

Appendix

A.	Committee Report Discussion and Action Items	315
B.	Old Business	316
	- NONE	
C.	New Business	317
	- MAFWA Incorporation	318
	- Conservation Enhancement Fund (501(c)(3) setup)	319
	- Conservation Enhancement Fund Incorporation and By-Laws	320
	- Investment Committee Members	327
	- 2 nd Meeting	328
	- Combined Meetings	330
	- Establish Federal Budget Input	331
	- Input to IAFWA Science and Research Committee	332
	- Farm Bill Position	333
D.	Other Business	348
	- FDC – Fred Circle Presentation	335
	- New Logo	336
	- Passing the Gavel (Symbolic)	338
	- 2006 Meeting Preliminary Details	339
	- Conference Evaluation	340

Committee Report Discussion and Action Items

See Action Items on page 6 and minutes on page 77 for discussion.

No OLD BUSINESS.

NEW BUSINESS
MAFWA Incorporation

Notes from presentation (minutes)

IAFWA got in touch with Regional Associations and recommended we become incorporated and asked what our tax status was. We are a 501(c)(6) and our Executive Committee felt comfortable with our tax status, but did agree to become incorporated. Did decide to set up the Conservation Enhancement Fund as a 501(c)(3). Becky sent her attorney to Washington, DC and she has recommended that the fund also be incorporated. John Baughman brought papers out and if you pass this I have all paperwork signed. It will cost us \$20 in fees to Kansas to file the papers. The attorney also suggested we have a different board for the fund, but we have decided to keep the Executive Committee of the MAFWA plus one person. She has also written by-laws for the fund (**Conservation Enhancement Fund By-Laws in proceedings Appendix**). There are several action items: 1) Do we want to incorporate? 2) Do we want to apply for 501(c)(3) status for Conservation Fund? 3) Do we want to incorporate Conservation Enhancement Fund based on legal advice? 4) Have Executive Committee for Conservation Enhancement Fund be Board of Directors, MAFWA Executive Committee plus one member, as suggested by legal?

Rebecca Humphries, MI, moved to incorporate MAFWA in Kansas. Tom Niebauer, WI, second. Doug Hansen, SD – The best place for filing this is in Kansas because the new investment firm is in Kansas. **Motion passed.**

NEW BUSINESS
Conservation Enhancement Fund
Established as 501(c)(3)

Notes from presentation (minutes)

Rex Amack, NE, moved to make Conservation Fund 501(c)(3). Joel Brunsvold, IL, second. All in favor.
Motion passed.

NEW BUSINESS
Conservation Enhancement Fund Incorporation

Notes from presentation (minutes)

Keith Sexson, KS, moved to incorporate Conservation Enhancement Fund. Jeff Ver Steeg, CO, second.
Motion passed.

BY-LAWS OF CONSERVATION ENHANCEMENT FUND

Article I – Name

The name of this Corporation shall be the Conservation Enhancement fund.

Article II – Place of Business

The Corporation shall have its principal office at the Kansas Department of Wildlife & Parks, 512 SE 25th Avenue, Pratt, Kansas 67124. The corporation may have such other offices as the Board of Trustees may from time to time determine.

Article III – Calendar Year

The calendar year of this Corporation shall be from January 1 to the following December 31st.

Article IV – Purposes

The Corporation is organized and shall be operated exclusively for charitable, educational and scientific purposes as defined in its Articles of Incorporation.

Article V – Board of Trustees

1. Management. The business and affairs of the Corporation shall be directed, controlled and managed by the Board of Trustees who shall be the governing body of the corporation and shall be those individuals serving on the Executive Committee of the Midwest Association of Fish and Wildlife Agencies (MAFWA), plus one member elected from the membership of the MAFWA, for a total of seven Trustees.
2. Duties of the Board of Trustees. The Board of Trustees shall manage all of the affairs, the property and the funds of the corporation, and shall have the duty and authority to perform all acts consistent with these By-laws, the Articles of Incorporation and any amendment thereto, and the laws of the State of Kansas. The Board of Trustees shall have such other duties as may be prescribed by law.
3. Terms of Office. Members of the Board of Trustees shall serve for as long a term as the term they are serving on the Executive Committee of MAFWA.
4. Removal of Trustees. Any Trustee may be removed from office, with or without cause, by a majority vote of the remaining Trustees.
5. Vacancies on the Board of Trustees. Vacancies shall be filled by a vote of the Board of Trustees of the Corporation. A Trustee elected to fill a vacancy or to occupy a position resulting from an increase in the number of trustees shall serve for the unexpired portion of the term.
6. Annual Meetings of the Board of Trustees. The annual meeting of the Board of Trustees shall be held immediately after the MAFWA annual business meeting or at such time and place, as the Board of Trustees shall determine. It shall be held for the purpose of appointment of officers and the transaction of such other business as may properly be brought before the meeting. If less

than a quorum of Trustees appear for an annual meeting of the Board of Trustees, the holding of such annual meeting shall not be required, and matters that might have been taken up at the annual meeting may be taken up at any later regular, special or annual meeting, or by consent resolution.

7. Regular Meetings of the Board of Trustees. Regular meetings of the Board of Trustees shall be held at a specified time and place designated by the Board. The Board of Trustees shall meet as often as necessary to transact the business of the Corporation.
8. Special meetings of the Board of Trustees. Special meetings of the Board of Trustees may be called by the President, or during his/her absence or inability to act, the Vice-President, or such special meetings may be called at the request of not less than three members of the Board of Trustees. Notice of special meetings shall be mailed, emailed or delivered to each Trustee not less than five days before the date of the meeting.

Notice of special meetings shall state the purpose or purposes for the special meeting. No other business than that stated in the notice shall be transacted as official business at such special meetings. Any special meeting of the Board of Trustees may be deemed to have been validly and legally called if the Trustees that are entitled to vote on the day of the meeting sign a written waiver of notice, either before or within ten calendar days after the meeting. Attendance of a Trustee at any special meeting shall constitute a waiver of notice of that meeting and no written waiver need be obtained from that Trustee except when the Trustee attends the meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened.

9. Actions by Unanimous Written Consent. Any action required or permitted at any Meetings of the Trustees may be taken without a meeting, without prior notice and without a vote if all the Trustees entitled to vote thereon consent in writing. Written consents shall be filed with the minutes of the proceedings and shall have the same effect as a vote for all purposes.
10. Quorum. A majority of Trustees and a majority of the voting members of any committee of the Board shall constitute a quorum for the transaction of business. The vote of a majority of the Trustees or committee members present at any meeting at which there is a quorum shall be the acts of the Board or of the committee except when the laws of the State of Kansas, these By-laws or the Articles of Incorporation of the Corporation require a larger vote.

Members of the Board of Trustees or any committee designated by the Board of Trustees may participate in a meeting of the Board or committee by means of conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear each other, and participation in a meeting pursuant to this subsection shall constitute presence in person at such meeting.

11. Compensation. No member of the Board of Trustees shall be entitled to any compensation for his or her services as a Trustee, provided, however, that Trustees may, at the discretion of the Board of Trustees, be provided with reasonable compensation for services beyond the scope of his or her duties as a Trustee. Additionally, the Board may provide for reimbursing any Trustee for expenses actually and necessarily incurred in the performance of his or her duties as a Trustee.
12. Powers of the Board of Trustees. The Corporation may, whenever its general interests require, borrow money and issue promissory notes or bonds for the repayment thereof. In addition to, and

not in limitation of all powers, express or implied, now or hereafter conferred upon Board of Trustees of Kansas non-profit corporations, and in addition to the powers mentioned and implied above, the Board of Trustees shall have the power to authorize the borrowing or raising of money for corporate purposes, the issuance of bonds or notes, the securing of such obligations by mortgage or other lien upon any and all of the property of the Corporation, and the guaranteeing of debt of any affiliate or subsidiary corporation or other entity, whenever the same shall be in the interests of the Corporation.

13. Approval by Majority of Trustees. A majority of the Trustees of the Corporation serving shall be required to approve any of the following actions or transactions before the Corporation lawfully may take such action or engage or enter into any such transaction:
 - a) Securing of the obligations of the Corporation by mortgage, security interest or other lien upon the property of the Corporation;
 - b) Borrowing of funds where the lender is a corporation, person, or other entity who, is not related to the Corporation by common ownership or control;
 - c) Awarding of any grant;
 - d) Any expenditure in excess of \$1,000;
 - e) The acceptance of any gift if special conditions are attached to such gift;
 - f) Amendment of these By-laws. By-laws can only be amended following notice to all Board members at least fifteen days prior to the meeting at which the amendments to these By-laws will be considered.
14. Amendment of Articles of Incorporation. Amendments to the Articles of Incorporation require the affirmative vote of three-fourths (3/4) of the Trustees currently authorized by the Board to serve. This includes merger of the Corporation with another corporation or dissolution of this Corporation.

Article VI. Officers.

1. Officers. The officers of this Corporation shall consist of a President, a Vice-President, a Secretary, a Treasurer, and such other officers with such duties as may be authorized and determined by the Board of Trustees. The offices of Secretary and Treasurer may be held by one and the same person, who in such case shall be termed the Secretary/Treasurer. The President, Vice-President, Secretary, and Treasurer shall be selected from among the Trustees of the Corporation.
2. Election and Terms of Office. The Officers of the Corporation shall be elected from among its own membership at the annual meeting of the Board of Trustees. The terms of office to be held by those officers shall be for one year or until their successors are duly elected and qualified. The officers duly elected and qualified shall serve as the officers of the Corporation.
3. Vacancies. In the event of a death, resignation, removal or other inability to serve of any officer, the Board of Trustees shall elect a successor who shall serve until the expiration of the normal term of such officer or until his or her successor shall be elected.
4. Duties of the President. The President shall preside at all meetings of the Board of Trustees and shall be an ex-officio member of all committees. The President shall sign and execute on behalf of the Corporation, all corporate records, documents and instruments. He or she shall have and exercise all powers usually incident to the office of President of a non-profit corporation, and shall perform such other duties as may be delegated by the Board of Trustees.

The President shall also serve as Chief Executive Officer of the Corporation, and shall, subject to the control of the Board of Trustees, have general supervision, direction and control of the business and affairs of the Corporation and shall have the general powers and duties of management. Acting under the direction of the Board of Trustees and on its behalf, the President shall perform all acts, execute and deliver all documents and take all steps authorized by the board in order to effectuate the actions and policies of the Board.

5. Vice-President. The Vice-President shall act as President in the absence or inability of the President to act and when so acting, the Vice-President shall have all of the powers and authorities of the President. The Vice-President shall also perform such other duties and functions as may be delegated by the Board of Trustees.
6. Secretary. The Secretary shall preserve in record books the full and correct minutes of the proceedings of all meetings of the Board of Trustees. He or she shall be the custodian of the corporate Articles of Incorporation, By-laws and the minute books. It shall be the duty of the Secretary to sign and execute all corporate documents and instruments where his or her signature is required. He or she shall also serve all notices required by law, these By-laws, or by resolution of the Board of Trustees. He or she shall also perform such other duties as may be delegated by the Board of Trustees.
7. Treasurer. The Treasurer shall keep or cause to be kept in books belonging to the Corporation, complete and accurate accounts of all receipts and disbursements, resources and liabilities and shall deposit all monies and funds and other valuable effects of the Corporation, in the name of and to the credit of the Corporation, in such depository or depositories as may be designated by the Board of Trustees. He or she shall disburse the funds of the Corporation in payment of its obligations, taking proper vouchers and receipts for such disbursements. He or she shall provide to the President and to the Trustees at meetings of the Trustees, or whenever otherwise requested, correct statements and reports showing the financial condition of the Corporation. He or she may sign corporate documents and instruments as necessary.
8. Bonding of Officers and/or Employees. The Board of Trustees may require any of its officers or officers of the Corporation, or any employees of the Corporation, to furnish a bond or bonds to the Corporation with such surety and in such amount as shall be sufficient in the judgment of the Board of Trustees to secure the Corporation against loss or damage by reason of any act, neglect or omission on the part of such officers or employees. These bonding provisions are intended to apply specifically, as the Board of Trustees may determine, to such officers and/or employees of the Corporation occupying positions of trust and confidence.

Article VII. Orders For the Payment of Money and Execution of Instruments.

1. Checks. All checks, drafts, or orders for the payment of money shall be executed in the name of the Corporation in such manner by such officer(s) or employee(s) as the Board of Trustees shall determine by resolution.
2. Contracts. When the execution of any contract, conveyance, or other instrument has been authorized without specifying the executing Officers, any two officers may execute the same in the name and on behalf of this Corporation, provided that the Board of Trustees has authorized the execution of the document. Trustees may also designate any single officer or employee to execute an instrument(s) on behalf of the Corporation. This authority may be general or confined to specific instances but must be so authorized by the Board.

Article VIII. Committee of the Board of Trustees

Committees. The Board of Trustees may establish such standing or special committees from time to time as it shall deem appropriate to conduct the activities of the Corporation and to advise the Board, and shall define the powers and responsibilities of such committees. At least one Trustee shall be a member of each committee. A committee may have such specific powers and responsibilities as may be determined by the Board of Trustees, except that it shall not have the power: a) to amend these By-laws or the Articles of Incorporation; b) to approve any action or exercise any authority requiring the approval of a majority of the Board of Trustees under the laws of the State of Kansas, the Articles of Incorporation, or these By-laws; c) to take any other action which may not be delegated to it under the laws of the State of Kansas.

Article IX – Dissolution

In the event this Corporation is dissolved, any property remaining after providing for debts and obligations of the Corporation, shall be distributed for one or more exempt purposes within the meaning of Section 501 (c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose.

Article X – Immunity of Volunteer Officers and Directors

To the extent permitted by law, a volunteer director or officer shall not be personally liable to the corporation or its members for monetary damages for breach of a director's or officer's fiduciary duty. The corporation assumes all liability to any person other than the corporation for all acts or omissions of its voluntary directors and officers.

8. Name and mailing address of each director:

- 1) Steve Gray Ohio DNR
 1840 Belcher Drive
 Fountain Square Bldg D
 Columbus, OH 43224
- 2) Dean Hildebrand North Dakota Game & Fish Department
 100 N. Bismarck Expressway
 Bismarck, ND 58501
- 3) Joe Kramer Kansas Department of Wildlife & Parks
 512 SE 25th Avenue
 Pratt, KS 67124-8174
- 4) Doug Hansen South Dakota Game, Fish & Parks
 523 E. Capitol
 Pierre, SD 57501-3182
- 5) Rebecca Humphries Michigan Department of Natural Resources
 P. O. Box 30028
 Lansing, MI 48909
- 6) Jeff VerSteeg Colorado Division of Wildlife
 6060 Broadway
 Denver, CO 80216

Additional provisions:

9. To the extent permitted by law, a volunteer director or officer shall not be personally liable to the corporation or its members for monetary damages for breach of a director's or officer's fiduciary duty. The corporation assumes all liability to any person other than the corporation for all acts or omissions of its voluntary directors and officers.

10. This corporation is organized exclusively for charitable, religious and educational purposes, including for such purposes, the making of distributions to organizations under Section 501(c)(3) of the Internal Revenue Code.

No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, directors, officers or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of Section 501(c)(3) purposes. No substantial part of the activities of the corporation shall be for the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of, or in opposition to, any candidate for public office.

Notwithstanding any other provision of the Articles, the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code (or corresponding section of any future federal tax code).

11. Upon the dissolution of this organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose.

NEW BUSINESS
Investment Committee Members

Notes from presentation (minutes)

Rex Amack, NE – Should plus one be appointed by Chair of Investment Committee, be Chair of Investment Committee or be Investment Manager? *Discussion.* **Doug Hansen, SD, moved that “plus one” should be appointed by Investment Committee Chair in case Chair overlaps and is already on the Executive Committee. Glen Salmon, IN, second. Motion passed.**

NEW BUSINESS
2nd Meeting

Notes from presentation (minutes)

Discussion. Steve Gray, OH – Keep just one meeting for now. **No action** on that.

NEW BUSINESS
Combined Meetings

Notes from presentation (minutes)

Dan Zekor, MO – Discussion about groups meeting together, have a motion: “That the Association formally request each Technical Committee be as efficient with meeting and travel time as possible by making an effort to consolidate their meetings or regional meetings, such as the Midwest Fish and Wildlife conference, and further to annually report their work activities and recommendations to the MAFWA at the annual meeting.” Steve Gray, OH – Basically urge committees to hold meetings together when possible. Dan Zekor, MO – Could be done in form of a letter. Rebecca Humphries, MI – One of the things I would encourage is to meet in a timely manner or encourage them to meet prior to our meeting. Law Enforcement Committee is not meeting until next week. Steve Gray, OH – We are making progress on that.

NEW BUSINESS
National Acceptance Team Appointment

Notes from presentation (minutes)

Ollie Torgerson - Need concurrence on National Acceptance Team. Dean Hildebrand has been doing that and sending Mike McKenna and USFWS is comfortable with having Mike McKenna doing that. Do we want to keep allowing ND to represent us? Steve Gray – Ok with that? Dean is going to retire this year. **All concur.**

NEW BUSINESS
Establish Federal Budget Input

Notes from presentation (minutes)

Tom Niebauer, WI – Served on IAFWA budget for years, process begins when President's budget is introduced and three weeks later they go over that and then look at green books for what is not in the green book. Priorities are what is not in federal budget. We can put input for things we want as our priorities. Could list our priorities and then send our President to meeting in Washington in January. Steve Gray, OH – It is good advice, but can be overwhelming. Doug Hansen, SD – Do you think that is something you could do Ollie? Ollie Torgerson – I will do whatever you tell me to. Steve Gray, OH – That would be good, or have someone go for several years. **Dean Hildebrand, ND – I would endorse the Executive Secretary because they could call him for a point of reference.** Dan Zekor, MO – In Missouri, we are asked to go through a thought process on our federal priorities. Ollie would need sense of what group wants and you would have to communicate to Ollie what your priorities are when you are going through the process. **Steve Gray, OH – I think he could glean what he needs from our meeting.** Ollie could represent us better than we could ourselves. Glen Salmon, IN – Where would that tie in with IAFWA Federal Budget Committee? Steve Gray, OH – They overlap. Don't have to be on that committee. Ollie Torgerson – If I don't know what your priorities are, I am going to suggest the money go to Green Bay Packers.

NEW BUSINESS
IAFWA Science and Research Committee Input

Notes from presentation (minutes)

Dave Risley, OH – More senior members retired and that committee kind of dissolved. Poor representation of the states, not just specific of the Midwest, dominated by NGOs and federal agencies. Ohio has one member, but need to encourage the states to be a little more active. Steve Gray, OH – Defer that and encourage our member states to be more active. Glen Salmon, IN – When Mitch King gave report on WAFWA, they are a step ahead of us. Steve Gray, OH – Ollie Torgerson get more information and we can discuss at next meeting.

NEW BUSINESS
Farm Bill Coordinator Position

Notes from presentation (minutes)

Ollie Torgerson – Send resolution asking for Farm Bill permanent position on IAFWA staff? Rex Amack, NE – I agree with that. Steve Gray, OH – Can do that in the form of a letter. Rex Amack, NE – Personally I would like to see IAFWA take the priorities we suggest and do them. That is what we did with TWW and we have been funding that with special assessment for 14 years and that doesn't make good business sense to me. Jen Mock, IAFWA – Tom Bennett was chair of a new committee last year to evaluate funding mechanisms of IAFWA funding and where that was going. That chair is vacant right now. Steve Gray, OH – We need to deal with this quickly. Write a letter, sign it and send it out in next couple of weeks.

**Pages 334 is a handout from Jen Mock
“Evolution of the 2005 Staff of the International Association of Fish and Wildlife Agencies”
and is attached in Appendix (New Business) of the written proceedings**

**Pages 335a – 335e is a PowerPoint Presentation
“FDC Enterprises – Grassland Services”
and is attached separately on the Website www.mafwa.iafwa.org
or in the Appendix (Other Business) in the written proceedings**

OTHER BUSINESS

New Logo

Notes from presentation (minutes)

New Logo

Steve Gray, OH - Back at North American in March we looked at some examples of possible logos. This stemmed from a suggestion made a year or so ago in Wisconsin, letterhead logo is antiquated, Ohio, Missouri and other places worked on this. Executive Committee talked about this in March. First concept, the habitat scene (#1) is complicated. Revised logo presented in March and came up with (#2), then someone came up with idea to make it a patch or decal format (#3). Tom Niebauer, WI – Are these logos reduced to 8 ½ x 11 sheet of paper to make sure they looked good. Steve Gray, OH – Designed to 2” minimum. Joel Brunsvold, IL – Nice patch for shoulder, how does that work? Steve Gray, OH – We could use both of the ones with the same logo and have modifications. Did we depict the right animals? Rex Amack, NE – Nebraska doesn’t have walleye. Jeff Ver Steeg, CO – Don’t think we have room for more things on there, but the one with the habitat is too busy. Steve Gray, OH – Do we need animal that we hunt or fish for on our logo? Doug Hansen, SD – Symbolic not inclusive of everything we do. Joe Kramer, KS – How many people know that is a turkey feather? Steve Gray, OH – Not very many. You have a bird, a mammal and a fish. John Guenther, MN – This is the first time I saw these, liked all inclusive one, but it was too busy. Like the patch and the logo is the symbol and that is what we will recognize. I think it says what we do, accept logo and then the manner in which we display that could be interpretive. Ollie Torgerson – We could play with some color on that. Steve Gray, OH – We will focus on these and work with that.

**Page 337a – 337c is handouts from Steve Gray
of sample logos and is attached in the
Appendix (New Business) of the written proceedings**

OTHER BUSINESS
Passing the Gavel (Symbolic)

Notes from presentation (minutes)

This is a symbolic passing of the gavel since Steve Gray will be in place until after IAFWA meeting.
Passed gavel from Steve Gray, Ohio, to Doug Hansen, South Dakota.

OTHER BUSINESS
Preliminary Details for the 2006 Meeting

Notes from presentation (minutes)

Doug Hansen, South Dakota - Dean last year and Steve this year have set a high standard for us and made it a tough act to follow. In 1989, I became Director and my first meeting was in 1990 and I became President and we held a poor meeting, I will do much better this time. With Ollie's help we can do better. I would like to thank Steve and Dean for their inspiration. The meeting is scheduled for Spearfish, SD in the Black Hills next year. George Vandel and Larry Giolotti will act as conference chairs and we will follow the same general format as this.

OTHER BUSINESS MAFWA CONFERENCE EVALUATION

The 72nd Annual Conference of the Midwest Association of Fish and Wildlife Agencies (MAFWA) was held July 10-13, 2005 in Huron, Ohio hosted by the Ohio Division of Wildlife. For the first time ever, or at least in recent history, a formal conference evaluation was conducted. Approximately 100 people attended the convention. Twenty evaluation forms were completed, primarily by Directors. In a nutshell, the conference was a resounding success.

In response to the question, "How would you rate this year's annual conference?", 85% marked "excellent" with 15% marking "very good". Three people commented that it was "the best ever". One person wrote, "Ohio has set the bar". Another wrote, "Canadian Chris Goddard was a plus." Ninety per cent rated the cost as "about right" , with 10 % thinking it was " a little high".

"What did you like most about the conference?" There were many comments in response to this question as follows: "outdoor events created a relaxed atmosphere for resource management discussions", "nice mix of fish and wildlife topics", "Farm Bill attention", "ODW staff's friendliness/helpfulness", "fast pace, meaningful topics, good balance", "being on time", "the way OH used sponsors (great model)", "3 minute hot topics session was a good ice breaker", "gracious hosts", "attention to detail", "liked the up-front charge for spouses making them feel welcome to meals and events", "interaction between the states and other organizations", "sponsor talks at mealtime", "the fishing tournament", "hot topics session", "coverage of pertinent national fisheries issues", "great resolutions", "the people", and "watching MAFWA become effective/proactive".

"What did you like least about the conference?" Meaningful responses were listed as follows: "the resort's business center", "need more time for forming policy for the Farm Bill", "reduce talks leaving more time for discussion", "going home", "move committee reports to day one", "missing key Federal partners" (twice), "too much food but it sure was good" (3 times), and "the Partner's Session".

The facilities and services of the conference site were rated "excellent" by 95% of the respondents, with one rating them "very good". Comments included, "great food", "great", "exceptional".

In response to the question about future topics and speakers the following suggestions were made: "continue the outside events", "need more open discussion", "Farm Bill", "results of angler/hunter retention/recruitment", "tribal fisheries issues", "2007 Farm Bill", "linkage to industry in each state", "leadership development", "use a keynote speaker" (twice), "add USFS, BLM, NRCS" (twice), "water quality trade off associated with ethanol production", and "invite Jim Martin from Pure Fishing to speak on marketing to increase angler participation".

"How can we improve future conferences?" The following comments should be of use to South Dakota and others as we plan our next conventions: "fewer speakers/more open discussion", "need NRCS and FSA", "need a roster and contact information for attendees", "exceptional, can't think of anything", "bring Melissa Meyers to every conference on MAFWA travel expenses" ☺, "handle committee recommendations during committee reports", "more on fish", "need microphones for Directors so audience can hear" (twice), "discuss committee reports only once", "a presentation on the USFWS Grassland Easement Program", "use Ohio model in future", "lengthen hot topics session from 3 to 5 minutes", "having everything at one location was a plus", and "keep Ollie" ☺.

Many evaluators complimented individual ODW staff members by name. It is clear that Steve Gray and his staff orchestrated one of the very best MAFWA conferences ever held.