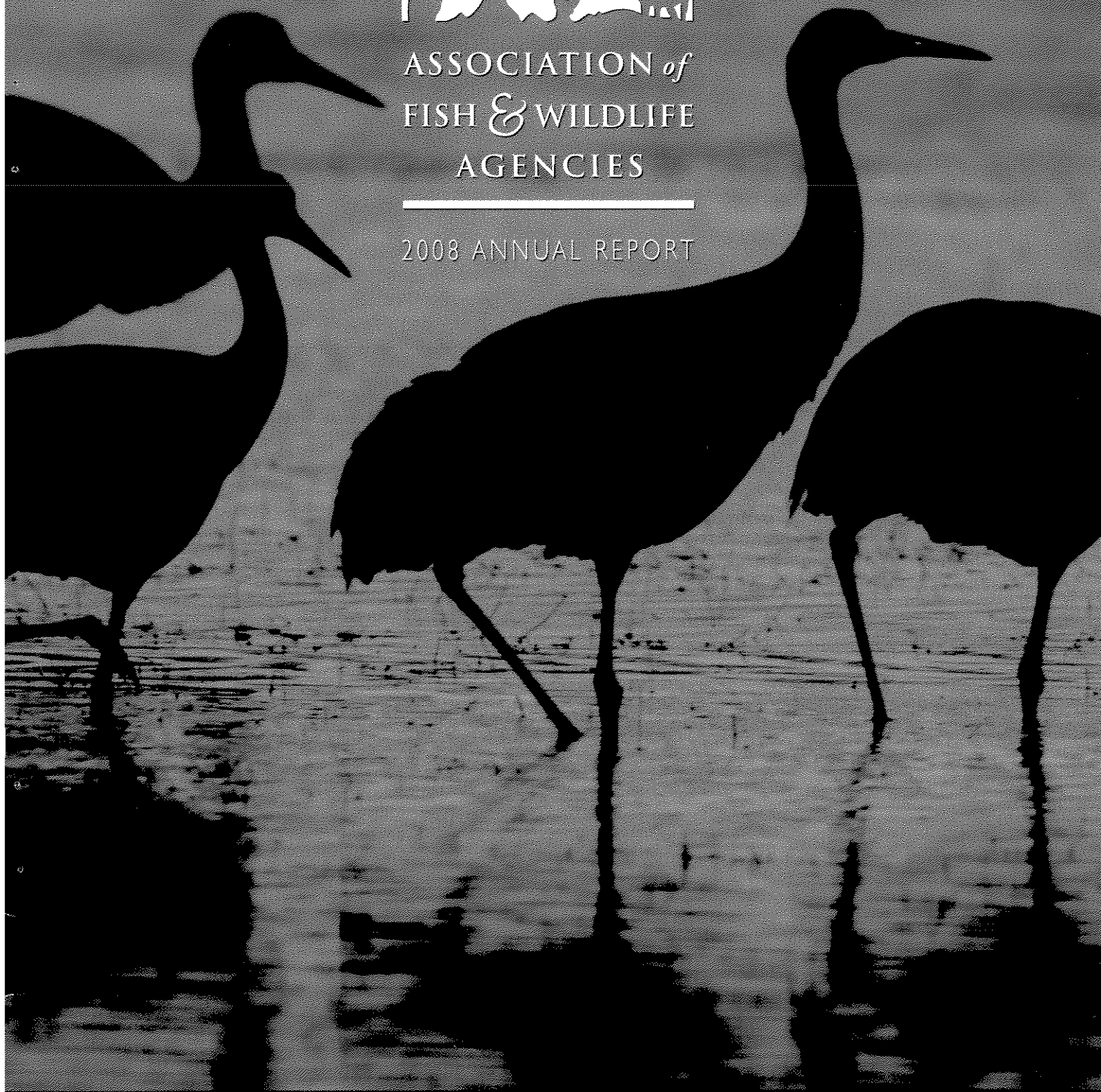




ASSOCIATION *of*  
FISH & WILDLIFE  
AGENCIES

2008 ANNUAL REPORT

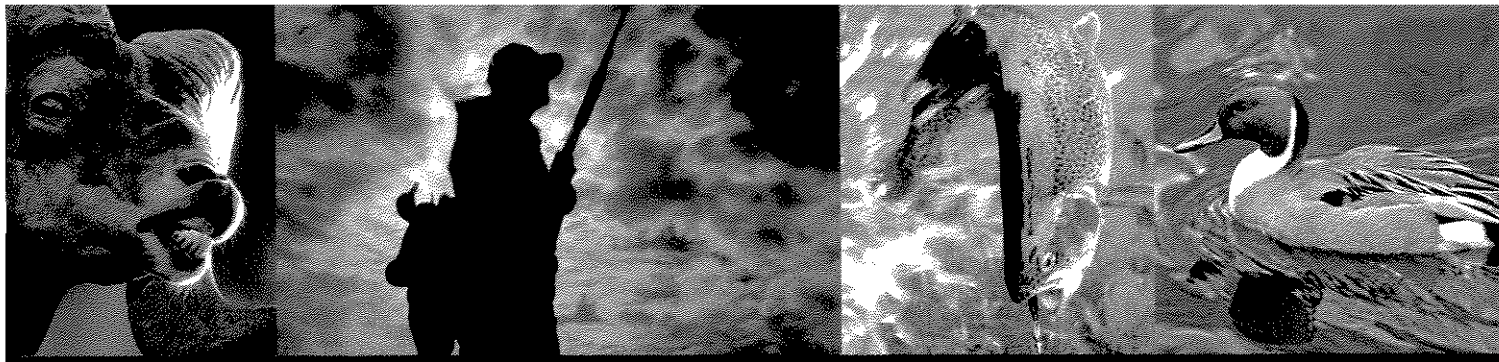






The Association of Fish and Wildlife Agencies  
represents North America's fish and wildlife agencies  
to advance sound, science-based management and  
conservation of fish and wildlife and their habitats in  
the public interest.





## TABLE OF CONTENTS

<b>President's Message</b>	<b>2</b>
<b>Executive Committee &amp; Officers</b>	<b>3</b>
<b>Executive Director's Message</b>	<b>4</b>
<b>Fish &amp; Wildlife Conservation Funding</b>	<b>5</b>
<b>Fish &amp; Wildlife Conservation Authority</b>	<b>6</b>
<b>2008 Accomplishments</b>	<b>8</b>
<b>Cross-cutting Conservation Issues</b>	<b>10</b>
<b>Conservation Leadership</b>	<b>12</b>
<b>2008 Financial Profile</b>	<b>13</b>
<b>Association Committees, Subcommittees and Working Groups</b>	<b>14</b>
<b>Association Members</b>	<b>15</b>
<b>Association Staff</b>	<b>17</b>
<b>2008 Annual Award Winners</b>	<b>17</b>

The Association expresses its gratitude to the talented state and federal wildlife professionals who provided their images to showcase in this year's report including the cover photo by George Andrejko of the Arizona Game and Fish Dept. and inside cover photo by Nels Rodefeld of the Oklahoma Dept. of Wildlife Conservation. The Association also thanks Doug Larsen (AK Div. of Wildlife, Conservation Dept. of Fish and Game); Angie Reich (WI Dept. of Natural Resources); Scott Root (UT Div. of Wildlife Resources); Laurel Steffes (WI Dept. of Natural Resources); Dan J. Williams (NM Dept. of Game and Fish), Hal Brindley and the U.S. Fish and Wildlife Service.

## PRESIDENT'S MESSAGE



There has never been a better time for fish and wildlife management. If we measure opportunity in terms of the number and magnitude of challenges we face in relationship to the public importance being placed on fish, wildlife and other natural resources, this is truly the best of times to be a part of this dynamic work.

While we are the inheritors of a heritage of sound, science-based wildlife management that has occurred on the North American continent, our challenges are as fierce as those faced by our predecessors, but much different.

State fish and wildlife agencies have always prided themselves—as have hunters and anglers—in being funded by our users. It has been a great model that has carried us through the years and shaped who we have become. But, our model is beginning to fail as user numbers decline and our operating costs increase. Simultaneously, our missions have grown as we have begun to more completely fulfill our statutory assignments and the public's changing will. "All birds," "all wildlife" and "ecosystem management" are terms that were once strange to us that are now common.

We once were happily able to manage public lands and waters through habitat manipulation, fish stocking and law enforcement... counting our game species to validate our seasons and bag limits and protecting the species from over harvest. Times have changed. First came private land work; then came Threatened and Endangered Species oversight; then came the Farm Bill; then came the North American Waterfowl Management Plan (and a host of other similar initiatives that have followed); then came State Wildlife Grants; then came State Wildlife Action Plans; and now we are faced with the implications of climate change.

With all of this... Opportunities abound!

With new opportunities has come a changing delivery system. We have added new functions at the expense of others without necessarily giving up anything. So now we are spread very thin in many areas. The new money hasn't been nearly enough to do the job. We have turned to our federal and non-governmental partners to continue to try to accomplish our missions. We are a driven people in fish and wildlife management. Given a challenge, we find a way to get the work done.

Our new year will bring a new energy into our commitment to education, a further strengthening of our ties with industry, new innovations and techniques to collectively work on recruitment and retention of outdoor enthusiasts.

It is an overwhelming privilege and honor to serve as your President. I look forward to representing every fish and wildlife agency in the country and many in Canada and Mexico assuring that the mission of the Association of Fish and Wildlife Agencies is fulfilled every day. I pledge to do my part in helping the Association and our partners work closely together over the issues and unlimited opportunities of our time.

Good Hunting, Good Fishing and Good Health Always!



Rex Amack,

*President of the Association of Fish & Wildlife Agencies  
Director of the Nebraska Game and Parks Commission*

*"We are a driven people in  
fish and wildlife management.  
Given a challenge, we find a  
way to get the work done."*



## EXECUTIVE COMMITTEE AND OFFICERS\*

### *President*

Rex Amack, Director of the Nebraska Game & Parks Commission

### *Vice President*

John Frampton, Director of the South Carolina Department of Natural Resources

### *Secretary/Treasurer*

Jon Gassett, Commissioner of the Kentucky Department of Fish & Wildlife Resources

### *Past President*

Corky Pugh, Director of the Division of Wildlife & Freshwater Fisheries, Alabama Department of Conservation & Natural Resources

### *Chair*

Curtis Taylor, Chief of the Wildlife Resources Section, West Virginia Division of Natural Resources

### *Vice Chair*

Rebecca Humphries, Director of the Michigan Department of Natural Resources

### *Members*

Doug Austen, Executive Director of the Pennsylvania Fish and Boat Commission

Kenneth Haddad, Executive Director of the Florida Fish & Wildlife Conservation Commission

Jeff Koenings, Director (former) of the Washington Department of Fish and Wildlife

Paul Peditto, Director of the Maryland Department of Natural Resources Wildlife and Heritage Service

Bruce Thompson, Director of the New Mexico Department of Game and Fish

Jeff Vonk, Secretary of the South Dakota Game, Fish and Parks Department

### *Ex-Officio Member*

#### **Canada**

Cameron Mack, Director of the Fish and Wildlife Branch, Ontario Ministry of Natural Resources

### *Regional Association Members*

#### **Midwest**

Jeff Ver Steeg, Wildlife Programs Branch Administrator of the Colorado Division of Wildlife

#### **Northeast**

Doug Austen, Executive Director of the Pennsylvania Fish and Boat Commission

#### **Southeast**

Dan Forster, Director of the Georgia Wildlife Resources Division

#### **Western**

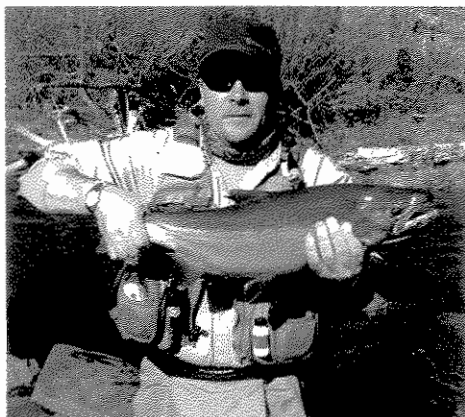
Kenneth E. Mayer, Director of the Nevada Department of Wildlife

## OUR VISION

Healthy fish and wildlife resources throughout North America managed by effective, well-funded fish and wildlife agencies supported by informed and involved citizens.



## EXECUTIVE DIRECTOR'S MESSAGE



Change has been the hallmark of 2008 in our nation and has consumed a great deal of attention in our nation's capital. The economic situation coupled with a change in administration has had everyone in the nation and the world watching. Certainly, these issues have had an impact on the Association as well.

We have spent a good part of the last year focusing on what this change means for fish and wildlife conservation and for our member agencies. And while all the answers are not entirely clear, undoubtedly it will have an impact for years to come.

However, with change come new opportunities. Since the election ended, we have had an ongoing dialogue with the Obama administration. And while it is too early to make conclusive predictions as to what the future holds, all indications are that the new administration is very interested in working closely with the Association and its member agencies on the myriad of issues affecting fish and wildlife conservation.

We are also focused on what the changing economic situations mean for our member agencies and what impact this could have on the work of the Association on behalf of those agencies. Now more than ever, it is crucial that fish and wildlife agencies have a voice in addressing America's problems. As a nation, we simply cannot afford to stop investing in natural resource conservation at this time in our history despite the challenges we face. Indeed, conserving and maintaining our natural resources for current and future generations to use and enjoy is every bit as much a national security issue as is the safety of our country.

We greatly appreciate the continued support both financially as well as in the time that we receive from all of our members—particularly our agency members. Without that support, the work of the Association would suffer and fish and wildlife conservation would suffer along with it.

As I write this, one party has just recently handed the reigns of government over to its rival party. And this change occurred in the midst of the worst economic situation we have seen since the great depression and while we have troops on foreign soil actively engaged in two wars. What's remarkable is that this change occurred peacefully, without blood being shed or even a shot being fired. Despite all of the problems consuming our world, our nation, our states and our daily lives, this is a good reminder of how lucky we are to live where we do. And that is something I hope never changes.

Matt Hogan  
Executive Director of the  
Association of Fish & Wildlife Agencies

*"Now more than ever, it is crucial that fish and wildlife agencies have a voice in addressing America's problems."*



## SECURING FISH & WILDLIFE CONSERVATION FUNDING

**H**ow do we continue to *pay* for conservation? The American system of conservation funding through federal excise taxes and license sales has been a successful model for many years. However, as agencies face ever-shifting natural, financial, political and social environments, it is clear that the Association's work to secure stable funding from additional sources is imperative.

### FARM BILL

Passage of the Farm Bill was the most significant, enacted legislation to fund fish and wildlife conservation. But, it required overturning a Presidential veto—twice—to reauthorize the 2002 Farm Bill, the new *Food, Conservation and Energy Act of 2008* in June.

The bill increased total spending on conservation programs by nearly \$4 billion to about \$7.9 billion through 2012. While the greater fish and wildlife community, of which the Association was a key advocate, did not achieve all its priorities, the Association made progress such as, Congress:

- Authorized \$50 million for 2009-2012 for the new "Voluntary Public Access and Habitat Incentive Program," formerly known as "Open Fields."
- Authorized \$1.3 billion in new funds for the Wetland Reserve Program (WRP), increased the acreage cap to 3,041,200 and fixed the appraisal problem.
- Increased funding for the Grassland Reserve Program (GRP) to enroll an additional 1.22 million acres over the next four years and allotted 60% of funding for easements.
- Implemented a national enrollment goal of 12.7 million acres/year for the Conservation Stewardship Program, formerly the Conservation Security Program.
- Reauthorized \$85 million annually for the Wildlife Habitat Incentives Program (WHIP) with 25% of total funding reserved for long-term contracts.
- Added language to many conservation programs directing them to address issues raised by state, regional and national wildlife conservation initiatives.

However, some conservation programs were changed in the bill that will have adverse and possibly unintended consequences, which will be revealed over time as the U.S. Department of Agriculture (USDA) implements rules such as, Congress:

- Reduced in 2010 the CRP overall enrollment cap by 18% to 32 million acres per year.

- Restricted WRP eligibility to private and tribal lands only and increased ownership for WRP eligibility from one to seven years.
- Cut EQIP payment limits by 33% to \$300,000 over six years (affecting some landscape-level conservation initiatives).
- Restricted WHIP eligibility to private agricultural, tribal and non-industrial private forest lands and limited the annual payment limit to \$50,000 (impacting more expensive fish and wildlife restoration efforts).
- Limited the Sodsaver provision to counties in the five-state Prairie Pothole National Priority Area; applied a loss of benefits to crop insurance for only five years; and requires governor opt-in.

A more detailed analysis of Farm Bill wins and losses for fish and wildlife conservation is available at [www.fishwildlife.org](http://www.fishwildlife.org).

The Agricultural Conservation Committee and its working groups are reviewing and providing comments on conservation program rules issued by USDA and continue to coordinate with the Administration on concerns and priorities of the state fish and wildlife agencies.

### EXTENDED TAX CREDITS

The 2008 Farm Bill increased and enhanced tax credits for conservation easement donations by private landowners and extended the provision for two years. The Tax Credit for Endangered Species Recovery Expenditures allows a tax credit for expenditures paid or incurred for achieving site-specific management actions recommended in recovery plans under the Endangered Species Act.

### TEAMING WITH WILDLIFE

Across the country, state fish and wildlife agencies and their partners are turning the ambitious conservation vision of State Wildlife Action Plans into on-the-ground action to prevent wildlife from becoming endangered. The Teaming With Wildlife Coalition—composed on a state level of wildlife agencies, conservation groups, businesses and others—is the leading advocate for Action Plan implementation funded through the federal State Wildlife Grants program.





In 2008, the Coalition expanded at a modest rate to reach 5,900 members.

At the Teaming With Wildlife's annual "Fly-in" Day on February 27, more than 150 conservation leaders from 41 states met with their lawmakers on Capitol Hill to discuss the importance of State Wildlife Grants, wildlife action plans and the need for assured funding.

In addition, the Teaming With Wildlife Steering Committee released *State Wildlife Action Plans – From Vision To On-The-Ground Action*, a 115-page report detailing examples of how each state fish and wildlife agency is working with partners to implement successful projects. The report was distributed to key members of Congress as part of an outreach campaign to champion the *Teaming With Wildlife Act* and increased federal appropriations.

#### STATE WILDLIFE GRANTS APPROPRIATIONS

In a strong show of bi-partisan accord, a record 62 Senators and 155 Representatives signed "Dear Colleague" letters supporting \$85 million in FY2009 for the State Wildlife Grants Program. Although an Interior appropriation bill was not approved before the start of the fiscal year, the State Wildlife Grants program received \$74 million, which included nearly \$4 million for a new competitive grants program under a continuing resolution.

#### TEAMING WITH WILDLIFE ACT

The introduction of the *Teaming With Wildlife Act* in late February 2008 was a major milestone in the effort to secure dedicated funding for wildlife conservation. Though it ultimately did not move to a vote, the bill would have provided \$350 million annually for five years and allowed funding for conservation education and nature-based recreation. The Act's funding source proposed a combination of existing federal oil and gas revenue from the Outer Continental Shelf and from onshore activities on federal lands.

#### SPORT FISH RESTORATION AND BOATING TRUST FUND REAUTHORIZATION

The Association with leadership from the Angler and Boating Participation, Fisheries and Water Resources Policy and the Trust Funds Committees reached agreement with the National Association of State Boating Law Administrators (NASBLA) on a set of consensus principles for reauthorization of the Sport Fish Restoration and Boating Trust Fund, which is expected to be introduced in early 2009.

The funding backbone of state fisheries and boating safety programs nationwide, the Trust Fund has grossed nearly \$6 billion since 1951 from excise taxes through the *Sport Fish Restoration (SFR) Act* and its 1984 expansion, the *Wallop-Breaux Amendment*. In FY 2008, almost \$398 million was apportioned

to states for sport fish restoration projects, public outreach and boating and angling access.

The Association/NASBLA consensus principles recommend administrative funding improvements for the U.S. Coast Guard and the U.S. Fish and Wildlife Service (USFWS), Boat Safety and SFR Account managers, including moving Boat Safety set-asides to "off-the-top" before applying the percentage allocations assigned to other line items; exploring increased funding options in support of angling and boating participation; and, changing the federal-state match for boating safety grants from 50-50 to 75-25.

Since fall 2008, representatives from the Association, NASBLA and other organizations from the fishing, boating, conservation and outdoor recreation community have met regularly to discuss reauthorization priorities including the consensus principles in preparation for the legislation's introduction in Congress.

## PROTECTING FISH & WILDLIFE CONSERVATION AUTHORITY

For more than a century, state fish and wildlife agencies have upheld the primary responsibility for conserving fish and wildlife and their habitats on public and private lands and waters within their borders. In the U.S. and abroad, the Association collectively promotes state, provincial and territorial authority and interests in federal laws, regulations and court proceedings as well as international policies to ensure fish and wildlife conservation priorities are addressed.

#### CONGRESSIONAL LEGISLATION

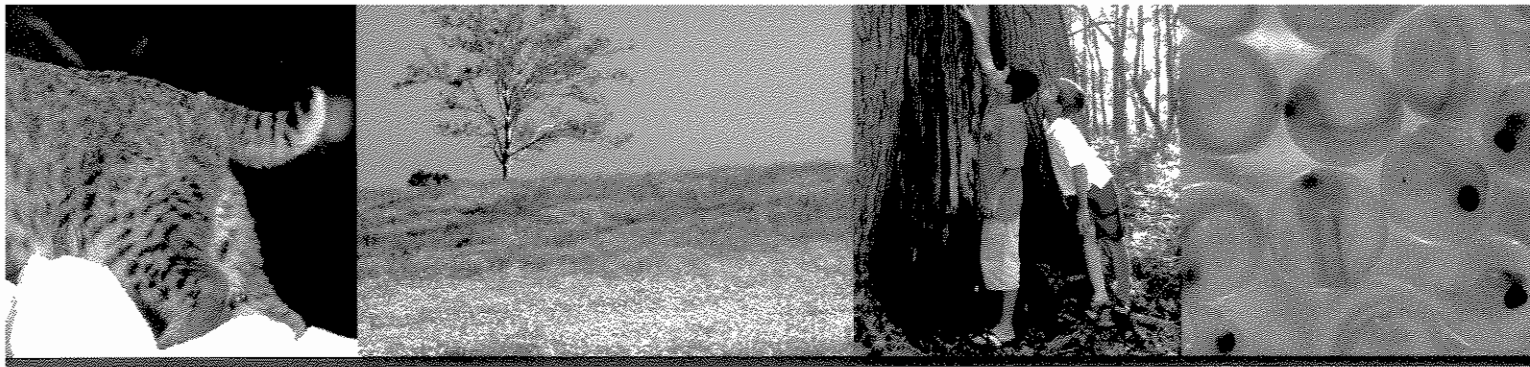
Overshadowed and significantly influenced by election politics, the second session of the 110th Congress ended in 2008 with a Continuing Resolution for the FY2009 appropriations bills to keep the federal government funded until March 2009, thus failing to enact most individual Appropriations bills.

The Association actively engaged with Members of Congress to advance a number of natural resources-focused legislative actions—the Farm Bill, as well as those that were introduced in one or both chambers; but ultimately did not pass in 2008 such as the *Nonnative Wildlife Invasions Prevention Act*, Ballast Water legislation, *National Fish Habitat Conservation Act*, *Teaming With Wildlife Act*, *No Child Left Inside Act* and a comprehensive climate change bill.

#### CLIMATE CHANGE LEGISLATION

The Senate fell short on a procedural vote to bring a comprehensive climate change bill to floor debate. The bill would have provided significant, dedicated funding accrued from the auction (under a cap and trade protocol) of carbon credits to





state and federal natural resources adaptation programs.

However, the significant work of the Association in the proposed design of the natural resources adaptation programs will serve state agencies well when the new Congress reconsiders climate change legislation.

#### NATIONAL FISH HABITAT CONSERVATION ACT

Though formally introduced in both Congressional chambers in September 2008, there was no time left for action on the *National Fish Habitat Conservation Act* before the end of session. The legislation would have authorized the National Fish Habitat Action Plan; established the Board; provided \$75 million in grants for cost-share projects; defined the role of federal agencies; and created a National Fish Habitat Conservation Partnership Office.

With a foundation laid in 2008, the Association is hopeful for progress and broad support in the 111th Congress.

#### LEGAL ANALYSIS & COUNSEL

The Association's office of in-house general counsel offers regional associations, flyway councils and other state fish and wildlife agency-related entities legal advice on nonprofit governance issues. It is vigilant over the states' broad trustee and police powers over fish and wildlife within their borders including fish and wildlife found on federal lands within a state.

The legal office during 2008 participated in several forums providing analysis on principles surrounding the Public Trust Doctrine; potential changes to the Endangered Species Act triggered by climate change; and protecting states' authority over predator species such as the wolf population. In addition, the Association's Legal Committee composed of legal representatives of the state fish and wildlife agencies or the Attorney General's office was instrumental in evaluating requests for the Association to enter into legal actions with the potential for national significance as issues throughout the year.

#### WHITE HOUSE CONFERENCE ON NORTH AMERICAN WILDLIFE POLICY

Prompted by Presidential Executive Order #13443, the historic White House Conference on North American Wildlife Policy brought together more than 500 leaders in the wildlife community, including more than 30 representatives from state fish and wildlife agencies, to carry forward a far-reaching 10-year Recreational Hunting and Wildlife Conservation Plan.

At the Conference, working groups made up of a broad group of interests discussed

wildlife management and coordination; emerging habitat conservation issues; funding for wildlife conservation; perpetuating hunter traditions; and the North American Model of Wildlife Conservation.

#### POST-ELECTION TRANSITION

Within days after the election of President Barack Obama, the Association prepared and submitted to his Natural Resource, Agriculture, Energy and Environment Presidential Transition Team an inclusive set of conservation policy recommendations entitled "A National Fish & Wildlife Agenda." By the end of the year, the Association, including the Executive Committee, had met with the Team several times to discuss state agency priorities overall and individual issues such as Farm Bill conservation programs, marine fisheries and energy development on public lands.

#### INTERNATIONAL REPRESENTATION

##### CITES

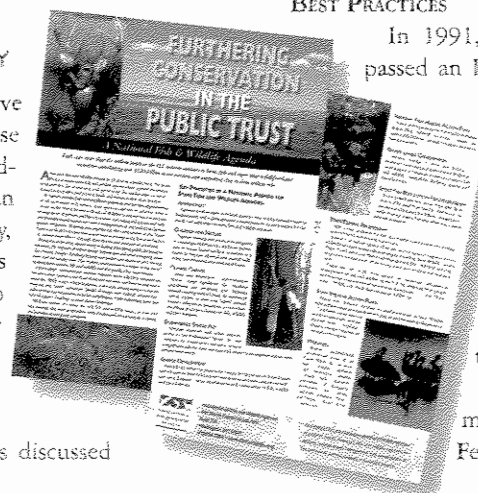
The Convention on International Trade in Endangered Species of Wild Flora and Fauna (CITES) represents the major challenge to state fish and wildlife authority internationally as decisions made in the CITES Forum abroad are binding at home. In 2008, the primary issue of interest for the International Relations Committee's CITES Work Group centered on problems in illegal trade and perceived look-alike issues of Lynx species, namely bobcats (*Lynx rufus*).

At an October 2008 CITES meeting, the states' delegation presented the latest North American bobcat population data and through discussions with the European community participants, an Appendix III listing evolved as a viable solution to safeguard the Eurasian lynx while lessening the burdensome trade regulations for bobcats within the U.S. and freeing up state agency resources lost on unnecessary tracking, tagging and reporting.

##### INTERNATIONAL HUMANE TRAPPING STANDARDS AND BEST PRACTICES

In 1991, Parliament of the European Union (EU) passed an International Trade Restriction (EU Regulation 3254-91) prohibiting the import of fur and skins into the EU from countries that did not ban the use of foothold traps. The loss of the European fur market would have been a blow to the U.S. fur trade and greatly reduce the benefits trapping provides within state wildlife management efforts. The Association assumed leadership to seek a settlement with the EU.

The EU reached agreements with the three main trapping nations of Canada, the Russian Federation and the U.S. (USA/EU Agreed



# A Year in Review: 2008 ACCOMPLISHMENTS

**Industry/Agency Retreat at Hals Lake**  
Feb 25-26: Leaders from manufacturing companies, industry trade groups and state and federal agencies meet at Hals Lake in Alabama to discuss 2008 priorities.

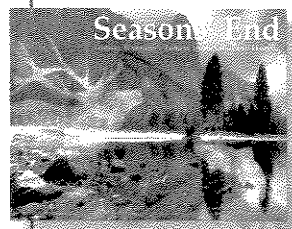
**Teaming With Wildlife Fly-in Day and Act**  
Feb 27: More than 150 people from 41 states advocate for increased funding for State Wildlife Grants on Capitol Hill. Senators Johnson (SD) and Stabenow (MI) introduce the Teaming With Wildlife Act.



**CITES Meeting – April 15-24:**  
The 23rd meeting of the Animals and Plants Joint Committee of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) convenes in Geneva, Switzerland.

## Seasons' End Climate Change Report

April 10: At a press conference on Capitol Hill with Rep. John Dingell, the Association joins WMI and seven hunting and fishing groups to release *Seasons' End: Global Warming's Threat to Hunting and Fishing*, which details the predicted impacts of climate change on fish and wildlife and the future of hunting and fishing in the U.S.



**National Conservation Leadership Institute Cohort 3 – July 8:** NCLI selects 35 Fellows for the third cohort. Their residency will begin in early October.

**National Conservation Leadership Institute Cohort 2 – April 22:** The 36 Fellows of Cohort 2 complete the NCLI program.

## JANUARY

## FEBRUARY

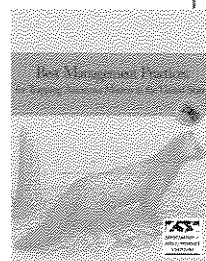
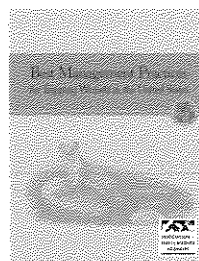
## MARCH

## APRIL

## MAY

## JUNE

**Trapper Training Best Management Practices**  
March 15: The Furbearer Conservation Technical Work Group releases two new BMPs for American Marten and Weasels.



**"10 Waters to Watch" – April 25:**  
The National Fish Habitat Action Plan announces its list of 10 rivers, streams and shores that will be cleaner and healthier habitats through community- and agency-based conservation and restoration.

**U.S./Canada/Mexico Trilateral Conference**  
May 12-15: Held in Veracruz, Mexico, Association representatives discuss cross border issues including joint research, shared species, migratory birds, international treaties and more.

**U.S. Nat'l Ramsar Committee – May 28:**  
The Association hosts the meeting focused on increasing awareness about the Ramsar Convention and the connection between the national committee and local Ramsar sites' representatives.



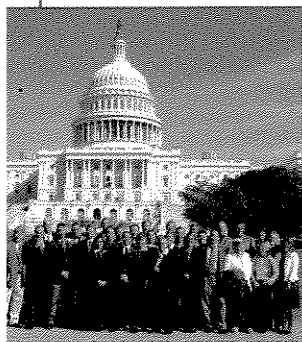
**Farm Bill – June 18:** Congress overrides President Bush's veto on H.R. 6124, the Food, Conservation, and Energy Act of 2008, ensuring that all parts of the Farm Bill enacted into law.



**First Annual National Fish Habitat Awards – April 28:** The National Fish Habitat Action Plan honors the Chesapeake Bay Foundation, the Fish and Aquatic Ecology Unit of the U.S. Forest Service, Trout Unlimited and Stephen G. Perry (NH) at the National Casting Call event in Washington, DC.



**Joint Management Committee Meeting** – July 7-10: An Association delegation attends the meeting hosted by the European Union in Brussels, Belgium to discuss international humane trapping standards.



**World Congress of Herpetology** – Aug 17: The Association presents in Brazil about State Wildlife Action Plans as a model for species conservation planning.



**Future of Waterfowl Management Workshop** – Aug 26-28: The Association sponsors this workshop in Minneapolis, MN to continue the evolution of a scientifically based, socially responsive waterfowl management framework.



**American Wind Wildlife Institute** – Oct 2-3: The Association becomes a founding AWWI Board of Directors member at the Institute's first meeting held in Washington, DC.

**White House Conference on North American Wildlife Policy** Oct 1-3: The Association, including 14 agency directors, participates in this historic meeting in Reno, NV to launch the next century of wildlife conservation.

**International Humane Trapping Standards Workshop** – Oct 28: Gordon Batcheller (NY) and Bryant White (AFWA) present information on trap research and BMPs in York, UK.

**Ramsar Convention on Wetlands** – Oct 24-Nov 2: Association staff attends the Conference of the Parties Meeting in Chungwon, Republic of Korea.

**Obama Transition Team** – Dec 17: The Executive Committee meets with then President-elect's Natural Resources Transition Team to present the Association's priorities for the incoming administration.

## JULY

## AUGUST

## SEPTEMBER

## OCTOBER

## NOVEMBER

## DECEMBER

**EU Council Regulation (EEC) No 3254/91** – July 22: The EU, Canada, and Russia enter in to an Agreed Minute (agreement) with the U.S. on international humane trapping standards.

**Annual Meeting** – Sept 7-12: The New York State Dept. of Environmental Conservation welcomes attendees to the 98th Annual Meeting in Saratoga Springs, NY.

**No Child Left Inside Act** Sept 24: The House approves the Act (HR3036), boosting environmental education but without specifically mentioning state fish and wildlife agencies.

**National Fish and Wildlife Health Initiative Toolkit** – Nov 19: The Fish and Wildlife Health Committee releases its online toolkit of resources to help in assessing agency fish and wildlife health preparedness.



**Conservation Education Core Concepts** – July 25: The Education, Outreach & Diversity Committee releases the Conservation Education Core Concepts, creating a foundation for an involved and informed citizenry.

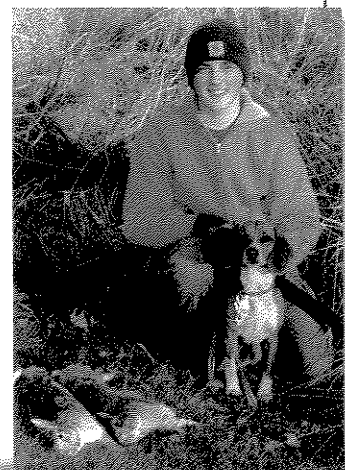
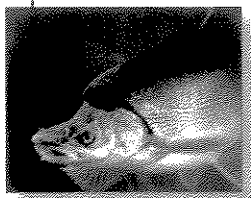
**Reauthorization of the Sport Fish Restoration and Boating Trust Fund Consensus Principles** – Sept 12: The Association adopts consensus principles for reauthorization of the Fund in concert with the National Association of State Boating Law Administrators.



**National Fish Habitat Conservation Act:** The Senate and House introduce legislation in support of the National Fish Habitat Action Plan, which lays the foundation for a new level of science-based fish and aquatic habitat conservation through the work of regional Fish Habitat Partnerships.

**USDA/APHIS Coordination** – Dec 17: Eight state fish and wildlife agency directors meet with USDA-APHIS Veterinary Services senior management to discuss improving coordination and cooperation.

**3rd Annual Industry/Agency Coalition Summit** Dec 18: Attendees discuss marketing strategy and concepts; funding challenges in the current economy; Wallop-Breaux reauthorization; and the creation of an RBFF equivalent for hunting.



Minute and Annex) to not apply the ban. The Agreement entered in to force in July 2008 following the deposit of the ratification by the Russian Federation. To maintain the Agreed Minute and Annex, the U.S. continues to evaluate and develop more effective and humane trapping devices and promote the findings for use by state wildlife agencies through a Best Management Practices (BMPs) process.

In 2008, the Association's Furbearer Conservation Technical Work Group released BMPs for American Marten and Weasels, bringing the total number available to 14. Working group members also presented BMP research at the Technical Workshop on International Trapping Standards convened by the European Commission to aid the European Parliament in setting its own standards within the EU.

#### WORLD CONFERENCE OF THE RAMSAR PARTIES

As the Secretary of the U.S. National Ramsar Committee, the Association served on the U.S. delegation to the World Conference of the Ramsar Parties held October 28-November 4 in Chungwon, Korea. State agency representatives joined the U.S. State Department, the Environmental Protection Agency and the USFWS to engage with 138 countries and hundreds of NGOs on discussions surrounding wetlands, climate change, invasives and several high-profile animal and public health issues. For many decades, the Association has supported international cooperation for the conservation and wise use of wetlands through the Ramsar Convention on Wetlands.

## COORDINATING CROSS-CUTTING CONSERVATION ISSUES

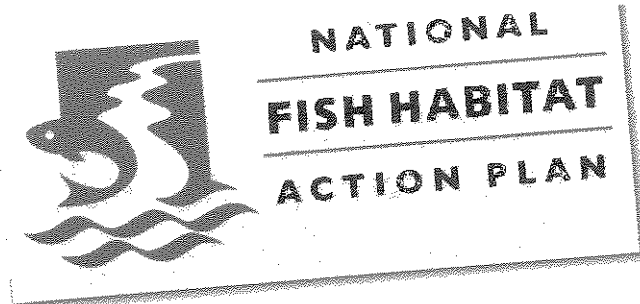
Long-term conservation success *requires* the active involvement of an assembly of agencies, organizations, industries and individuals. The Association coordinates programs, partnerships, outreach, initiatives and more to provide opportunities for collaboration on cross-cutting member issues and species-based interests and to strengthen cooperation among stakeholders.

#### CLIMATE CHANGE

State and provincial fish and wildlife agencies have an extensive history of managing natural resources for the public trust. However, the anticipated acceleration of climate change will challenge 21st century resource agencies to manage for healthy and robust ecosystems in uncertain future conditions.

Although each agency has specific mandates, authorities and missions, the Association's Climate Change Committee and its Climate Change Think Tank produced a management principles document to help guide initial agency responses to climate change and they worked with the Education, Outreach & Diversity Committee to draft formal, unifying Climate Change Talking Points.

Also in 2008, the Climate Change and Teaming With Wildlife Committees formed a Climate Change/Wildlife Action



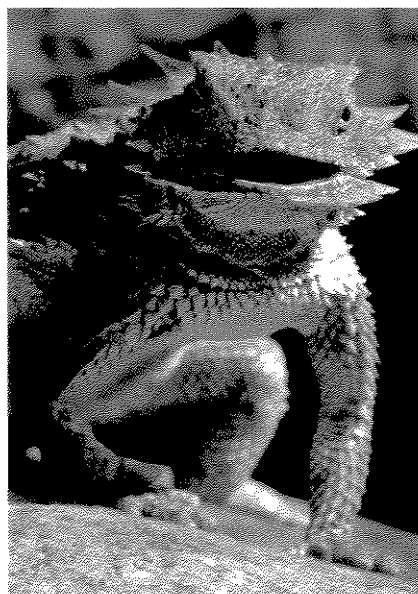
Plan Work Group to guide states on how best to integrate climate change into State Wildlife Action Plans. The Committees invited individuals from state and federal agencies and private conservation organizations to participate in the group and launched the effort by drafting a formal charter and creating subcommittees with the goal of releasing a guidance document at the Association's 2009 Annual Meeting with a potential web site and workshop.

## NATIONAL FISH HABITAT ACTION PLAN

Overseen by a 22-member Board with strong state engagement, the National Fish Habitat Action Plan is a science-based investment strategy to deliver on-the-ground conservation projects by building Fish Habitat Partnerships across America. In 2008, the list of approved Partnerships increased from four to six and candidates grew to 14. The Board's goal is to establish 12 or more Partnerships by 2010 and that outcome is readily in sight.

The Board also evaluated the Partnership's organizational and functional precepts and ultimately revised its Partnership policies and strategic plan framework for candidates to aid their development. On the science front, the Action Plan's Data and Science Committee produced *A Framework for Assessing the Nation's Fish Habitat*, which describes the tenets for completing a national assessment of freshwater and coastal systems in 2010 as well as creating a conceptual model for data management.

The Board's work has benefited from direct financial and/or staffing support from many states, USFWS, NOAA Fisheries, U.S. Geological Survey (USGS), the National Fish and Wildlife Foundation (NFWF), Multistate Conservation Grant Program, fishing and conservation organizations and industry. In 2008 alone, the Service provided \$2.4 million for on-the-ground work to support 63 aquatic habitat projects in 28 states under the purview of five Partnerships. The Board reached out to state fish and wildlife agencies for additional funding and 11 states were able to respond with financial commitments totaling \$90,000 via NFWF's banking services.



#### AMPHIBIAN AND REPTILE CONSERVATION

In March 2008, the Wildlife Resource Policy Committee established its new Amphibian and Reptile Subcommittee to identify funding and coordinate activities for the states and through Partners in Amphibian and Reptile Conservation (PARC).

The subcommittee's coordinator joined PARC and members of the Department of Defense (DoD) to submit three proposals to the DoD Legacy Grants program. The proposed work, for nearly \$200,000,



includes a DoD-PARC Strategic Plan, disease sampling on military installations and production cost support for an upcoming PARC technical handbook. All proposals were fully funded in January 2009.

The new subcommittee in partnership with the Missouri Department of Conservation (MDC) also submitted a proposal to the State Wildlife Grants competitive grant program for projects ranging from climate vulnerability analyses for amphibian and reptile Species of Greatest Conservation Need to identifying priority conservation areas; monitoring; and capacity-building for state wildlife agency staff. The subcommittee and MDC requested approximately \$465,000, which includes grant-funded or in-kind staff time and non-federal matching funds from 21 states. Award letters are expected in early 2009.

## WIND ENERGY DEVELOPMENT

In a ground-breaking collaboration, the Association joined 19 other leading conservation organizations and wind energy companies to establish the American Wind Wildlife Institute (AWWI), a national institute to facilitate timely and responsible development of wind energy while protecting wildlife and their habitats. AWWI conducted its first founders meeting in October 2008 with the Association seated on the Board of Directors.

To date, the AWWI has raised \$3 million to fund research; promote sustainable wind development through a mapping initiative; address mitigation issues; and educate partners on wind and wildlife interactions. AWWI is an unprecedented opportunity for the wildlife community and wind energy industry to work together to minimize the impacts of wind development on wildlife especially through conducting credible, peer-reviewed research.

## BIRD CONSERVATION

### SOUTHERN WINGS

For states concerned with conservation of birds that occur in the U.S. and also spend time in Latin American and the Caribbean, the Association's Bird Conservation Committee officially moved to finalize development of the Southern Wings Program. The Program is a funding mechanism based solidly on the biology that exists about migratory birds and allows for easy and seamless financial participation by interested states, progress reporting and the benefits of match and leverage of state funds. Working closely with the regional associations, the Southern Wings Task Force will begin implementing the program and disseminating funds in 2009.

### NORTH AMERICAN BIRD CONSERVATION INITIATIVE (NABCI)

The U.S. NABCI Committee continues to focus on critical conservation needs for birds including conservation on private lands. NABCI's Private Lands Subcommittee is advancing the concept of strategic habitat initiatives with the Natural Resources Conservation Service (NRCS) leadership, state conservationists and biologists. The idea is to use the biological foundation available within the bird community to help NRCS

focus conservation program delivery.

To this end, the Subcommittee met with the NRCS Chief and his staff and Regional Assistant Chiefs as well as conducted a webcast for NRCS biologists. The Subcommittee also framed a discussion of strategic Farm Bill habitat initiatives using bird conservation planning/modeling examples such as Sage Grouse conservation between NRCS and the Wyoming Game and Fish Department. Examples such as these, combined with work underway to update the Farm Bill User's Guide for Wildlife Conservationists, illustrate how NRCS and the bird conservation community can partner to manage private lands for wildlife.

## MULTISTATE CONSERVATION GRANT PROGRAM

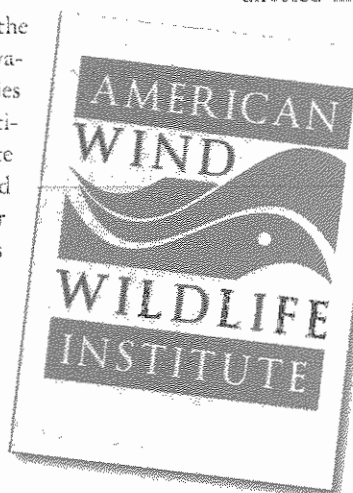
Co-administered by the Association and the USFWS, the Multistate Conservation Grant Program (MSCGP) has directed more than \$56 million since 2000 to 152 national and regional priority projects of the state fish and wildlife agencies. Highlights of projects completed in 2008 include An Aquatic Habitat Plan for the Southeastern United States (GA DNR); Building the Interstate Capacity of the Northern Bobwhite Conservation Initiative (TN WRA); Advancing Human Dimensions Expertise among Fish and Wildlife Agencies (WAFWA); and Training Opportunities for New Trapper Education Program Materials (the Association).

To streamline the 2009 application process, the National Grants Committee asked potential applicants from state agencies, regional associations and NGOs to first submit a Letter of Intent (LOI) describing their proposed project. Out of 112 LOIs, the Committee invited 20 applicants to submit full proposals and 14 projects were recommended to the USFWS for funding totaling \$6,671,744.22.

## INDUSTRY/AGENCY COALITION

The Association continued efforts to grow its already strong relations with the industries supporting the North American Model of Wildlife Conservation. Past Association President, Corky Pugh (AL) hosted a small group of industry and government conservation leaders in his home state in early 2008 to identify recruitment and retention, outreach and funding priorities for the coming year. The group also agreed to establish a steering committee with a dedicated staff person provided by the USFWS for two years. The larger Coalition of representatives from the archery, hunting, shooting sports, boating and sportfishing industries joined Association members and the Service for the Third Annual Industry/Agency Summit in late December.

As part of the Association's ongoing commitment to the Coalition, state directors and Association staff routinely attended major trade shows and events to speak about the importance of excise taxes. Many state agencies are developing outreach plans to outdoor product manufacturers in their states to let them know how their support benefits conservation. The Association also developed a video in partnership with the USFWS to showcase fish and wildlife restoration success stories and thank industry for its contributions.



## CONSERVATION EDUCATION

With the profound effect of human populations on fish and wildlife and their habitats, Americans of all ages need to better understand and take responsibility for the health of the natural world around them. The North American Conservation Education Strategy (CE Strategy) was designed to unify and strengthen conservation education efforts across member agencies and partners in a robust, research-based manner.

Funded through an MSCGP grant, 2008 marked the culmination of CE Strategy groundwork. The CE Working Group released a variety of source materials ranging from fundamental *Association Conservation Education Core Concepts* and *Conservation Stewardship Best Practices* to white papers on Field Investigations and the more specific guide *Field Investigations: Using Outdoor Environments to Foster Student Learning of Scientific Processes*.

The group also produced the Association's *K-12 Conservation Education Scope and Sequence*, which translates the core concepts into content standards and performance expectations for students over the course of their education. The Scope and Sequence will play an important role in helping states to position the Association in the Children and Nature movement and to develop environmental literacy plans if/when Congress passes the *No Child Left Inside Act*.

## PROVIDING CONSERVATION LEADERSHIP OPPORTUNITIES

The Association's efforts to protect and elevate fish and wildlife conservation in North America *depend* solely on the continuing support of its members and partners. That is why the Association recognized "Member Services" as an essential Strategic Focus Area along with funding, legislation and program/project coordination in its new, one-page Strategic Plan, *Call for the Future*, approved in 2008.

Along with communicating news, managing fiscal resources and offering proficient office services, the Association is dedicated to providing networking, training and leadership opportunities to engage the conservation leaders of today and the next generation.

### ANNUAL MEETING

The 98th Annual Meeting of the Association was held in historic Saratoga Springs, New York from Sept. 7-12. The conference theme, *Beyond the Boundaries: Meeting the Challenge of Landscape Conservation*, asked attendees to think like the living creatures they manage and protect—without boundaries, be they political, jurisdictional, discipline or subject matter-based. The Association extends its appreciation to meeting sponsors, exhibitors and the New York State Dept. of Environmental Conservation.

## STATE PROGRAMS LEADERSHIP DEVELOPMENT

To help nurture leadership talent, the Management Assistance Team (MAT) taught 11, two-day leadership development courses to more than 330 state employees in 2008. Post-course evaluations for MAT's face-to-face workshops indicate that participants increased their leadership knowledge and abilities by approximately 30%.

In addition, MAT offered 27 online leadership courses ranging in length from four to six weeks to 340 students. The courses were structured to give state fish and wildlife agencies greater options for promoting employee leadership development either as a stand-alone or as a combination of online and in-person training.

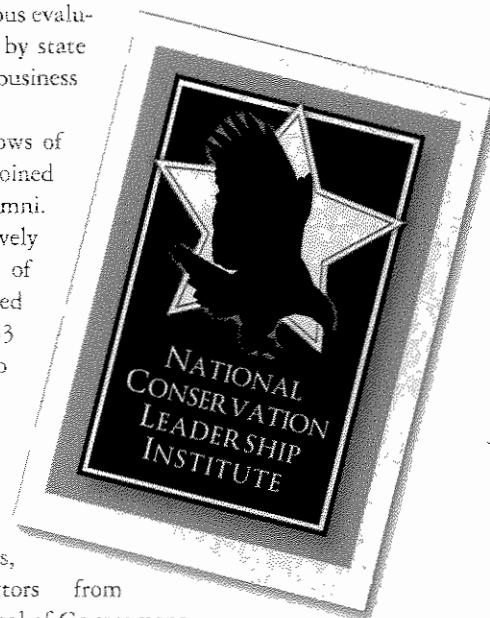
New in 2008, MAT piloted a face-to-face offering, *Leader as Supervisor*, and added another course to its training portfolio, *Public Speaking and Presentations*. MAT is working with several states via train-the-trainer programs, which will enable states to be more flexible and self-sufficient in offering leadership development opportunities to employees.

For 10 states, MAT conducted a national workshop on workforce planning. Human Resources experts from a number of states discussed how best to address the issues associated with the large numbers of baby boomers leaving their agencies.

## NATIONAL CONSERVATION LEADERSHIP INSTITUTE (NCLI)

NCLI is the premier leadership development opportunity available to natural resources agencies, organizations and industry to expose tomorrow's conservation champions in the latest leadership thinking and practice. NCLI participants are selected through a rigorous evaluation from nominations by state directors, NGO or business CEOs or the equivalent.

In April, the 36 Fellows of cohort 2 graduated and joined the cadre of NCLI alumni. They remain actively involved on a variety of projects and several served as coaches for the 33 Fellows of cohort 3 who completed their 11-day residency at the National Conservation Training Center in October facilitated by world-class authors, experts and instructors from Harvard's Kennedy School of Government.



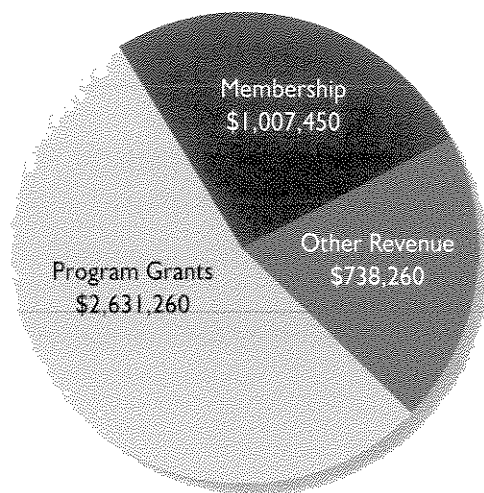


## FINANCIAL PROFILE

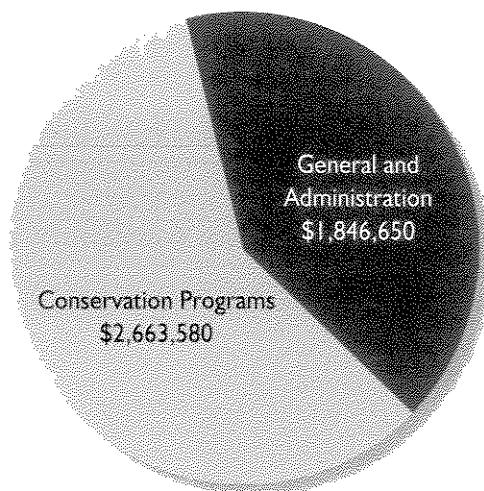
The Association *holds* itself to the same high fiscal standards as the members it represents and is committed to the effective and efficient use of entrusted funds.

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

### 2008 REVENUE



### 2008 EXPENSES



### MEMBERSHIP DUES

State	25%
Federal	< 1%
Provincial	< 1%
Associate	< 1%
Affiliate	< 1%

### GRANT REVENUE

Federal	27%
Multistate	24%
Foundation	2%
International	1%

### OTHER REVENUE

Annual Meeting	8%
Misc. State Contributions	4%
Overhead	8%

### TOTAL REVENUE

\$4.4 million

### TOTAL EXPENSES

\$4.5 million



## COMMITTEES, SUBCOMMITTEES & WORKING GROUPS

Committees, Subcommittees and Working Groups are the vital source of the collective views of the Association and the engine *driving* the future of natural resource conservation. They are the crucial mechanisms by which more than a thousand professionals from across North America are able to collaborate on and coordinate cross-cutting fish and wildlife conservation issues and policy considerations including funding, legislation, science-based management, species-specific interests, public

outreach and professional development.

Committees convene twice yearly (March and September) or more frequently if needed to share information, determine goals and provide a venue to sound out members on a pending issue. During Business Meetings, Committees advance positions and resolutions for full membership adoption thus shaping the Association's fish and wildlife agency strategic direction and agenda.

### AGRICULTURAL CONSERVATION

- Biofuels Working Group
- Conservation Compliance Working Group
- Conservation Effects Assessment Project (CEAP) Working Group
- Conservation Reserve Program (CRP) Working Group
- Conservation Stewardship Program (CSP) Working Group
- Environmental Quality Incentives Program (EQIP) Working Group
- Forestry Working Group
- Grassland Reserve Program Working Group
- Public Access Working Group
- Technical Service Providers 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 and Upland Game Bird Working Group
- Partners in Flight/Shorebird/Waterbird Working Group
- Resident Game Bird Working Group
- Waterfowl Working Group

### BUDGET

### CLIMATE CHANGE

- Climate Change/Wildlife Action Plan Working Group

### EDUCATION, OUTREACH & DIVERSITY

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

### ENERGY & WILDLIFE POLICY

- Coal Energy Subcommittee
- Nuclear Subcommittee
- Onshore Oil & Gas and Oil Shale & Tar Sands Subcommittee
- Wind Power and Transmission Corridors Subcommittee

### EXECUTIVE

### FEDERAL & TRIBAL RELATIONS

### FISH & WILDLIFE HEALTH

- Lead and Fish and Wildlife Health Working Group

### FISH & WILDLIFE TRUST FUNDS

- Federal Assistance Working Group

### FISHERIES & WATER RESOURCES POLICY

- Drug Approval Working Group
- Marine Fisheries Subcommittee
- Post Drug Approval 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

- 2011 National Survey Working Group

### RESOLUTIONS

### SCIENCE & RESEARCH

### STRATEGIC ISSUES

### SUSTAINABLE WILDLIFE USE

- Furbearer Conservation Technical Working Group

### TEAMING WITH WILDLIFE

- Climate Change/Wildlife Action Plan Working Group

### THREATENED & ENDANGERED SPECIES POLICY

- ESA and Climate Change Working Group

### WILDLIFE RESOURCE POLICY

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

### TASK FORCES

- Federal Aid Policy
- President's Task Force on Association Meetings

*"I like my Committee to produce meaningful actions or outcomes that advance the collective conservation mission of our member organizations. In the past year, my Committee has completed a position statement on Marine Protected Areas and thoroughly debated a Resolution regarding reauthorization of the Sport Fish Restoration and Boating Trust Fund. We are making a difference."*

- Virgil Moore, Deputy Director, Idaho Fish and Game Department and Chair of the Fisheries and Water Resources Policy Committee

## RECOGNIZING OUR MEMBERS

The Association & its members. For more than 100 years, the Association has stood for the 56 states and territories and the federal public resources agencies of the United States as well as many provinces of Canada and Mexico and affiliated international, national, regional and statewide organizations

### U.S. STATE FISH AND WILDLIFE AGENCY MEMBERS

Alabama Division of Wildlife & Freshwater Fisheries  
Alaska Department of Fish and Game  
Arizona Game and Fish Department  
Arkansas Game and Fish Commission  
California Department of Fish and Game  
Colorado Division of Wildlife  
Connecticut Bureau of Natural Resources  
Delaware Division of Fish and Wildlife  
Florida Fish and Wildlife Conservation Commission  
Georgia Wildlife Resources Division  
Hawaii Department of Land and Natural Resources  
Idaho Fish and Game Department  
Illinois Department of Natural Resources  
Indiana Department of Natural Resources  
Iowa Department of Natural Resources  
Kansas Department of Wildlife and Parks  
Kentucky Department of Fish and Wildlife Resources  
Louisiana Department of Wildlife and Fisheries  
Maine Department of Inland Fisheries & Wildlife  
Maryland Department of Natural Resources  
Massachusetts Division of Fisheries and Wildlife  
Michigan Department of Natural Resources  
Minnesota Department of Natural Resources  
Mississippi Department of Wildlife, Fisheries & Parks  
Missouri Department of Conservation  
Montana Department of Fish, Wildlife & Parks  
Nebraska Game and Parks Commission  
Nevada Department of Wildlife  
New Hampshire Fish and Game Department  
New Jersey Division of Fish and Wildlife  
New Mexico Game and Fish Department  
New York Division of Fish, Wildlife and Marine Resources  
North Carolina Wildlife Resources Commission  
North Dakota Game and Fish Department  
Ohio Division of Wildlife  
Oklahoma Department of Wildlife Conservation  
Oregon Department of Fish and Wildlife

and individuals that support the mission of the Association. Working together, members ensure a rich fish and wildlife legacy with expanded opportunities for all to enjoy the benefits of our great outdoors.

Pennsylvania Fish and Boat Commission  
Pennsylvania Game Commission  
Rhode Island Division of Fish and Wildlife  
South Carolina Department of Natural Resources  
South Dakota Game, Fish & Parks Department  
Tennessee Wildlife Resources Agency  
Texas Parks and Wildlife Department  
Utah Division of Wildlife Resources  
Vermont Department of Fish and Wildlife  
Virginia Department of Game & Inland Fisheries  
Washington Department of Fish and Wildlife  
West Virginia Division of Natural Resources  
Wisconsin Department of Natural Resources  
Wyoming Game and Fish Department

### U.S. TERRITORIES

Guam Division of Aquatic and Wildlife Resources  
Puerto Rico Department of Natural Resources  
U.S. Virgin Islands Division of Fish and Wildlife

### U.S. FEDERAL MEMBERS

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

### NORTH AMERICAN MEMBERS

Canadian Wildlife Service  
Manitoba Wildlife Branch  
Alberta Wildlife Management Division  
New Brunswick Department of Natural Resources & Energy  
Northwest Territories Department Renewable Resources





Nova Scotia Department of Natural Resources  
Nunavut Wildlife  
Ontario Ministry of Natural Resources  
Parques y vida Silvestre de Nuevo Leon, Mexico  
Saskatchewan Environment

#### INTERNATIONAL MEMBER

Forestry Bureau, COA, Republic of China

#### AFFILIATE MEMBERS

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

#### CONTRIBUTING MEMBERS

American Bird Conservancy  
American Eagle Foundation  
American Sportfishing Association  
Archery Trade Association  
BASS/ESPN Outdoors  
Bat Conservation International  
Boone and Crockett Club  
Bowhunting Preservation Alliance  
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.  
Future Fisherman Foundation  
IWMC World Conservation Trust  
Izaak Walton League of America  
Manomet Center for Conservation Sciences  
Mobile Satellite Ventures  
Mule Deer Foundation  
National Audubon Society  
National Bowhunter Education Foundation  
National Fish & Wildlife Museum & Zooquarium  
National Marine Manufacturers Association  
National Rifle Association/Conservation, Wildlife and  
Natural Resources Division  
National Shooting Sports Foundation, Inc.  
National Trappers Association  
National Wild Turkey Federation  
National Wildlife Federation  
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.  
Pheasants Forever  
Pope and Young Club  
Recreational Boating and Fishing Foundation  
Resource Management Service, LLC  
Rocky Mountain Elk Foundation  
Safari Club International  
Stratus Consulting, Inc.  
Texas Wildlife Association  
The Nature Conservancy  
The Peregrine Fund  
The Ruffed Grouse Society  
The Trust for Public Land  
Theodore Roosevelt Conservation Partnership  
US Sportsmen's Alliance  
Weatherby Foundation International  
Wild Sheep Foundation  
Wildlife Management Institute



## 2008 ANNUAL AWARD WINNERS

In 2008, the Association honored 10 individuals and two entities for their outstanding and longstanding commitment to conservation stewardship at the Association's Annual Awards Ceremony held on September 10, 2008 in Saratoga Springs, New York.

### SETH GORDON AWARD

*Recognizing lifetime achievement, the Association's highest honor*  
**John Cooper**

### ERNEST THOMPSON SETON AWARD

*Honoring an agency and team leader for leadership in scientific wildlife management*

**Interagency Grizzly Bear Committee; Dr. Christopher Servheen, Grizzly Bear Recovery Coordinator for the USFWS**

### MARK J. REEFF MEMORIAL AWARD

*Recognizing distinguished, young wildlife management professionals*  
**Stephanie M. Carman, Aquatic Species Recovery Coordinator for the New Mexico Dept. of Game and Fish**

### 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*

**Longino Ranch in Sarasota, Florida**

### CONSERVATION LAW ENFORCEMENT AWARD

*Recognizing exceptional achievements in fish and wildlife resource enforcement*

**Jeff Finn, Conservation Officer for the Kentucky Dept. of Fish and Wildlife Resources Law Enforcement Division**

### SPECIAL RECOGNITION AWARDS

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

**H. Dale Hall, Director of the USFWS**

**George Vandell, Assistant Director of the South Dakota Department of Game, Fish and Parks Division of Wildlife**

**Dave Nomsen, Vice President of Government Affairs for Pheasants Forever and Quail Forever**

**Lawrence M. Riley, Coordinator of the Wildlife Management Division, Arizona Game and Fish Department**

**Angela Nelson, Executive Assistant for the Association of Fish & Wildlife Agencies**

### FALLEN HEROES

*Remembering those wildlife professionals who lost their lives while carrying out their duties to enforce conservation laws and regulations and manage fish and wildlife resources the previous year*

**Michelle Lawless, Investigator for the Florida Fish and Wildlife Conservation Commission**

"The Association of Fish & Wildlife Agencies was a big part of my life for the 12 years I directed the South Dakota Department of Game, Fish & Parks. Receiving the Award in 2008, after fulfilling a wonderful career of 35 years, made it a very special blessing for me and my family. It's quite an honor and it brings to heart how very proud I am to be a wildlife professional."

- John Cooper, Seth Gordon Award Recipient



## ASSOCIATION STAFF

**Matt Hogan, Executive Director**

**Carol Bamberg, General Counsel**

**Dr. Arpita Choudhury, Science and Research Liaison**

**Estelle Green, Administrative Assistant**

**Dwight Gynn, Management Assistance Team Project Leader**

**Sally Gynn, Management Assistance Team Project Leader**

**Deb Hahn, Migratory Bird Coordinator**

**Mark Humpert, Teaming With Wildlife Director**

**Alan Kerr, Management Assistance Team Print & Web Specialist**

**Don MacLauchlan, International Resource Director**

**Laura MacLean, Communications & Marketing Director**

**Gina Main, Management Assistance Team Junior Project Leader**

**Priya Nanjappa Mitchell, Amphibian & Reptile Coordinator**

**Amanda Myers, Management Assistance Team Training Services 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**

**Gary Taylor, Legislative Director**

**Bryant White, Furbearer Research Coordinator**

**Christina Zarrella, Multistate Conservation Grant Program Coordinator**



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