angela Rivas Nelson**, *Executive Assistant*: the Annual Awards ceremony — to see people who've worked hard "behind the scenes" for several years receive the recognition they've earned and to honor the next generation of professionals who are making a difference.

**Ryan Roberts**, *National Fish Habitat Partnership Communications Coordinator*: state directors passing a 2013 resolution that reinforced the National Fish Habitat Partnership as a state-led initiative and commemorated the initiative's 10-year anniversary.

**Ashley Salo**, *MSCGP/Industry-Agency Coordinator*: going hunting for the very first time as part of the Conservation Leaders for Tomorrow program. I understand now why hunters are so passionate about it.

**Jen Mock Schaeffer**, *Legislative Director*: the adoption of a new federal appropriations approach and federal budget process for AFWA, albeit many of the pieces are still falling into place. Many thanks to Doyle Brown (MDC) and Tim Schaeffer (PFBC).

**Liz Skipper**, *Administrative Assistant*: surviving the 2013 Teaming With Wildlife Fly-In!

**Dean Smith**, *North American Waterfowl Plan Coordinator*: the participation of Jeff Vonk, Ron Regan and the Canadian Wildlife Directors in a human dimensions workshop in Victoria, British Columbia. International cooperation and human dimensions are critical elements for successful waterfowl management.

**Kim Switlick**, *MAT Administrative Assistant*: joining the MAT team in February 2014.

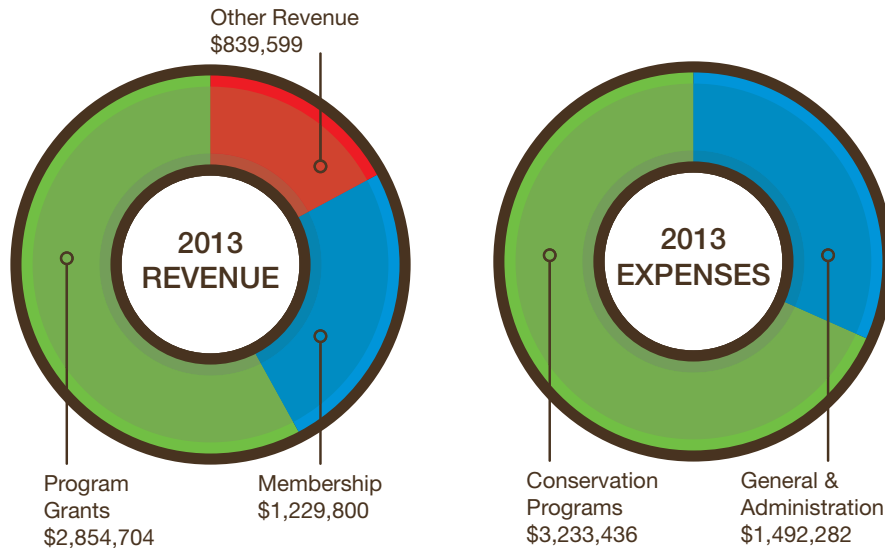
**Allison Vogt**, *Migratory Bird/NABCI Initiative/Wind Energy Coordinator*: facilitating a grasslands business planning session with reps from the U.S., Canada & Mexico at the Partners in Flight meeting—we really accomplished some good work to save our shared birds.

**Bryant White**, *Furbearer Research Coordinator*: submitting a 350-page article for publication about BMPs that culminates 17 years of research and a nearly \$10 million investment by state and federal agencies.

AFWA's hard-working 2013 Interns: **Elise Capelli** (Southern Wings); **Mark Hofberg** (Farm Bill); **Robert Walker** (Teaming With Wildlife); and **Whitney Walker** (Amphibians & Reptiles/Invasive Species).

# 2013 Financials

While AFWA's mission urges our membership assembly to work at a rapid pace; we remain, nevertheless, steadfast in our high standards for the management of the funds entrusted to us to operate this organization; provide coordination services; and support programs and projects that advance science-based fish and wildlife conservation and promote wildlife-associated recreation.



## MEMBERSHIP DUES

State	23.52%
Federal	<1%
Provincial	<1%
Associate	<1%
Affiliate	<1%
Contributing	<1%

## GRANT REVENUE

Federal	16.98%
Multistate	35.01%
Foundation	<1%
International	4.18%

## OTHER REVENUE

Annual Meeting	7.86%
Misc. State Contributions	1.81%
Cost Recovery	8.63%
Miscellaneous	1%

<b>Total Revenue</b>	<b>\$4,924,103</b>
<b>Total Expenses</b>	<b>\$4,725,718</b>

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

## Photographers

Our thanks to the photographers who let us feature their inspiring images in this year's report.

**Cover Photo:** Tim Daniel, Ohio Division of Wildlife

**Inside Cover Spread & BACK COVER:** George Andrejko, Arizona Game & Fish Dept.

**Welcome Letters:** photos courtesy of the Georgia Wildlife Resources Division

**Policy & Legislative Advocacy:** Chad Coppess, South Dakota Tourism & State Development (pg 6-Pheasant Hunter); Craig Birlhe, North Dakota Game & Fish Dept. (Sage Grouse); JesseLee Varnado, Montana Dept. of Fish, Wildlife & Parks (Bobcat); Jennifer MacLean (Thailand); Deb Hahn, AFWA (Siberia); Chase Fountain, Texas Parks & Wildlife Dept. (Alpine); Larry Kruckenberg, Western Association of Fish & Wildlife Agencies (Wind Turbines)

**Fish & Wildlife Funding:** George Andrejko (pg 12-Kit Fox Research); D.K. Rosenberg, California Dept. of Fish & Wildlife (Burrowing Owl); Andrejko (Apache Trout, Regal Horned Lizard, Boy with

Skull, Education Expo, Archers, Girl Angler); Tim Daniel (Spring Peeper); Nebraska Game & Parks Commission (Girl with Turtle); Alaska Dept. of Fish & Game (Walrus); Utah Division of Wildlife Resources (Marmot); Varnado (Pika); Idaho Dept. of Fish & Game (Pygmy Rabbit); Kruckenberg (Hunter)

**Partnership:** Mark Dodd, Georgia DNR (pg 14-Hatchling on Blackbeard Island); Bill Hubick (Golden-winged Warbler); Andrejko (Common Chuckwalla, Western Diamondback); Brome McCreary (Coastal Tailed Frog); Brian Zarate (Blanding Turtle); Ryan Roberts (Aaron Run, MD); Florida Fish & Wildlife Conservation Commission (Chipola River)

**Membership:** Laura MacLean, AFWA (pg 20-NCLI Cohort 7); Rick Swart, Oregon Dept. of Fish & Wildlife (Annual Meeting/Awards); Oregon Dept. of Fish & Wildlife (Portland, Salmon Fishing); Andrejko (Woundfin, Target Shooters)





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