



MIDWEST
Association of
Fish & Wildlife
Agencies

**82nd Annual
Directors Meeting
Proceedings**

**June 26 – June 29, 2016
Saint Louis, Missouri**

Hosted by:



Serving nature and you®

**Missouri
Department of Conservation**

TABLE OF CONTENTS

(page numbering follows paper copy, not necessarily website copy)

	<u>Page</u>
1) Cover	
2) Table of Contents.....	i.
SECTION DIVIDER PAGE	v.
3) Action Items	1
4) Objectives.....	5
4) Mission Statement.....	6
5) Past Meeting Locations and Dates.....	7
6) FY 2015/2016 Committees and Appointed Representatives	9
7) Constitution and By-Laws (As approved June 2015)	13
8) Attendance Roster	25
9) Executive Committee Minutes (6/26/16)	29
10) Minutes (6/27 & 6/28/16).....	35
11) Business Meeting Minutes (6/29/16)	91
EXHIBITS DIVIDER PAGE.....	vi.
EXHIBIT 1 – Final Program.....	115
EXHIBIT 2 – Executive Committee Meeting Agenda.....	135
<u>MONDAY, June 27, 2016</u>	<u>vii.</u>
EXHIBIT 3 – USFWS Handouts	137
EXHIBIT 4 – Funding and Relevancy: A Recipe for a Robust Conservation Future – Blue Ribbon Panel.....	141
EXHIBIT 5 – Blue Ribbon Panel Report.....	143
EXHIBIT 6 – MAFWA Award Winner Report & Nominations	

**Midwest Association of Fish and Wildlife Agencies
Annual Meeting
June 26 - June 29, 2016
Saint Louis, Missouri**

ACTION ITEMS

Wednesday

- < Accepted 2015 minutes from annual business meeting in Duluth, Minnesota (Completed 6/29/16)
- < Voted to accept Treasurer's Report (Completed 6/29/16)
- < Voted to accept Audit Committee Report (Completed 6/29/16)
- < Heard three resolutions and voted to approve all three resolutions (Completed 6/29/16)
 - CWD (approved)
 - Use of Neonicotinoids on State Managed Land (approved)
 - Thanks Missouri for Conference (approved)
- < Voted to approve by-law changes as recommended (Completed 6/29/16)
- < Voted to approve Affiliate Member, NRA (Completed 6/29/16)
- < Voted to approve USFWS/MAFWA Monarch Butterfly (Completed 6/29/16)
- < Voted to approve 2017 Budget (Completed 6/30/16)
- < Voted to adjourn (Completed 6/29/15)

Items heard and/or discussed, but not voted on:

Monday

- < Heard State Hot Topics (No time for discussion, 6/27/16)
- < Viewed PowerPoint on Funding and Relevancy: A Recipe for a Robust Conservation Future: Blue Ribbon Panel (Ron Regan, AFWA; Dave Chanda, NJ; Steve Williams, WMI; Bob Ziehmer, MO) (Completed 6/27/16)
- < Presented Awards to Dustin Whitehead, Indiana, Law Enforcement Officer of the Year; Dan Halstead, North Dakota, Wildlife Biologist of the Year; Jonathan Meerbeek, Iowa, Fisheries Biologist of the Year; Spirit of the Shack, Edward K. Boggess, Minnesota and William Suchy, Iowa posthumously; Excellence in Conservation was awarded to the Heather Robinson, Ohio Environmental Crimes Unit, Franklin County Prosecuting Attorney's Office; three Sagamore Awards, Ed Boggess, Minnesota (4 years), Scott Zody, Ohio (4 years) posthumously, Bob Ziehmer, Missouri (6 years); President's Award to National Wildlife Federation ; and Past President's Award to Robert L. Ziehmer, Missouri. (Completed 6/27/16 at lunch)

Items heard and/or discussed, but not voted on (continued):

- < Discussed and viewed PowerPoint on Trading a Focus on Species for a Habitat Approach (Nathan Muenks, MO Department of Conservation) (Completed 6/27/16)
- < Discussed and viewed PowerPoint on Looking to the Future of Bird Conservation: Engaging a Broader Constituency (Judith Scarl, NABCI/AFWA) (Completed 6/27/16)
- < Discussed and viewed PowerPoint on Knowing the Public We Serve: Knowing their Expectations & Desires (David Thorne, MO Dept. of Conservation) (Completed 6/27/16)
- < Heard Climate Change Committee report (Janet Sternburg, MO Dept. of Conservation) (Completed 6/27/16)
- < Heard Deer and Wild Turkey Study Group report (deer - Barbara Keller, MO Dept. of Conservation; turkey – Jason Isabelle, MO Dept. of Conservation) (Completed 6/27/16)
- < Heard Feral Swine Committee report (Alan Leery, MO Dept. of Conservation) (Completed 6/27/16)
- < Heard CITES report (Carolyn Caldwell, MAFWA Rep) (Completed 6/27/16)
- < Discussed and viewed PowerPoint on Can We Manage Our Big Rivers as a Central Swimway? (Sara Tripp, MO Dept. of Conservation) (Completed 6/27/16)

Tuesday

- < Discussed and viewed PowerPoint on How to Tell Our Message Effectively – Who We Are, What We Do, Why Are We Important? (Joanie Straub, MO Dept. of Conservation) (Completed 6/28/16)
- < Discussed and viewed PowerPoint on Thinking Outside the Box to Reach New Groups for Conservation (Jordan Burroughs, MI DNR) (Completed 6/28/16)
- < Discussed and viewed PowerPoint Update on the Joint Task Force Meeting with the Wildlife and Sport Fish Restoration Chiefs and the Federal Aid Coordinator's Working Group (Doyle Brown, MO Dept. of Conservation) (Completed 6/28/16)
- < Discussed and viewed PowerPoint on Measuring Returns on Investment, Showing Citizens that Conservation Pays (Tom Treiman, MO Dept. of Conservation) (Completed 6/28/16)
- < Heard Association of Fish and Wildlife Agencies (AFWA) report (Executive Director Ron Regan and President Dave Chanda, NJ Fish and Wildlife) (Completed 6/28/16)
- < Heard Midwest Furbearer Group report (Kurt Thiede, WI DNR) (Completed 6/28/16)
- < Heard Hunter & Angler Recruitment & Retention Committee report (Kristin Phillips MI DNR) (Completed 6/28/16)

Items heard and/or discussed, but not voted on (continued):

- < Heard Law Enforcement Committee (AMGFLEO) report (Larry Yamnitz, MO Dept. of Conservation) (Completed 6/28/16)
- < Heard Legal Committee report (Chris Tymeson, KS Wildlife, Parks & Tourism) (Completed 6/28/16)
- < Heard NCN Committee report (Jim Douglas, NE Game and Parks Commission) (Completed 6/28/16)
- < Heard Private Lands Working Group report (Lisa Potter, MO Dept of Conservation) (Completed 6/28/16)
- < Heard Public Lands Working Group report (Lee Hughes, MO Dept. of Conservation) (Completed 6/28/16)
- < Heard State Wildlife Action Plan Technical Working Committee report (Nate Muenks, MO Dept. of Conservation) (Completed 6/28/16)
- < Heard Wildlife and Fish Health Committee report (Dr. Kelly Straka, MO Dept. of Conservation) (Completed 6/28/16)
- < Had Panel Discussion on Wildlife Diseases Can Change Your World (Dr. John Fischer, SCWDS; and Dr. Kelly Straka, MO Dept. of Conservation) (Completed 6/28/16)
- < Heard U.S. Forest Service (USFS) report: Good Neighbor Authority (Kathy Lynn, Deputy Director) (Completed 6/28/16)
- < Heard U.S. Department of Agriculture-Animal and Plant Health Inspection Services (APHIS) report: Feral Swine Update (Jason Suckow, Western Regional Director) (Completed 6/28/16)
- < Heard U.S. Geological Survey (USGS), Climate Science Centers report: Climate Science Center Support for MAFWA States (Robin O'Malley, Policy and Partnership Coordinator, National Climate Change and Wildlife Science Center) (Completed 6/28/16)
- < Heard U.S. Fish and Wildlife Service (USFWS) report: Midwest Regional WSFR report, TRACS, Lands, and Other Issues on the Horizon (Jim Hodgson, Region 3 Federal Aid Chief) (Completed 6/28/16)
- < Discussed and viewed PowerPoint on Monarch Butterfly Initiatives (Kelley Myers, IA DNR and Tom Melius, Region 3 USFWS) (Completed 6/28/16)

Wednesday

- < Heard report on State Commitments Related to Trapping (Ed Boggess, AFWA) (Completed 6/29/16)

Items heard and/or discussed, but not voted on (continued):

- < Heard Awards Committee Report (Completed 6/29/16)
- < Viewed MAFWA Executive Secretary's PowerPoint Report (Completed 6/29/16)
- < Heard report on National Wild Pheasant Plan Coordinator (Jim Douglas, NE Game & Parks Commission, Dr. Scott Taylor, National Wild Pheasant Plan Coordinator) (Completed 6/29/16)
- < Heard report on Greater Prairie Chicken and Sharp-tail Grouse Plan (Keith Sexson, KS Dept of Wildlife, Parks & Tourism) (Completed 6/29/16)
- < Viewed PowerPoint report on Conservation Leaders for Tomorrow (Zach Lowe) (Completed 6/29/16)
- < Heard report on NCLI (Bob Ziehmer/Ron Regan) (Completed 6/29/16)
- < Passed the gavel to Nebraska (Completed 6/29/16)

Midwest Association of Fish and Wildlife Agencies

Objectives

The objectives of the Association shall be to protect the right of jurisdiction of the Midwestern states over their wildlife resources on public and private lands; to scrutinize carefully state and federal wildlife legislation and regulations and to offer support or opposition to legislative proposals or federal regulations in accordance with the best interests of the Midwestern states; to serve as a clearinghouse for the exchange of ideas concerning wildlife and fisheries management, research techniques, wildlife law enforcement, hunting and outdoor safety, and information and education; and to encourage and assist sportsmen's and conservationists' organizations so that the fullest measure of cooperation may be secured from our citizenry in the protection, preservation, restoration and management of our fish and wildlife resources.

Midwest Association of Fish and Wildlife Agencies

Mission Statement

Our mission is to provide a forum for state and provincial fish and wildlife agencies to share ideas and information, pool resources, and initiate action to benefit the management and conservation of fish and wildlife resources in the Midwest.

**Midwest Association of Fish and Wildlife Agencies
Meeting Locations and Dates**

- | | |
|---|---|
| 1. Des Moines, Iowa - Savery Hotel
October 28, 1934 | 23. Springfield, Illinois - Hotel St. Nicholas
July 9 - 11, 1956 |
| 2. St. Paul, Minnesota - Hotel Lowry
June 29, 30, 1935 | 24. Park Rapids, Minnesota - Itasca State Park
July 10 - 12, 1957 |
| 3. Madison Wisconsin - State Capitol
June 16, 17, 1936 | 25. Bismarck, North Dakota - Grand Pacific
Hotel, July 10, 11, 1958 |
| 4. Sioux Falls, South Dakota - Carpenter Hotel
June 11 - 13, 1937 | 26. West Lafayette, Indiana - Memorial Center,
Purdue University, July 9, 10, 1959 |
| 5. Omaha, Nebraska - Paxton Hotel
June 8, 9, 1938 | 27. Rapid City, South Dakota - Sheraton
Johnson Hotel, July 17 - 20, 1960 |
| 6. Madison, Wisconsin - State Capitol
June 12, 13, 1939 | 28. Higgins Lake, Michigan - Grand Hotel
July 10 - 12, 1961 |
| 7. Mason City, Iowa - Hotel Hanford
June 17, 18, 1940 | 29. Omaha, Nebraska - Paxton Hotel
July 28 - 30, 1962 |
| 8. St. Louis, Missouri - Statler Hotel
June 4, 5, 1941 | 30. Columbus, Ohio - Neil House Hotel
July 8, 9, 1963 |
| 9. Duluth, Minnesota - Hotel Duluth
June 25, 26, 1942 | 31. Milwaukee, Wisconsin - Milwaukee Inn
July 12 - 15, 1964 |
| 10. Fox Lake, Illinois - Location Unknown
September 21, 1943 | 32. Toronto, Ontario - Westbury Hotel
July 27 - 29, 1965 |
| 11. Bismarck, North Dakota - Location
Unknown, Date Unknown, 1944 | 33. Wichita, Kansas - Hotel Lassen
July 12 - 14, 1966 |
| 12. Indianapolis, Indiana - Location Unknown
Date Unknown, 1945 | 34. Des Moines, Iowa - Hotel Savery
July 25 - 27, 1967 |
| 13. Rapid City, South Dakota - Location
Unknown, Date Unknown, 1946 | 35. Chicago, Illinois - Conrad Hilton Hotel
July 28 - 31, 1968 |
| 14. Roscommon, Michigan - Conservation
Training School, July 14-16, 1947 | 36. St. Louis, Missouri - Sheraton Jefferson
Hotel, July 27 - 30, 1969 |
| 15. Put-in-Bay, Ohio - Location Unknown
July 16, 17, 1948 | 37. Winnipeg, Manitoba - International Inn
July 29 - August 1, 1970 |
| 16. Lincoln, Nebraska - Location Unknown
October 3, 4, 1949 | 38. Aspen, Colorado - Stonebridge Inn
July 19 - 23, 1971 |
| 17. Milwaukee, Wisconsin - Hotel Wisconsin
July 24 - 26, 1950 | 39. Wichita, Kansas - Holiday Inn Plaza
July 25 - 27, 1972 |
| 18. Wichita, Kansas - Broadview Hotel
August 18, 19, 1951 | 40. Bismarck, North Dakota - Holiday Inn
July 16 - 19, 1973 |
| 19. Des Moines, Iowa - Hotel Fort Des Moines
August 15, 16, 1952 | 41. Duluth, Minnesota - Radisson Hotel
July 16 - 18, 1974 |
| 20. Dorset, Ontario - Ontario Forest Ranger
School, August 14, 15, 1953 | 42. Traverse City, Michigan - Holiday Inn
July 21 - 24, 1975 |
| 21. St. Louis, Missouri - Statler Hotel
July 8 - 10, 1954 | 43. Rapid City, South Dakota - Howard Johnson
Motor Inn, July 19 - 22, 1976 |
| 22. Estes Park, Colorado - Stanley Hotel
July 18 - 20, 1955 | 44. Lincoln, Nebraska - Villager Motel
Convention Center, July 18 - 21, 1977 |

45. Milwaukee, Wisconsin - Marc Plaza
July 16 - 19, 1978
46. Nashville, Indiana - Brown County Inn
July 16 - 19, 1979
47. Columbus, Ohio - Hilton Inn East
July 14 - 17, 1980
48. Des Moines, Iowa - Hotel Fort Des Moines
July 13 - 15, 1981
49. Springfield, Illinois - Hilton Hotel
July 12 - 15, 1982
50. Lexington, Kentucky - Radisson Plaza
July 18 - 21, 1983
51. Hannibal, Missouri - Holiday Inn
July 16 - 19, 1984
52. Wichita, Kansas - Hilton Inn East
July 15 - 18, 1985
53. Vail, Colorado - Manor Vail
July 7 - 10, 1986
54. Winnipeg, Manitoba - Holiday Inn
Downtown, July 13 - 16, 1987
55. Bismarck, North Dakota - Sheraton
Bismarck Galleria, July 11 - 14, 1988
56. Duluth, Minnesota - Radisson Hotel
July 10 - 13, 1989
57. Grand Rapids, Michigan - Amway Grand
Plaza Hotel, July 16 - 19, 1990
58. Rapid City, South Dakota - Hotel Alex
Johnson, July 8 - 10, 1991
59. Green Bay, Wisconsin - Embassy Suites
June 28 - 30, 1992
60. Ashland, Nebraska - Eugene T. Mahoney
State Park, July 11 - 13, 1993
61. Estes Park, Colorado - Aspen Lodge
July 10 - 12, 1994
62. Galena, Illinois - DeSoto House
July 9 - 11, 1995
63. South Bend, Indiana - The Works Hotel
July 14 - 16, 1996
64. Des Moines, Iowa - Embassy Suites Hotel
July 13 - 15, 1997
65. Lawrence, Kansas - Eldridge Hotel
July 12 - 14, 1998
66. Louisville, Kentucky - Embassy Suites
July 18 - 20, 1999
67. Petoskey, Michigan - Stafford=s Perry Hotel
July 16 - 18, 2000
68. St. Paul, Minnesota - Radisson City Center
Hotel, July 15 - 17, 2001
69. Springfield, Missouri - Marriott Residence
Inn, July 13 - 16, 2002
70. Omaha, Nebraska - Double Tree Hotel
July 12 - 15, 2003
71. Bismarck, North Dakota - Radisson Hotel
July 11 - 13, 2004
72. Sandusky, Ohio – Sawmill Creek Resort
July 11 – 13, 2005
73. Spearfish, South Dakota – Holiday Inn I-90
July 9 – 12, 2006
74. Minocqua, Wisconsin – The Waters of
Minocqua, July 15 – 18, 2007
75. Estes Park, Colorado – Holiday Inn
June 29 – July 2, 2008
76. Peoria, Illinois – Pere Marquette Hotel
June 28 – July 1, 2009
77. Indianapolis, Indiana – Hyatt Regency
June 27 – June 30, 2010
78. Centerville, Iowa – Honey Creek Resort SP
June 26 – June 29, 2011
79. Wichita, Kansas – Hotel at Old Town
June 24 – June 27, 2012
80. Lexington, Kentucky – Hilton Downtown
June 23 – June 26, 2013
81. Traverse City, Michigan – Park Plaza Hotel
June 22 – June 25, 2014
82. Duluth, Minnesota – Radisson Harborview
June 28 – July 1, 2015
83. Saint Louis, Missouri – Chase Park Plaza
Hotel, June 26 – 29, 2016

**MAFWA COMMITTEES AND APPOINTED REPRESENTATIVES
2015-16**

EXECUTIVE COMMITTEE:

Bob Ziehmer (MO), President
Jim Douglas (NE), First Vice President
Terry Steinwand (ND), Second Vice President
Jim Leach (MN), Past President
Keith Sexson (KS), Member
Bill Moritz (MI), Member

AUDIT COMMITTEE:

Jim Douglas (NE), Chair
Terry Steinwand (ND), Member
Bob Ziehmer (MO), Member

AWARDS COMMITTEE:

Keith Sexson (KS), Chair
Terry Steinwand (ND), Member
Mark Reiter (IN), Member
Greg Johnson (KY), Member
Vacant, Member

BYLAWS COMMITTEE:

Kelley Myers (IA), Chair

INVESTMENTS COMMITTEE:

Bob Ziehmer (MO), Chair
Bill Moritz (MI), Member
Kurt Thiede (WI), Member

NATIONAL CONSERVATION NEEDS COMMITTEE:

Jim Douglas (NE), Chair
Kelly Hepler (SD), Member
Ray Petering (OH), Member

RESOLUTIONS COMMITTEE:

Terry Steinwand (ND), Chair
Bob Ziehmer (MO), Member
Bill Moritz (MI), Member

PROGRAM COMMITTEE:

Bob Ziehmer (MO), Chair
Jim Leach (MN)
Jim Douglas (NE)
Ollie Torgerson (MAFWA)

CONSERVATION FUND BOARD:
MAFWA Executive Committee (see above)
Kurt Thiede (WI), Member

MAFWA TECHNICAL WORKING COMMITTEES

<u>NAME</u>	<u>DIRECTOR/LIAISON</u>
MIDWEST PRIVATE LANDS WORKING GROUP	BILL MORITZ (MI)
MAFWA PUBLIC LANDS WORKING GROUP	MARK REITER, IN
MIDWEST LEGAL COMMITTEE	KEITH SEXSON, KS
ASSN. MIDWEST F&G LAW ENFORCEMENT OFFICERS	KELLEY MYERS, IA
MIDWEST WILDLIFE AND FISH HEALTH COMMITTEE	DALE GARNER, IA
MIDWEST DEER & WILD TURKEY GROUP	DALE GARNER, IA
MIDWEST FURBEARER GROUP	VACANT
MAFWA WILDLIFE ACTION PLAN WORKING GROUP	KELLEY MYERS, IA
MAFWA CLIMATE CHANGE COMMITTEE	OLIVIA LeDEE, MN
MAFWA HUNTER & ANGLER RECRUITMENT & RETENTION	MARK REITER, IN
NATIONAL CONSERVATION NEEDS (NCN) COMMITTEE	MAFWA President
MIDWEST CITES	MAFWA President

OFFICIAL MAFWA REPRESENTATIVES

ADVISORY COMMITTEE ON CLIMATE CHANGE & NATURAL RESOURCE SCIENCE:

Olivia LeDee (MN)

Pat Lederle (MI) alternate

AFWA CONTROLLED SUBSTANCE TASK FORCE:

Dan Grove (ND)

Tom DeLiberto (APHIS-WS)

AFWA FARM BILL WORKING GROUP:

Greg Hoch (MN)

Michael Parker (MI)

AFWA SCIENCE AND RESEARCH COMMITTEE:

Joe Larscheid (IA)

Paul Telander (MN)

AMERICAN WILDLIFE CONSERVATION PARTNER'S HUNTING & SHOOTING SPORTS ROUNDTABLE

Mark Reiter (IN)

CITES:

Carolyn Caldwell (OH)

ESA JOINT TASK FORCE:

Bill Moritz (MI)

FEDERAL BUDGET:

Bill Moritz (MI)

FEDERAL AID JOINT TASK FORCE:

Jim Douglas (NE)

HUNTER ACCESS:

Tom Kirschenmann (SD)

HUNTING HERITAGE ACTION PLAN:

Dennis Fox (MI)

LCC NATIONAL COUNCIL:

Kelley Myers (IA)

MONARCH JOINT VENTURE STEERING COMMITTEE:

Bill Moritz (MI)

NATIONAL BOBWHITE CONSERVATION INITIATIVE:

Jim Douglas (NE)

NATIONAL CLIMATE ADAPTATION JOINT IMPLEMENTATION WG

Olivia LeDee (MN)

NATIONAL COOPERATOR'S COALITION:

Ollie Torgerson (MAFWA)

NATIONAL FISH AND WILDLIFE HEALTH INITIATIVE

Kelly Hepler (SD)

NATIONAL FISH HABITAT BOARD:

Kelley Myers (IA)

NATIONAL GRANTS COMMITTEE:

Bill Moritz (MI)

NATIONAL WHITE NOSE SYNDROME EXECUTIVE COMMITTEE:

Mark Reiter (IN)

RESERVOIR FISH HABITAT PARTNERSHIP:

Doug Nygren (KS)

SOUTHERN WINGS TECHNICAL COMMITTEE:

Craig Thompson, (WI)

STATE WILDLIFE ACTION PLAN REVIEW TEAM:

Mark Reiter (IN)

Bill Moritz (MI)

WIND ENERGY:

Rob Manes (TNC)

PRESIDENT'S AD HOC COMMITTEES

FERAL SWINE COMMITTEE:

Steve Backs (IN), Chair

CONSTITUTION AND BYLAWS



MIDWEST ASSOCIATION OF FISH & WILDLIFE AGENCIES

JUNE, 2015

CONSTITUTION AND BYLAWS
MIDWEST ASSOCIATION OF FISH & WILDLIFE AGENCIES

PREAMBLE

The name of this organization shall be the Midwest Association of Fish and Wildlife Agencies (Association). The Association shall be organized and operated as a non-profit professional association as described in 501(c)(6) of the U.S. Internal Revenue Code with the purpose of promoting the protection, preservation, restoration and management of fish and wildlife resources. The Conservation Enhancement Fund shall be organized and operated as a non-profit charitable organization as described in 501(c)3 of the U.S. Internal Revenue Code. The Association and the Conservation Enhancement Fund were incorporated in the State of Kansas on August 19, 2005.

The objectives of the Association shall be:

- (a) to protect the right of jurisdiction of the Midwestern states over their wildlife resources on public and private lands;
- (b) to scrutinize carefully state and federal wildlife legislation and regulations and to offer support or opposition to legislative proposals or federal regulations in accordance with the best interests of the Midwestern states;
- (c) to serve as a clearinghouse for the exchange of ideas concerning wildlife and fisheries management, research techniques, wildlife law enforcement, hunting and outdoor safety, and information and education;
- (d) and to encourage and assist sportsmen's and conservationists' organizations so that the fullest measure of cooperation may be secured from our citizenry in the protection, preservation, restoration and management of our fish and wildlife resources.

The Association met for the first time on October 28, 1934 in Des Moines, Iowa. At that time the group was known as the Association of Midwest Fish and Game Commissioners. The Association first received its non-profit status in 1968. The Association's name was changed to the Association of Midwest Fish and Wildlife Commissioners in 1972, to the Association of Midwest Fish and Wildlife Agencies in 1977, and to the Midwest Association of Fish and Wildlife Agencies in 2001.

A R T I C L E I

OFFICERS

Section 1. The Officers of the Association shall be President, First Vice-President, and Second Vice-President. The President and both Vice-Presidents shall be the duly authorized voting representative of their member state or province and shall be selected on an alphabetical rotation basis, with the First Vice-President being from the state or province next in order of rotation following the President and the Second Vice-President being from the state or province next in rotation following the First Vice-President. The term of office shall commence thirty (30) days following adjournment of the Association of Fish and Wildlife Agencies' (AFWA) annual meeting and conclude thirty (30) days following adjournment of the succeeding annual AFWA meeting. The First Vice-President shall automatically succeed to President if he/she remains eligible.

Section 2. The Board of Directors shall be composed of the officers identified in Article I, Section 1 and one representative from each state and province except those represented by the officers. Such state or provincial Board member shall be the chief executive officer of the fish and wildlife agency of his/her state or province, or his/her designee. A Board member may, by written notification to the President, designate a voting proxy from the Board member's state or province. However, Executive Committee members may not designate a proxy for the conduct of Executive Committee business.

A R T I C L E I I

OTHER ASSOCIATION POSITIONS

Section 1. The Association shall establish the position of "Treasurer." An Association member agency may provide an individual to serve in this capacity or the Association may contract with a member agency or an individual to fill this position. This is a nonvoting position.

Section 2. The Association shall also establish the position of "Executive Secretary." An Association member agency may provide an individual to serve in this capacity or the Association may contract with a member agency or an individual to fill the position. This is a nonvoting position.

Section 3. The Association may establish the position of "Recording Secretary." This is a nonvoting position.

A R T I C L E I I I

MEMBERSHIP

Section 1. Membership shall be by states and provinces and representation of each state and province at meetings shall be by its duly authorized representative or representatives.

Section 2. The area of membership in the Association shall be the states of Illinois, Indiana, Iowa, Kansas, Kentucky, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin, and the provinces of Manitoba, Saskatchewan and Ontario and such additional states and provinces as may request membership and be elected by majority vote of the member states and provinces in annual meeting.

Section 3. Membership in the Association of an individual shall terminate upon the expiration of the member's term of office as a state fish and wildlife administrator.

Section 4. Other professional organizations may be granted affiliate membership in the Association based upon demonstration that the Constitution and Bylaws of said organizations meet the basic standards of the Association. Application for affiliate membership shall be forwarded to the Executive Secretary at least 90 days prior to a regular meeting of the Association and shall include a current Constitution and Bylaws and a letter stating the organization's justification for affiliate membership. Affiliate membership shall be voted on by the voting representatives and must attain a majority vote of a quorum. Affiliated membership dues shall be \$75.00 per year; however, this fee may be waived by a majority vote of a quorum. The fee is automatically waived for affiliated conservation agencies or organizations that provide annual financial resources to support the Association through the following sponsorships: Major Sponsor (\$5,000 or more); Gold Sponsor (\$3,000-4,999); Silver Sponsor (\$2,000-2,999); Bronze Sponsor (\$1,000-1,999); and Sponsor (\$500-999).

A R T I C L E I V

DUTIES OF OFFICERS and OTHER POSITIONS

Section 1. The President shall preside at all meetings of the Association, appoint all special committees, preside at meetings of the Board of Directors, and perform such other duties as are naturally incumbent upon the office. Copies of the annual proceedings shall be forwarded to each member in good standing, with the cost of preparation and handling to be paid out of Association funds. All other copies are for distribution at the discretion of the host state or province.

Section 2. The First Vice-President shall perform the duties of the President in the latter's absence, and specific duties may be assigned as deemed necessary by the President.

Section 3. The Board of Directors shall conduct the business of the Association.

Section 4. The Executive Secretary shall perform the following services:

- (1) Function as the official “Executive Secretary” for the Association carrying out liaison services by keeping in communication via e-mail, mailings, phone contact and personal visits with member Directors, or their designated representatives, to enhance the viability of the Association.
- (2) Work to obtain direct involvement and commitment of member Directors and affiliate leaders to build strength in the Association as a leading force in the Midwest on behalf of fish and wildlife issues.
- (3) Assist the Executive Director of the Association of Fish and Wildlife Agencies in coordinating actions and communications relevant to the Midwest Association.
- (4) Respond to inquiries for information regarding the Association and to routine correspondence.
- (5) Develop and maintain a web site for the Association.
- (6) Carry out directives of the President and/or Executive Committee of the Association.
- (7) Assist with the scheduling of meetings and conference calls and notify appropriate members.
- (8) Record minutes in the absence of the Recording Secretary.
- (9) Provide such other services as may be mutually agreed upon by both parties.

Section 5. The Recording Secretary shall perform the following services:

- (1) Record and publish the annual proceedings of the Association.
- (2) Record and retain the minutes of all meetings of the Association, and perform such other duties as are naturally incumbent upon the office.
- (3) Assist other officers and positions with correspondence and record keeping.

- (4) Serve as the custodian of all permanent files and records of the Association.
- (5) Other duties as assigned by the President.

Section 6. The Treasurer shall perform the following services:

- (1) Be custodian of all funds of the Association
- (2) Establish and have access to Association bank accounts.
- (3) Draw all warrants for payment of claims properly presented.
- (4) Invoice members and sponsors and collect dues and funds.
- (5) Review monthly account reports and monitor income and expenditures.
- (6) Prepare reports to the Executive Committee detailing income, expenditures and asset values.
- (7) Prepare and present annual budgets, financial and audit reports.
- (8) Ensure the Association complies with its governing documents and any other relevant legislation or regulations.
- (9) Develop, present and oversee budgets, accounts and financial statements.
- (10) Ensure that appropriate accounting procedures and controls are in place.
- (11) Serve as liaison with any staff and volunteers about Association financial matters.
- (12) Monitor the Association's investment activity and ensure its consistency with the Association's policies and legal responsibilities.
- (13) Ensure Association compliance with legislation/tax law.
- (14) Ensure independent examination or audits are executed and any recommendations are implemented.
- (15) Make formal presentation of the accounts at the regular annual meeting.

ARTICLE V

MEETINGS

One regular meeting shall be held annually. The meeting will be held in and hosted by the state or province in which the President has administrative responsibility, or in such other locations designated by the Association. It is the intent of the Association that the costs of the annual meetings and related business functions, not to exceed \$13,000, may be paid by the Association. When necessary, special meetings may be called by the President. Members shall be given 180 days notice of regular annual meetings and special meetings may be called on ten days notice.

ARTICLE VI

VOTING

Voting shall be by states and provinces, as units. Each state and province shall have one vote. All voting shall be by voice vote, except that a request by any member state or province for a secret ballot shall be honored. Any matters of Association business requiring action in the interim between meetings may be handled by the Executive Committee, by majority vote.

ARTICLE VII

DUES

Annual Dues shall be \$2,300 per member state and \$100 per province, payable in advance, at, or before each annual meeting; provided that annual dues may be suspended for any given year by a majority vote of a quorum. Dues shall be adjusted annually by the Consumer Price Index for All Urban Consumers (CPI-U) in the Midwest published by the United States Bureau of Labor Statistics. Dues shall be adjusted using the annual change in the CPI-U for the month of January of the previous fiscal year.

ARTICLE VIII

FISCAL YEAR

The fiscal year of the Association shall be January 1 through December 31.

ARTICLE IX

QUORUM

A quorum is defined as a simple majority of the states. However, for the purposes of electronic voting, a quorum shall be defined as a simple majority of all member states and provinces in good standing.

ARTICLE X

AMENDMENT

The Constitution and Bylaws (Bylaws) of the Association may be amended at any regular meeting by a majority vote of a quorum; provided, however, a written copy of such proposed amendment shall have been received by the President and the Executive Secretary and sent to members at least thirty days before the regular annual meeting or special meeting called for that purpose. Proposed Bylaws amendments should be presented to, or generated by, the Bylaws Committee and reviewed by the Executive Committee prior to submitting to voting members of the Association for their consideration. With approval of the First Vice-President, the President may call for voting by mail (including electronic mail) in lieu of a meeting. In this event, the thirty-day notice shall still apply, the date of opening ballots shall be previously announced, notice sent to each member within forty-eight hours of vote tabulation by the Executive Secretary and all ballots shall be kept for one year following the vote.

ARTICLE XI

TYPES OF COMMITTEES/BOARDS

Section 1. There shall be three kinds of committees: Standing, President's Ad Hoc, and Technical Working.

Section 2. The following Standing Committees shall be appointed by the incoming President within thirty (30) days after assuming office, they shall serve during the period intervening between annual meetings and at such meetings, or until the purpose of each such committee has been accomplished and it has been discharged by the President.

- A. The Executive Committee shall be composed of six members of the Association: The President, First Vice President, Second Vice-President, immediate Past President, and two other members to be appointed by the President with specific consideration for geographical balance. Any state or province represented on the Executive Committee by more than one individual shall be restricted to a single vote on this committee. The Executive Committee shall have general supervision of the affairs of the Association between its business meetings, make recommendations to the Association as necessary and shall perform such other duties as may be specified in these bylaws. The Executive Committee shall be subject to the orders of the Board of Directors and none of its acts shall conflict with action taken by the Board of Directors. Special meetings of the Executive Committee may be called by the President as necessary. The Executive Committee may also act via conference call or by mail (including electronic mail). In the event that an officer of the Association or the immediate Past President separates from a member agency (or is replaced by that agency), their replacement in a member agency shall serve for the remainder of their term.
- B. The Auditing Committee shall be composed of three members: The First Vice President of the Association, who shall act as chairman, and two other members to be appointed by the President. The Auditing Committee shall audit the financial records of the Association annually and report the result of its audit at the annual regular meeting.
- C. The Resolutions Committee shall be composed of three members, one of which shall be designated as Chairman by the President. Copies of proposed resolutions should be received by the President and the Executive Secretary and sent to members for their consideration at least thirty days before the regular annual meeting. Courtesy resolutions and resolutions of a last minute nature may be recommended to the Board of Directors at the annual meeting. Furthermore, proposed resolutions for which an urgent need arises between annual meetings may be presented to the Board of Directors for consideration via mail (including electronic mail), provided members are given a thirty-day notice. Members shall be notified of the vote outcome by the Executive Secretary within forty-eight hours of vote tabulation.
- D. The Awards Committee shall be composed of five members, one of which shall be designated as Chairman by the President. The Awards Committee shall administer the official awards program of the Association.

- E. The Bylaws Committee shall be composed of at least one member, designated by the President. The Bylaws Committee shall recommend Bylaws changes to the Executive Committee for consideration.
- F. The Investments Committee shall be composed of three members. The President shall designate one of the members as Chairman. The purpose of the committee is to review investments, including the Jaschek portfolio, the Conservation Enhancement Fund, and other permanent assets of the Association and make recommendations to the Association per the investment policy statement.
- G. The Conservation Enhancement Fund shall be overseen by a Board of Directors. The Board of Directors shall be comprised of the Executive Committee plus one additional Association member appointed by the President. The purpose of the Fund shall be to support those activities of the Association which maintain and enhance the capability of all member states and provinces to develop and implement comprehensive fish and wildlife programs for all species of wildlife and their habitats.
- H. The Program Committee shall be comprised of four members, one from the host state of the previous annual meeting, one from the host state of the current annual meeting, one from the host state of the next annual meeting, and the Executive Secretary. The purpose of the committee is to assist the host state with developing presentation and discussion topics and suggesting speakers for the non-business portion of meeting.

Section 3. Ad Hoc Committees may be established as deemed necessary by the President of the Association and shall serve until the purpose of each such committee has been accomplished and it has been discharged by the President.

Section 4. The Association may establish Technical Working Committees as deemed necessary to conduct the affairs of the Association. Upon establishment, these committees shall adhere to the following:

- A. Within one year from establishment, each committee shall submit to the Association for approval a Mission Statement, a list of specific responsibilities, and a description of operating procedures that will become part of the official minutes of the Association.
- B. All Technical Working Committees shall submit a written report electronically to the President and the Executive Secretary 30 days in advance of the annual meeting of the Association and may choose to conduct necessary committee business during the period between annual meetings as per their approved operating procedures.

- C. Each Technical Working Committee shall be automatically abolished by the first of August every three years unless reinstated by the Association. As the end of the third year approaches, the Association shall assess the merits of reinstating the Working Committee.
- D. Resolutions from Technical Working Committees for Association action shall be submitted to the Chair of the Resolutions Committee.

The Association recognizes the following Technical Working Committees (year of automatic abolishment in parentheses):

Climate Change (2016)
 Legal Committee (2017)
 National Conservation Need (NCN) Committee (2017)

Midwest Private Lands Wildlife Management Group (2018)
 Midwest Public Lands Technical Working Committee (2016)
 Midwest Wildlife and Fish Health Committee (2016)
 Midwest Deer and Wild Turkey Study Group (2017)
 Association of Midwest Fish and Game Law Enforcement Officers (2017)
 Midwest Furbearer Group (2018)
 Wildlife Action Plan Technical Working Committee (2018)
 Hunter and Angler Recruitment and Retention Technical Working Group (2017)
 Midwest Aquatic Habitat Conservation Committee (2016)

ARTICLE XII

PARLIAMENTARY AUTHORITY

The rules contained in the current edition of Robert’s Rules of Order Newly Revised shall govern the Association in all cases to which they are applicable and in which they are not inconsistent with these bylaws and any special rules of order the Association may adopt.

Adopted 1936
 Amended 1942
 Amended 1944
 Amended 1949
 Amended 1954
 Amended 1960
 Amended 1964
 Amended 1969
 Amended 1971
 Amended 1972
 Amended 1975
 Amended 1976

Amended 1977
Amended 1978
Amended 1980
Amended 1987
Amended 1993
Amended 1995
Amended 1996
Amended 2000
Amended 2001
Amended July 16, 2003
Amended July 13, 2004
Amended July 13, 2005
Amended July 12, 2006
Amended July 18, 2007
Amended July 2, 2008
Amended July 1, 2009
Amended December 23, 2009
Amended June 29, 2011
Amended June 27, 2012
Amended June 26, 2013
Amended June 25, 2014
Amended July 1, 2015

2016 Midwest Association of Fish and Wildlife Agencies

June 26-29, 2016

Chase Park Plaza, St. Louis, Missouri

ATTENDEE ROSTER

Lisa Allen

Missouri Department of Conservation
State Forester
donna.baldwin@mdc.mo.gov

Patricia Allen

Association of Fish & Wildlife Agencies
Director of Communications
pallen@fishwildlife.org

Kyle Armstrong

Association of Fish & Wildlife Agencies
Legal Intern
legalintern2@fishwildlife.org

Carol Bambery

Association of Fish & Wildlife Agencies
General Counsel
cbambery@fishwildlife.org

Jennifer Battson Warren

Missouri Department of Conservation
Deputy Director
jennifer.battsonwarren@mdc.mo.gov

Ed Boggess

EKB Conservation, LLC
edward.boggess@gmail.com

Marilynn Bradford

Missouri Department of Conservation
Commissioner
nichole.baumhoer@mdc.mo.gov

David Brakhage

Ducks Unlimited, Great Lakes / Atlantic
Regional Office
dbrakhage@ducks.org

Ron Brooks

Kentucky Dept. of Fish & Wildlife Resources
Fisheries Division Director
ron.brooks@ky.gov

Doyle Brown

Missouri Department of Conservation
Federal Aid Coordinator
doyle.brown@mdc.mo.gov

John Burk

National Wild Turkey Federation
Regional Biologist
jburk@nwtf.net

Carolyn Caldwell

Midwest Association of Fish and Wildlife
Agencies
MAFWA CITES Representative
mafvacities@gmail.com

Jennifer Campbell

Missouri Department of Conservation
Policy Coordinator
Jennifer.Campbell@mdc.mo.gov

Dave Chanda

NJ Fish and Wildlife
Director
Dave.chanda@dep.nj.gov

Cameron Clark

Indiana Department of Natural Resources
Director
cclark@dnr.in.gov

Bill Creighton

Fresh Air Educators
Managing Director
bill.creighton@gmail.com

Jim Douglas

Nebraska Game & Parks Commission
Director
sheri.henderson@nebraska.gov

Tom Draper

Missouri Department of Conservation
Deputy Director
Denise.Bateman@mdc.mo.gov

Drew Feldkirchner

Wisconsin Department of Natural Resources
Natural Heritage Conservation Director
drew.feldkirchner@wisconsin.gov

John Fischer

Southeastern Cooperative Wildlife Disease
Study
Director
jfischer@uga.edu

Andrea Fogelsinger

Association of Fish & Wildlife Agencies
Law Clerk
fogelsin@msu.edu

John Frampton

CAHSS
President/CEO
jframpton@fishwildlife.org

Dale Garner

Iowa Department of Natural Resources
Chief - Wildlife
dale.garner@dnr.iowa.gov

Justine Gartner

Missouri Department of Conservation
Forest Management Chief
justine.gartner@mdc.mo.gov

Parks Gilbert

Association of Fish & Wildlife Agencies
Staff Attorney
pgilbert@fishwildlife.org

Scott Hale

ODNR - Division of Wildlife
Assistant Chief
scott.hale@dnr.state.oh.us

Tom Hauge

Wisconsin Department of Natural Resources
Wildlife Management Director
tom.hauge@wi.gov

Kelly Hepler

SD Game Fish and Parks
Department Secretary
rachel.comes@state.sd.us

Jim Hodgson

U.S. Fish and Wildlife
WSFR Chief
jim_hodgson@fws.gov

Robert Hudson

USDA APHIS-Wildlife Services
robert.L.hudson@aphis.usda.gov

Stephanie Hussey

Recreational Boating & Fishing Foundation
State R3 Program Director
shussey@rbff.org

Brian Hyder

National Rifle Association
National Liaison
BHyder@nrahq.org

Aaron Jeffries

Missouri Department of Conservation
Deputy Director
aaron.jeffries@mdc.mo.gov

Todd Kalish

Wisconsin Department of Natural Resources
Fisheries Deputy Bureau Director
todd.kalish@wisconsin.gov

Sheila Kemmis

Kansas Dept of Wildlife, Parks & Tourism
MAFWA Secretary
sheila.kemmis@ksoutdoors.com

Dan Kennedy

Michigan Department of Natural Resources
Endangered Species Coordinator
KennedyD@michigan.gov

Mitch King

Archery Trade Association
mitchking@archerytrade.org

Joe Koloski

Mark Twain National Forest
District Ranger
jkoloski@fs.fed.us

Dave Kostersky

Ducks Unlimited Canada

Mary Lancaster

Association of Fish & Wildlife Agencies
Legal Intern
LegalIntern@fishwildlife.org

Jim Leach

Minnesota DNR Division of Fish and Wildlife
Director
Jim.Leach@state.mn.us

Roger Luebbert

Midwest Association of Fish and Wildlife
Agencies
Treasurer
Roger.Luebbert@mdc.mo.gov

Jason Lupardus

National Wild Turkey Federation
jlupardus@nwtf.net

Kathryn Lynn

U.S. Forest Service- Region 9

Tom Melius

U.S. Fish and Wildlife Services- Region 3

Bill Moritz

Michigan Department of Natural Resources
Director
MoritzW@michigan.gov

Brian Murphy

Quality Deer Management Association
CEO
bmurphy@qdma.com

Kelley Myers

Iowa Dept. of Natural Resources
Division Administrator
Kelley.Myers@dnr.iowa.gov

Dave Nomsen

Pheasants Forever, Inc.
Vice-President
dnomsen@pheasantsforever.org

Sanjay Olson

Wisconsin Department of Natural Resources
Division Administrator of Fish, Wildlife, and
Parks
sanjay.olson@wisconsin.gov

Robin O'Malley

National Climate Change and Wildlife Science
Center
Policy and Partnership Coordinator
Romalley@usgs.gov

Davia Palmeri

Association of Fish & Wildlife Agencies
Climate Change Coordinator
dpalmeri@fishwildlife.org

Paige Pearson

Kalkomey Enterprises
ppearson@kalkomey.com

Ray Petering

ODNR - Division of Wildlife
Chief
raymond.petering@dnr.state.oh.us

Scott Peterson

North Dakota Game and Fish Department
Deputy Director
speterso@nd.gov

Kristin Phillips

Michigan Department of Natural Resources
Chief, Marketing and Outreach Division
phillipsk@michigan.gov

Nick Pinizzotto

National Deer Alliance
President and CEO
nick@nationaldeeralliance.com

Gary Potts

The Wildlife Society
President
gary.potts@illinois.gov

Paul Rauch

U.S. Fish and Wildlife Service
Acting Assistant Director, Wildlife and Sport
Fish Restoration Program
paul_rauch@fws.gov

Ron Regan

Association of Fish & Wildlife Agencies
Executive Director
rregan@fishwildlife.org

Mark Reiter

Indiana Department of Natural Resources
Division Director
asettles@dnr.in.gov

Kevin Roper

Missouri Conservation Heritage Foundation
Executive Director
kevin.roper@mdc.mo.gov

Wayne Rosenthal

Illinois Department of Natural Resources
Director
dnr.director@illinois.gov

Pat Ruble

Wildlife Management Institute
Midwest Field Representative
patrublewmi@columbus.rr.com

Cindy Sandeno

USDA Forest Service
Threatened, Endangered, and Sensitivities
Species Program Lead
cmsandeno@fs.fed.us

Judith Scarl

Association of Fish & Wildlife Agencies
Bird Conservation Program Manager
jscarl@fishwildlife.org

John Schulz

University of Missouri
Senior Research Technician
schulzjh@missouri.edu

Keith Sexson

Kansas Dept of Wildlife, Parks & Tourism
Assistant Secretary
keith.sexson@ksoutdoors.com

Zachary Sheldon

Congressional Sportsmen's Foundation
Plains States Coordinator
zachary@sportsmenslink.org

Dean Smith

Association of Fish & Wildlife Agencies
NAWMP Director/Wildlife Liaison (Canada)
info@woodwaterconsulting.ca

Terry Steinwand

North Dakota Game and Fish Department
Director
ltimm@nd.gov

Cathy Stepp

Wisconsin Department of Natural Resources
Secretary
holly.lamers@wi.gov

Janet Sternburg

Missouri Department of Conservation
Policy Coordinator
janet.sternburg@mdc.mo.gov

Joanie Straub

Missouri Department of Conservation
Outreach and Education Division Chief
Joanie.Straub@mdc.mo.gov

Mitch Strobl

Kalkomey Enterprises
mstrobl@kalkomey.com

Jason Suckow

APHIS, WS
Director, Western Region
denise.m.blankenship@aphis.usda.gov

Scott Taylor

MAFWA / Pheasants Forever
National Pheasant Plan Coordinator
staylor@pheasantsforever.org

Kurt Thiede

Wisconsin Department of Natural Resources
Deputy Secretary
diane.greisinger@wi.gov

David Thorne

Missouri Department of Conservation
Policy Supervisor
David.Thorne@mdc.mo.gov

Ollie Torgerson

Midwest Association of Fish and Wildlife
Agencies
Executive Secretary
Ollie.Torgerson@Wisconsin.gov

Christopher Tymeson

Kansas Dept of Wildlife, Parks & Tourism
Legal Counsel
toni.tabor@ksoutdoors.com

Dustin Whitehead

Indiana Department of Natural Resources -
Enforcement Division
dwhitehead@dnr.in.gov

Quinn Williams

Wisconsin Department of Natural Resources
Chief Legal Counsel
quinn.williams@wisconsin.gov

Steve Williams

Wildlife Management Institute
President
swilliams@wildlifemgt.org

Charles Wooley

U.S. Fish and Wildlife Service
Deputy Regional Director
charles_wooley@fws.gov

Rick Young

Pheasants Forever
Vice President - Field Operations
ryoung@pheasantsforever.org

Robert Ziehmer

Missouri Department of Conservation
Director
bob.ziehmer@mdc.mo.gov

**Midwest Association of
Fish and Wildlife Agencies
Executive Committee Meeting Minutes
Monday, June 26, 2016
5:00 p.m. CDT
Chase Park Plaza Hotel
St. Louis, MO**

Welcome Jim Leach – Bob

Call to Order –President Bob Ziehmer called the meeting to order at 5:04 pm.

Quorum – Bob Ziehmer, Missouri; Jim Douglas, Nebraska; Keith Sexson, Kansas; Terry Steinwand, North Dakota and Jim Leach, Minnesota. Also present were Ollie Torgerson, Executive Secretary, Roger Luebbert, Treasurer and Sheila Kemmis, Secretary. Guests: Kyle Armstrong, AFWA; Kelly Hepler, South Dakota.

Agenda Review – Bob – Other items? Ollie – Dave Chanda has requested a National Conservation Leadership Institute contribution from each regional Association for \$15,000 to \$20,000 per year for three years. Bob – We send one or two individuals, why deficit of \$70,000?

Approval of May 9, 2016 Executive Committee Minutes – *Terry Steinwand, North Dakota moved to approve minutes; Jim Douglas, Nebraska second. **Approved.***

Financial Report – Bob – Roger had successful career in Missouri and he has stepped up to the plate for MAFWA. Roger – Sharon was great in the transition. The **General Account** started with \$140,574 as of April 30, 2016, received interest of \$24 and Pheasant Coordinator checks from ND and UT for \$6,000 and transferred Pheasant Coordinator 5% banking fee of \$250 to conference account, completes 2015 commitments, for balance as of June 9 of \$146,348. (Note that this amount includes \$1,900 of Michigan money, Pheasant coordinator \$95,775 and Kansas money \$39,472. Bob – Explain Kansas money? Ollie – From Midwest Fish and Wildlife conference. Keith – Our intent was to have the money next time the conference rolled around. In the **Conference Account**: \$119,608 as of April 30; receipts included exhibitor and sponsor fees for 2016 conference of \$8,000 (Archery Trade Association \$3,000, AFMGLEO \$500, Mule Deer Foundation \$500, National Archery in the Schools \$2,000, NRA and TNC \$1,000 each), transfer from general account of administrative fees on pheasant \$250, and interest of \$20 for total of \$8,270; disbursements included Executive Secretary pay \$7,054, and travel \$1,317 for April and May, Treasurer pay for April and May \$2,280, Treasurer reimbursements of \$406 (conference registration, reports and postage), Recording Secretary registration \$325, Tax 990 Preparation fee of \$1,500, Delaney 2016 conference fee of \$1,696, North Central Section of Wildlife Society for \$274, and Leahy Press conference expense of \$244 for total disbursements of \$15,096, for a balance as of June 9 of \$112,783. Terry – What did we pay NCS-TWS for? Ollie – Agreed to pay half up to \$1,500 for this leadership training workshop, this was our half; planning another

leadership workshop, MAFWA will still pay up to half; for field staff and is held on Sunday, first day of the Midwest F&W conference. AFWA and AFS are getting involved (MAT Team). Jim Douglas – Worthwhile for us to support. Kelly – Glad to see fisheries since I am a fish guy. Ollie – Geared to field staff for leadership skills. Bob – Limited number of people. Kelly – Syllabus? Ollie – Handed one out at last meeting. I will send you a copy. We are now bringing in people who do this for a living, a nice development and a lot of interest. Ollie – They will report on success of the next one in Nebraska. Roger - In **Southern Wings Account**, \$10,001 as of April 30, 2016, revenue interest of \$3; no disbursements; for a balance as of June 9 of \$10,009; have since paid out after taking our 5% banking fee and went to Bird Conservancy (\$9,500). **Share Account** balance as of April 30, of \$25.41, interest received \$.01; no disbursements for balance as of June 9 of \$25.42 (required to keep \$25 as long as member of credit union). The **Money Market and Securities Account** \$364,324 as of March 31, 2016; received \$81 in dividends and \$850 in interest, also change in market value increase of \$9,417; for ending balance as of April 29 of \$374,682. The **Conservation Enhancement Account** balance as of December 31, 2015, \$4,035, had contributions of \$100 and dividends of \$12 and a decrease in market value of \$5 for a balance as of March 31 of \$4,141. *Jim Douglas, NE moved to accept treasurer's report, Terry Steinwand, ND second. Approved.*

Proposed FY17 Budget – Roger – Using CPI, was less than 1% for calculations for dues; state dues of \$3,830.12 each for total of \$49,791.56, province dues of \$101.48 each for \$304.44, affiliate dues at \$75 for \$1,200; sponsor/exhibitor income of \$47,500 (MO estimate), conference registration of \$22,000, hotel supplement of \$1,000; Southern Wings administrative fees of \$4,625 (5%), pheasant coordinator fees of \$3,725 (5%); and interest of \$75 for total projected receipts of \$130,221. Estimated disbursements include: conference fees to Delaney of \$14,930 (to match contract), hotel fees of \$30,000, conference gifts of \$2,100 and award plaques of \$2,100 for total conference disbursements of \$49,130. Other disbursements include: Executive salary pay of \$41,881.50 (using CPI), Treasurer pay of \$15,200, executive secretary travel of \$6,000, Secretary travel of \$1,500, Treasurer travel of \$4,500, accountant fee of \$1,500 for preparing 990, insurance of \$1,200, bank charges of \$600, web posting of \$250 and miscellaneous of \$1,000 for total disbursements of \$122,761.50 for estimated income of \$7,460. Ollie – Need to move to recommend approval to business meeting directors. *Keith Sexson, KS moved to send budget to full board, Terry Steinwand, ND second. Approved.*

Bob – What is Delaney contract? Roger \$14,405 we paid, had \$11,000 last year, just needed to update.

MAFWA/USFWS Monarchs NOFO (Notice of Funding Opportunity) – Ollie – When we met in Pittsburg and Tom Melius mentioned he wanted to hire Ed Boggess and in your May 9 meeting you moved to recommend to the Board in its June meeting to approve the NOFO if it includes 10% for MAFWA. We qualify for 10% of contract cost and Roger would have to fill out paperwork. Ed will be here Tuesday. I attached a one sheet summary to your handouts. Bob – Clarification was asking for what our cut was? Sound like 10% now. Also, Roger was going to explore if the paperwork was worth the 10%. Ollie – Two times in the past MAFWA has been involved in federal grants.

WAFWA does grants all the time. Tom Niebauer managed our last federal grant. We did apply for NFWF grant and will know later this summer on that. We have never applied for a NICRA, so MAFWA is limited to 5% of first \$25,000 of those grants and it looks like we need an attorney. AFWA has lower ceiling. Bob - \$100,000 grant would mean about \$10,000 for us. Anyone uneasy on moving forward with this? Jim Douglas – As federal grants go it should be fairly simple, so it is easy for me to say, good one to wet our feet on. Roger – Willing to help us out, good one to learn on. Ollie – We just manage the money; they supervise Ed. Terry – One year agreement? Ollie – One and a half. Great opportunity for Ed. You have already acted on this during our May meeting and it is an agenda item for the business meeting on Wednesday.

MAFWA Operations Manual – Ollie – A draft MAFWA operations manual has been created by myself, Roger and Sheila. This is the first cut at this and it needs more additions, but just wanted you to be aware of it. If you have any suggestions or anything you want added, let us know. A more business-management item. Kelly – Do you have what Kruckenbergs has for WAFWA? Need to be crystal clear on how we are doing business and why. Ollie – WAFWA also has a personnel management manual because they have 20 staff. We don't, but business is business and we have to run like a business. This is our first crack at this. I will keep bringing it back time and again. Kelly – AFWA may have some standards and could help out the regions on basic things. Bob – If template out there we should have it. Ollie – If model out there, let us know. Ron Regan puts the four of us together a few times a year and I will put that on the agenda. Also, we have now formed a fiscal agents committee with all Association fiscal personnel.

MAFWA Treasurer Contract – Bob – The temporary employment contract for Roger Luebbert is good through June 30. Appreciate Roger and you mentioned Sharon. Ollie – Kansas handled our finances, then Sharon for 6 years and you decided to hire a contract treasurer when we didn't get any volunteers to replace Sharon. We conducted two Board approval votes in winter to amend our bylaws and budget to pay for and accommodate a contract MAFWA Treasurer. Before you is a five-year contract extends Roger Luebbert's employment from July 1, 2016 through December 31, 2021. This position is being funded through the dues increase. Terry – On page 4, says up to 400 hours, anything to allow going over 400, why cut off? Ollie – Budget control item, dues increase pays for 400 hours a year; we can always amend the contract. Terry – As long as board can have some flexibility. Agree with Nebraska that grant should be simple, but who knows. Bob – Roger, comfortable with 400 hours? Roger – Ok with 400 hours. Bob – Flexibility if we need to. *Keith Sexson, KS moved, Terry Steinwand, ND second. **Approved.*** Ollie – Have two contracts here, execute after this meeting and give one copy to Bob and one to Roger.

Corporate Authorization Resolution – Ollie – Our new financial institution, Conservation Employees Credit Union (CECU), has informed us that the Federal government requires we adopt a Corporate Authorization Resolution. When I inquired as why this was not requested when we transferred our funds from Michigan to Missouri, CECU said they made a mistake. I consulted Carol Bambery and she concurs that this resolution is a requirement so they can continue to manage our funds. Executive Committee action is all that is needed to pass this resolution. Bob – Like to be in

compliance with state and federal law. *Terry Steinwand, ND moved to have MAFWA sign Corporate Authorization Resolution Keith Sexson, KS second. Approved.*

Leadership Workshop – Ollie – Already touched on this and you said you were comfortable with this; maximum will be \$1,500.

Other Business – Bob – One in passing, for clarification, as Missouri sits as president and we go in alphabetical order, as I transition to private sector in three weeks, does Missouri continue to be president or what? Ollie – Bylaws do not address “interim” director; it states the First VP fills in in the President’s absence; so I asked Kelly Myers and I don’t have an answer yet. Bob – Most Presidents are nominated and elected, but in MAFWA we operate in alphabetical order. Terry Steinwand, I was appointed when someone left. Ollie – Keith Creagh filled out term in Michigan. Either way, Tom Draper as Interim Missouri Director or Jim Douglas as First Vice President, we will have good representation. Jim Douglas – Why is there a question, when is normal date of transfer? Ollie – Middle of October-30 days after the AFWA Conference. Jim Leach – Since bylaws don’t address it, we go by alphabetical, not election. Jim Douglas – Is interim director different than acting director? Bob – He is acting. Ollie – He is a transition person. We just need to know. Bob – I am asking for signing of the checks. Ollie – Keith Sexson has been backup check signer forever, so we are set up for him to start signing the checks as of July 16, but if you make a clarification we can change that. We may want to clarify in bylaws.

Kelly Hepler – Having discussions on contracts with TRACS, this is a long time coming. On agenda for AFWA to talk about this in September and there are some WAFWA people here. Is there someplace you want me to talk about this contract? I am leaving Wednesday morning. Terry – Important to talk about it, will affect every fish and wildlife agency. Bob – Will have some flexibility in the schedule; maybe after Doyle Brown? Kelly – We will figure it out, it does warrant some discussion. Terry – Doyle is on Tuesday.

2017 MAFWA Conference – Jim Douglas – The 2017 MAFWA Conference will be held at Mahoney State Park, between Lincoln and Omaha, NE. Fly into either location and we will have shuttle service. Mahoney is a destination-type park with a lodge and cabins. We are doing a lot of improvements to that park and are adding a ropes course and zip line and have a family-friendly shooting range on another park nearby. Also, may go to African Savannah near there. Looking at kayaking, will talk to directors before the conference to see what you may have interest in. Ollie – You all get a conference evaluation form to fill out. Directors have been reluctant to add days to this conference. Depends on how much time you wish for free time. Right now the dates are June 25-28, 2017. Jim Douglas – Some of you may have a baseball team in college world series in Omaha around that time.

Next Meeting Date – Ollie – Could have meeting in August by teleconference, tend to meet on Tuesdays at 2:00 pm; tentatively set for August 30, 2016 at 2:00 pm CDT if we

need to have a meeting. Our September meeting will be at 8:00 am EDT on Wednesday, September 14 in Philadelphia at the AFWA Conference.

Adjourn – *Moved to adjourn.* Adjourned at 6:03 pm.

DRAFT

DRAFT

Minutes
MAFWA Annual Meeting
June 26 – June 28, 2016
Chase Park Plaza Hotel
St. Louis, Missouri

Sunday, June 26, 2016

MAFWA Executive Committee Meeting 5:00 pm (*Agenda*)

President's Welcome Reception (MAFWA) – Sponsored by National Wild Turkey Federation

Jason Lupardus

Hospitality Room – Sponsored by National Archery in the Schools Program

Monday, June 27, 2016

Breakfast – Sponsored by Archery Trade Association

Mitch King

GREETINGS and WELCOME to MISSOURI

Welcome to Missouri

Bob Ziehmer, President of MAFWA and MO Director – (video clip) Great participation by states and directors. Agenda should stimulate thought and cover challenges throughout the Midwest. Welcome new directors Jim Leach, Minnesota and Ray Petering, Ohio. Thank Missouri staff, Denise Bateman headed those efforts. We are family here. Our Missouri agency started back in mid-1930s when wildlife resources were at an all time low. Our citizens amended the state constitution and passed a conservation funding bill. Agency has 1,450 full time employees. Our citizens noticed enhancements and moved another dedicated funding initiative forward in 1976, for every \$8,000 expended a \$10 bill is earmarked for conservation. Not immune from problems, but long term strategic planning in place; the sales tax amounts to 60% of annual budget. As we look at state of Missouri, a lot of acres in private ownership, partners are key and working with citizens is key. We have incredible resources, two mighty rivers, Ozark forest and tallgrass prairie. Much progress has been made. Most fully realize journey for conservation in not over. We know we have great staff and we can work together beyond state lines. Challenges from wildlife disease, invasive species funding and keeping citizens involved. We will hit key points and many more.

Director Topics

Tom Melius, USFWS Region 3 – Dan Ashe planned to be here, but had a prior family commitment. Dan always looks forward to coming to the Midwest; we work well together as a true partnership. Dan is a short-timer, with new administration at the end of the year he will be there until then. Soon we will be learning how Bob Ziehmer's path will be taking him. Address five issues Dan wanted to talk about. Charlie passed out some additional information on endangered species and other issues (Exhibit 3). Real success, increase in duck stamp and

allowed more money to assist in securing land for waterfowl and hunters. Started effort several years ago, shifted funding from 50% to 70% for prairie pothole, Noreen Walsh initiated review, to see what that got us, analysis this summer with results this fall, Joint Venture meeting later this year. Dan was setting stage for the next director to see what they wanted to do with that issue. Second, a lot of staff working on Midwest wind HCP, gathering knowledge and ever increasing desire for more, impacts on species and habitat for various endangered species. Many years to get to this point, when final it will be more helpful and efficient. Third, call with Midwest directors had 90-day positive finding for northwestern moose, petitioned to look at populations to see if we needed to add to T&E list or not warranted, triggered one-year review for comments, stay tuned. As many of you know the bar for getting over 90-day finding is substantial. Asian carp has been an issue in Midwest, variety of areas it continues to spread. We are all in for helping in any way we can, samples coming in from variety of sources, working with USGS on variety of tools and research. Charlie Wooley very knowledgeable on this and is looking at barge traffic. Take away message, we will continue efforts wherever needed and doing everything we can. Briefing, favorite subject, a lot of my time is being taken up with monarch butterflies. The interest that insect has generated in last 18 months has been tremendous and can't thank people in this room enough for helping with that; 30 offices represented to understand what we are doing, kicked off pollinator week in Minnesota last week, had pollinator conference and cities and counties are working on this; 122 cities joined national pledge. Technical assistance, providing seeds (120 million people) to be reached to understand the value of conservation and voters who will determine conservation in the future. Thanks Iowa and Michigan and others who have been helping in the monarch effort, tri-lateral country (Canada, USA, Mexico) meeting coming up to get better coordination in Canada and Mexico, like the U.S. is doing. Want to thank Kelley Myers personally for working on behalf of AFWA, MAFWA and Iowa and showing state involvement; strong relationship between USFWS and states, you are professionals working for the public. Shout out on initiation on LCC, we have three in Midwest and each co-chaired by state representative, thank Kelley again for her involvement, Terry Steinwand and Jim Herkert. Sam Hamilton said let's not have any daylight. I think great to have opportunity to talk in front of my peers. Also, have Paul Rauch, national WSFR Chief; Jim Hodgson, Region 3 chief for WSFR; and Charlie Wooley, my deputy here today. *Kelly Hepler, SD* – Discussions on monarchs and working with Mexico, thank Kelley also; any more success in working with Mexico? *Tom Melius* – We have a goal for three countries, 225 million in population migrating by 2020, the population winters on about 6 hectares in Mexico, winter storm in March knocked down 10% of population. Working for strategic plan to see how Midwest fits in and how much acreage needed to restore or enhance in next year. Three national leaders meeting next month and will sign agreement, then work with various states and see how we can contribute. Enforcement issues in wintering habitat in Mexico is critical. Going fast, but coordinated efforts. Can see good work going on; hope to not list the monarch. *Ron Regan, AFWA* – What is finding on moose, in northern tier of U.S. only? *Tom Melius* – Eastern part of North Dakota goes across to Minnesota, Wisconsin and Michigan; learning those moose originated back in 1980s from Canada; 90-day comment period is open, looking at information. *Ron Regan* – Not into New York? *Tom Melius* – No, just those four states.

STATE HOT TOPICS

State Hot Topics (MAFWA AMFGLEO) (13 States, 3 Provinces)

Ollie Torgerson, MAFWA Executive Secretary, Facilitator – Welcome, thanks for being here. Introduce longtime friend, Gary Potts, national President of The Wildlife Society and Illinois DNR biologist. State reports are an intriguing part of program each year and each state explains something bad or good that has happened in last year, how it was handled and the outcome as a teaching moment. Put two new directors at the end of the order to be fair.

Bill Moritz, MI – Last 6 months focused on Flint, MI lead contaminated water effort. Taking systematic look. Our Governor, 2 months ago, created 21st century infrastructure study. DU last year reported natural resource economy at \$32 billion, significant player so important for us to be in the room. Contemplate investment, full range from tourism to mining and forestry. Five key areas. Transport systems: roads and rail, subgroup on water, a major concern; Sanitary system and waste water: dams come into play on that (2,600 dams in MI and DNR owns 250 of those). Looking at what to do with those and sediments above them; Energy is third group: pipelines come into play and how we deal with aging pipelines and how we install new. Have two 20-inch pipes under Mackinaw bridge laying on the bottom of the lake, active voice calling for shut down of those, but economy needs that oil and gas. Coal fired facilities closing and wind coming up. Invest wisely to address energy needs. Fourth group is information and technology: decade of change coming every 18 months. Great coverage in a lot of areas, can escape cell phone in some areas. Fifth group looking at financing and policy needed meet infrastructure needs identified. How will we finance that? Three years ago DNR started asset management plan. Our average building is 35 years old; looking at layout of offices across the state and what will that look like 50 years from now, now have fewer employees and expect even fewer in the future. Database is fascinating, several remotely located offices, people love to be there, but hard to put IT there; need to look at the footprint for natural resources. Every state will have to look at that in the future. **Jim Douglas, NE** – Asset assessment, you doing or contracting that and how long did it take? **Bill Moritz** – Internal, GPS of every office, broader conversation about integrated maps and databases of entire state, resource assessment group built system for Flint system and put that into system to see what neighborhoods had plastic pipe and who had lead pipe. Not about who owns the road but how effective transportation is.

Jim Douglas, NE – Mention something that occurred last year and half in water arena. Nebraska has the largest number of irrigated acres and water is a big deal. Have water law as far as pulling water from rivers and streams. Niobrara River flows west to east, with a lot of center pivot irrigation being pulled. State has system in law where state fish and wildlife agency can apply for in stream flow appropriation, it is lengthy and controversial, but we got some in 1980s in Platte River and it divided the state in many different ways. Next place is Niobrara River which has one small hydro dam in eastern part and another was going to be another, but it never was completed. It's a beautiful river and flows through national wildlife refuge. Several persons knew to accomplish in stream flow was going to be difficult. Our Commission asked staff to do all necessary legwork to prove need with economic studies, etc. Conversation occurred between Nebraska Game and Parks and an attorney that worked for soil and water conservation. Old standing water rights exist on the hydro dam. Have public power, to run water through dam and controlled the water. We thought we should approach them to see if still most economical for them and maybe we could buy that dam and buy those water rights and split them up. Kicker is we couldn't do that unless we changed the law. So we decided to pursue, power company interested and had conversation with other industries (named). Four sides in room at any given

time, one side would always walk out during any meeting we had. Got law passed to move forward. Turned tide when decided we would all agree on something, to pursue resolution. *Jim Leach, MN* – See commensurate negative ground water nitrate contamination in our state. Accepting that? *Jim Douglas* – Retiring wells; not nitrates, but carbon tetrachloride grain elevator contaminated ground water. Piping water underground to wetland, putting into air and water is cleaned.

Bob Ziehmer, MO – Challenge not new in Missouri. Our agency is 80 years old. The cornerstone of my agency is citizen support. Still live in democracy, when question at the end of day the will of the people will prevail. We are a conservative state, resistant to regulation changes, more critics than ever before and special interest groups rising to the top. Spend a few minutes on efforts we have implemented in last 12 to 24 months. State continuing to grow, 6 million people in our conservation family. How does Missouri make sure they know who we are, what we do and why it is important? Resource biologists, work with fish, wildlife, forestry, not people. Have magazine, 2.2 million households receive that; have a weekly radio program; and making sure staff becomes more effective, feed staff hot topics and overview, an effort to make staff better ambassadors. Super majority of both chambers. Topics change on any given day. Weekly legislative reports to division chiefs, confident as we continue to grow, make better staff. Lead through social media. Maintain infrastructure, wetland areas and keep folks engaged with what is going on through blogs. Sometimes takes several years to complete a project. We have tried, we let people sign up for eblasts, going up to 125,000; now texting public that signs up; social media like Facebook and challenged staff, now 200,000 likes and staff tracks those, impact surprises me; short weekly 2-minute videos created to reach others; public schools to make sure next generation is engaged, developed curriculum for science, an 8-week course. Worked to get into universities, familiar with Missouri curriculum. If we want to move the needle, required for administration to step up. I work with newspapers, like captive deer issue, head of that dialog and have major papers on our side. Travel to Chamber of Commerce offices and spread the word, build friends and understanding. Legislative caucus and I or deputy goes in and has dialog. To stimulate ideas, continue to build interest, support and trust. Agriculture groups have good understanding with us, meet with those main groups twice a year and they select the topics we are going to talk about. In the end confident everyone will know what conservation is. Public needs to be behind you if are going to be successful long term. Don't miss biggest challenge of all. *Jim Douglas, NE* – Interesting thing, in reaching out in Nebraska, in western and central part of state, added to our list of people was to touch base with bankers, in a lot of small towns' community leaders and they know everybody, if I go on tour or the Commission, we invite and talk to bankers.

Ron Brooks, KY – Commissioner Johnson sends his regards. Kentucky has first Republican governor in 42 years and causing changes. Top of department hasn't been affected too much, but changes going on and cabinet level changes are being made. Can cower or stand up and make new relationships to make changes positive. New cabinet secretary, CEO of Kentucky Fried Chicken in the past, driven individual who wanted to see hatcheries, discussed budget, personnel and salary caps. He was enthralled we do so much with so little, was not aware we received no tax funds. I sent a typical email in confidence to Commissioner Johnson on salary caps, Asian carp issues, etc. He forwarded it to cabinet secretary; put me in the spotlight. Looking how partnerships might look, partnerships working with commercial fisheries right now on Asian

carp. Expanding partnerships P3, not yet, but can move to P3 partnership. Management tool on not only Asian carp, but other rough species as well. Reaction to sweeping changes in government. Working with people trying to learn what they should be focused on. MICRA has delegation meeting every five years or so and I asked for attendance approval. The meeting will be held in Kansas City this year. MICRA has done a lot to move forward on a lot of issues. If not for them and USFWS involvement on Asian carp and their reaching out since 2010, now making substantial progress; There are 42 states with aquatic nuisance plans. Teach legislators about the issues; get your fisheries chiefs to Kansas City in August for this meeting. I would like it if AFWA and MAFWA could ask MICRA to come to meetings and give updates. *Bill Moritz, MI* – P3 is significant in a lot of places, Michigan governor insisted we attract inventors for carp barriers; something will come forward, teams of people to come up with creative solutions. *Ron Brooks* – Seen a lot of that in Kentucky as well; it is across borders. *Kelly Hepler, SD* – Get MICRA on water resource meeting; fellow wildlife directors happy about pipeline to government office? *Ron Brooks* – Former wildlife director was.

Ollie – MICRA is affiliate of ours. Fill out your conference evaluations and put that on there for ideas for next conference to help build agenda.

Keith Sexson, KS – Initiative to increase fees for hunting and fishing licenses and permits. Our funding sources comes from wildlife fees and permits. Last increase was in 2002 for general licenses and 1986 for general resident deer permit. We are now into using up wildlife fee fund (WFF) reserves so trying to bring new programs to users. We get no state general fund (SGF) and tax revenues and reduced taxes have fiscal issues. USFWS left alone, so can use those funds to bring to constituents. Inflation up 32%, take it to the public, communication effort and being open using all outlets for need for fee increase. Programs like walk in hunting (WIHA) program and leasing private lands for access, fish access (FISH) program where we lease private ponds, community fisheries (CFAP) where license fees charged in local lakes and ponds and assisted management of lakes and only need state fishing licenses. We have a winter trout program with 35 locations, and urban pond stocking programs. Pass it on, recruitment and retention programs and 500 different special hunts across the state. Involved with Fishing Futures for angler recruitment and retention, brought those programs to public's attention and asked for fee increases and had support. On day-to-day operations and public lands, law enforcement, fish hatchery program, hunting and boating safety and other programs, to let folks know where their funds are being used. After that effort the only push back from public was they wanted to make sure those funds were being used for those continued fish and wildlife activities. In January 2016 implemented new fees, 30% increase across the board, Commission has authority to pass increases, legislature does have an upper limit on that. Resistance was one concern we had, first season that came along was spring turkey, concerned with past sales of 11,681 at \$32.50, same permit now was \$62.50. 11,813 permits sold plus other turkey permits so no change at all. Also, nonresidents need general hunting permit and that went up \$30 and we saw no effect. Deer 21,800 permits available, last year had 23,024 apps; this year 23,092 apps, obvious to us nonresident hunting is large part of income. No push back from residents, 16,253 applied for spring turkey in 2016, 16,301, no impact at all in first year of fee increases. Programs we are running efficiently with fee funds. We have reminded constituents of programs being provided and they got behind effort to continue those programs into the future. Public realized things cost more. Successful program in our mind, when limited to fee funds and federal excise tax match,

important to have programs people appreciate. Locked in and tapped out for salaries, began to talk about increasing salary base to attract and keep good people. After July announcing new pay matrix to be more competitive to some other states. We'll never be at top, but hope to be in the middle of the heap. *Ray Petering, OH* – Facing similar situation, 2004 since last increase. In talking to public and constituents, anything that resonated with those folks? *Keith Sexson* – Some of those programs implemented using those fees, people had been taking advantage of those programs and felt strongly in supporting those and told them we would have to cut back on those programs in order to maintain them. Toot your own horn. *Ron Brooks, KY* – Did study in Kentucky through Southwick, came back with, in order to maximize we needed to drop price. Did you do any surveys? *Keith Sexson* – No, not opposed to demographic surveys, but are you going to follow it if it doesn't come your way. If we used all communication methods available to us, if we couldn't communicate needs and benefits than we were going to be in trouble. *Ron Brooks* – A lot of people didn't agree with the study. *Keith Sexson* – Can do studies to work in your favor, but would drop programs if we didn't increase fees. One of the things we looked at was an indexing program rather than waiting so long for permit fee increases; do them incrementally in the future. *Kelley Myers, IA* – We looked at that, 1991 since we increased deer, looked at cost of living, if adjusted for inflation it wouldn't be near enough. We looked at it, but projected out 10 years, precautionary there. *Ollie* – Public wanted to make sure increase went to your department, public likes ear-marked taxes, legislators hate that.

Kelly Hepler, SD – Talking about water. When I first took this job I was told to be aware of non-meandering waters. In northeast part of state, some waters have the ability to rise 25 to 30 feet. When driving down township road, not uncommon to have it end in water and then start again a mile away. Private land is being covered by water. Water is a public trust we all benefit from by allowing legal access on water for hunting and fishing, but you can't walk on the private land under the water. So have challenges with water moving into farm yards, etc. Tried to figure out how to use this. Went through same circuit court judge 12 years ago and he ruled against us. Some of these lakes are 1,000 acres. Not sure where line is. The judge gave public trust back to the landowner so we are challenging and going to State Supreme Court in Aberdeen. Along with this, 80% privately owned, couldn't go around and knock on doors in agriculture community; talking about working lands and soil development and making incremental progress; now we have this water issue. All organizations on private property rights are on other side of us, we will have to challenge. Some states out west where public trust has been challenged. We are doing the right thing. Argument is if ice touches bottom of the lake, then it is my land and decided in court. Challenging and complex. Talking points is to resolve for South Dakota. *Jim Douglas, NE* – Is right to be on surface of the water, even when it moves, is it addressed in state constitution? *Kelly Hepler* – Not directly.

Kelley Myers, IA – Poised to have conversation on license fees and resident deer costs. Talked about baiting and that took up our time and found ourselves on defensive going into legislative session. Palmer deer situation, tips started flowing in, started hearing about how Palmer was baited. It is illegal to hunt over bait and this year everything changed. Hunter purchased property, worked with film crew because deer was known to be on it. He reached out to conservation officers on how to cover bait site, which would require a backhoe it was so large, a couple of tarps and plywood to cover it. After an investigation, law enforcement (LE) was able to determine materials were purchased after the fact, so individual was charged. He is a prominent

person who was connected with politicians and he fought the charges. Aside from filing charges and turning over to attorney, called in front of rules review committee. His defense attorney showed up and got feeling from legislators on baiting, went to 20 different meetings and 20 pieces of legislation put out--an interesting session. Case ultimately landed, too broad and couldn't be enforced, hunting over bait was narrowly defined as hunting right over the bait site, ultimately exonerated and camera crews came. What we have done is I stopped taking my staff to those meetings. We were getting attacked so only myself and legislative liaison attended. One law that was worrisome was open field doctrine and was LE using it. Can go to undeveloped property to conduct a warrantless search and used by all LE, a lot of drug cases are used this way. I called all LE agencies I could think of, amended it to just us and they stood by us so had solidarity. Made it through with none of those bills passed. Know heavy conversation still going on about open fields, baiting, public doctrine, LE and taking other basic seizure tools. There is a bill out there that we can't bid on confiscated items, cast bad light on us. Trying to be more transparent with LE transactions, doing education around public auctions, working proactively on administration rule on baiting, like to ban all baiting, except bird feeders and things like that, but don't have support. Work on CWD areas ban and clarify the rule of what baiting is and isn't, and more workable criteria to be able to make more enforceable. Lesson is we can never know what will come up; looking at all of our cases. We need fee increase and similar funding to Missouri of 3/8 percent of one cent sales tax, but takes legislature to enact that. A big conversation is going on about all potential cases and what noise do we want to go into next legislative session; 50% reduction of staff in next 10 years if no fee increase. Licking wounds, but being proactive for next session. *Cathy Stepp, WI* – Thanks for sharing that story with us. Easy to feel for you, all in similar circumstances; applaud your leadership for standing in firing line for your staff who are doing the best they can; appreciate that. You have support in this room, call me and cry on my shoulder. *Kelley Myers* – Have great conservation groups in our state and was able to call on conservation alliance and have them in the room too, but they have memberships too. Another lesson we learned, worked with media, watched my officers get killed in media, need to say our side of the story without inflaming others. *Jim Douglas, NE* – Any issues, like challenge to open fields still out there that will come up again? *Kelley Myers* – I think so, we have coffee every Wednesday morning and that is where open fields became a big issue; case was still early, but they let us know they want to look at. We did look at what other states do and it would be damaging to other states, staff attorneys need to look at that.

Ollie – Thanks for my office space and new laptop last week Secretary Stepp.

Cathy Stepp, WI – Introduce folks with me today, Kurt Thiede deputy secretary, new director NHS Drew Feldkirchner, new deputy Todd Kalisch, Sanjay Olson Administration of Fish, Wildlife and Parks, and new chief legal counsel Quinn Williams. Thank Bob Ziehmer for his leadership. Coming to these meetings is like therapy to me. You think you are the only one going through these problems, and I can say, thank God I am not Iowa. Broached this subject two years ago, when lamenting budgets and as former legislator, in talking in Wisconsin, problem is decision makers are not hearing us. Every department secretary is asking for things, big front burner issues. When I ask for pit toilets at state parks, I am at the back of the line. One year ago, we conducted a core work analysis. Then talked to private sector to make case to reallocate staff and have product they understand. A business analyses, like mall mapping, spent \$10,000 to bring in consultant to evaluate groups of staff and come up with process and procedures to do work more efficiently including what you do with federal and state mandates. And all things

people do every day; helps motivate staff be part of decision making. Help them see there is no knight in shining armor and someone outside department will make decisions if we don't. I know I have work product to say what won't get done if we cut funding, not in threatening way, help them understand there are consequences to cuts. Make it real, be ahead of cuts to show we have looked at every way to cut back and have informed conversation. First agency in Wisconsin to go through such an extraordinary effort. People are watching closely, all agencies are going through the same thing and we have to be smarter and articulate. Social media is very important, so when budgets are talked about you have home-grown contingency to help support efforts and have credibility. Have to start speaking like a business. *Kelley Myers, IA* – What was staff response to mall mapping? *Cathy Stepp* – Appreciated being asked instead of from the top down; I don't understand everything my people do, need to be able to explain what is being done and let them be part of decision making, my agency has been cut to the bone for a long time, now seeing relief and a way to prevent it in the future. They will have a sense of loss when we have to stop some programs, don't have money for warm soft things anymore, explain to legislators that if they want those programs they need to fund us.

Mark Reiter, IN – I will speak on ongoing adventures to get license fee increase. Approach from Kansas was completely different, we've been trying for two years now and not where Keith is at. Our Governor is new to office would not allow it so put us through the ringer and the sage advice from one of his 21-year old staffers was sell more licenses. They decided in order to postpone fee increase, to add \$1.2 million to LE side to take pressure off license fee, at least for two years, which puts us back in election year. But we need \$3 million to make this work. Executive management staff starting to talk about how we would come up with the \$2 million shortfall, license increases was under discussion, concerned with loss in license sales. We found out Southwick did analysis of fees and what has happened in the past is not what will happen in the future and paid for that report. From executive summary, only place to maximize income was resident fishing from \$17 to \$26, about \$300,000 far cry from \$2 million we need. How much longer can we continue to do the same thing, sooner or later the well is going to go dry. Started thinking about other ways to put money in license account, put \$1 in fee and \$1 in credit card fees we eat, made another \$500,000; still short of \$2 million needed. I'm rethinking the whole thing after hearing Keith's report. Don't know where we are going from here. *Jim Douglas, NE* – Nebraska is like Kansas and has cap and can raise fees by Commission vote. We are at our cap and raised fees last year and had same type of problems, legislation was written to raise up to 18%, we need more dollars to do what we are doing and raising fees 14% to 18%. *Mark Reiter* – Based on what Keith said, I would have never expected that. Talked to NGOs we work with regularly, some of those groups were not supporting us. How do we tell people the fees have to rise, they think it should always be dirt cheap. *Ollie* – I have to pay \$125 for a three-hour Packers game ticket and hunting offers much more. *Ron Brooks, KY* – Looking at paddle craft fee, they use our boat docks, kicking that around and that could be \$2 million to \$3 million.

Wayne Rosenthal, IL – Illinois still doesn't have a budget. Governor inherited budget out of balance for 2015 and vetoed 2016 budget and have been without one for this whole year. Proposed 2017 budget is \$39 million with projected revenue of \$35 million, and DNR at the bottom of the list when we get funding. Legislators will continue to try and figure out a way to take money; 60 of 118 legislators represent Cook County (Chicago area); went from 23,000 to 12,065 people, laid off people. Targeted 160 people and 107 came from my agency. Not settled

lawsuit, but have a hiring freeze, now down to 11,500 people. Dealing with fracking because of oil and gas and oil prices in the tanks, mines and minerals belongs to us and museums belong to me. Do have CWD issue, believe we are doing best we can; Asian carp another big issue, looking at how Chinese harvest their fish. Have been able to keep all of the parks open, employees paid on court order, but vendors are not getting paid; all utilities not paid, avalanche is coming and will be a real challenge. The message for our people is doing best we can with what we've got. Can't stick head in the sand, good working relationship with legislature, key is what we have, ongoing process. Governor is hunter and fisherman and a breath of fresh air, but mounting pile of bills is a structural problem. Processing will still take 4-6 months.

Terry Steinwand, ND – A lot of the things Bob talked about, we are doing. In 2005, study done on wildlife values of the west done by Colorado State University. How do we get people's idea to change from just wanting to kill something? Worked to go with soil conservation model and has worked with agriculture community, going back to old model if we need to. Public did not get involved at all, they did not care. Put 4,500 acres of habitat on the ground and we would like more. Three separate issues, one for 10 years, main stream dams built, land purchased around the flood pool, one of the tribes trying to get excess land part of reservation, about 2,000 acres. Watching Department of Army and Department of Interior in 2015 signed MOU that said this was going to happen. Knowing constituency out there is important, transfer occurs; expect to be sued for an injunction. Let public know and understand what is important to them. Second instance, was Lake Oahe, return lands to the state, but in April or May found out there was movement in Congress to move land back to the state or to its original owner, well-placed calls made it be placed on hold. Wish I had more answers, we need habitat but they don't seem to be engaged in that issue.

Ray Petering, OH – Initially going to talk about conversations with Governor's office that I thought was unique, but things are tough all over. Folks in downtown Columbus don't know who we are, what we do and don't think it is important. I've been in this position seven months and been to Governor's office 11 times. Clearly times have changed and willing to take on anything and everything to challenge what we do. It means nothing to them. Absolutely crazy, going around and around on the pet deer thing, had procedure in place and Facebook issue, changing process, never mind that we are the experts, wrestled for 10 months and had a procedure in place to make them pay restitution. Have legs knocked out from under us on land acquisition, 47th state in land available to the public for recreation. Have 15 projects in various stages of acquisition, one in particular, woman waiting on check and it is not coming. They don't understand who we are, what we do and we are not important. Try to improve education with legislature and try to change how they think about us. Make case for management programs on autopilot and work with legislators, because when you lose touch you lose control. Talking with state conservation groups, how all agencies were made to be and they don't realize that they created us, in fact we are you. Headed for more troubles, a bad situation; trying to get license fee raised, owning land, or whatever, when questioning our ability and authority.

Jim Leach, MN – Feel good about where Minnesota is at. Some of our lakes in trouble, Mille Lacs Lake, premier walleye lake, good walleye spawning and reproductions, but fingerlings disappearing and we don't know what is happening. Looking at dynamics of the water, prey base is changing. Population is plummeting, last good year was 2013, now 14-18-inch length,

restriction. Last year on poundage of fish that could be taken, was producing 1 million pounds a year, this year 40,000 pounds and split between tribal and non-tribal rights. Treaty reviewed. Legislation passed last year on right to trap, fish and hunt is being challenged and tribes have been more than reasonable they have agreed to 12,500 pounds and we have published that willingness. Resort owners and local economy is greatly affected, down by 1/3 in recreation use. Advisory board appointed, prey base is being affected by invasive species, but no smoking gun, a lot of things going on, but that is not what the public wants to hear. With treaty rights and protocols that were established, justifying our biology, but they are saying it is wrong, want us to go back to Supreme Court and get a better deal, but tribes are being more than reasonable, but public doesn't want to hear that. We may have erred in not having broad statewide interest on advisory board. Governor is aware of situation and it is high profile case and will not be solved any time soon.

Refreshment Break - Sponsored by D.J. Case & Associates

Bob Ziehmer, MO – Missouri Department of Conservation, has one commissioner here, Commissioner Marilyn Bradford, appreciate her attendance and interest.

Funding and Relevancy – A Recipe for a Robust Conservation Future

Overview of the work of the Blue Ribbon Panel (PowerPoint - Exhibit 4)

Bob Ziehmer, MDC, Moderator – Three presenters, Dave Chanda, Ron Regan and Steve Williams, then have time for dialog. Responsibility is huge, impacts local and national economy. What is the role of state agencies. Let us never step aside when you are told you are the end of the line. Look at challenges and look at revenue sources, how we successfully address challenges to serve all citizens and manage all wildlife through quality wildlife management.

A Vision for the Future

Dave Chanda, New Jersey – Three panel members will give short presentations to get dialog going. We discussed this at North American. States went above and beyond for financial contribution for AFWA. Outstanding support from directors. Blue Ribbon Panel was convened to establish fund for all wildlife to be funded. Ron passed out brochure that lists panel members, from state agencies, Bob Ziehmer and Steve Williams were on the panel, and had industries, Shell Oil and Toyota (Final Report – Exhibit 5). Had three official meetings and listening sessions across the country. Two co-chairs, Johnny Morris and Dave Freudental and issued final report in March. Targeting how to secure \$1.3 billion annually in new funding, that is realistically obtainable and for 10 years. Where did amount come from? From surveys of every state agency to ask how much it would cost to fund state wildlife action plans, 75% of implementation is where it came from. In March had press conference to show how we spend the money, discussed what was coming and panel committee came out with two recommendations. Anyone familiar with funding program, the minimum states will get is \$13 million and concerned with match dollars especially in those small states like mine. I will have friends, sister agencies and universities that will help with that if needed. Directors' Hot Topics reports were awesome. I think Northeast will borrow that from you. Recommendations to impact relevancy. Bob Ziehmer touched on that as well as several others.

Ron Regan, AFWA – There has been a lot going on since North American in Pittsburg. Regarding legislation, have bill in House ready to go, thought it was going to be dropped last week, caught up in affairs of the House, but expect when Congress comes back in session after

July 4th, expect Reps. Young and Dingle to introduce the bill. Newsworthy event, have press release ready to go and social media. We know this won't pass this year and will take it through next Congress and maybe the one beyond before a reality. Committed to driving this over the finish line. When we recruited Panel members, big guns, deal was three meetings in 12 months. Great friendships and bonds were built and AFWA was convener and all agreed there was no reason to send people packing after 12 months so created four working groups (WG): Legislation WG, Jeff Crane, Collin O'Mara; Business Relations WG to forge industry, others in conservation world, Connie Parker, investment banker and on DU board; Communications WG, John Doerr, Peer Fishing; Relevancy WG, Steve Williams and Steve Kellert, Yale. Two other things, one of the things having 29 states pledge \$10,000 each, additional money meant \$5,000 extra to start working groups, credible presence, hire campaign manager and put out two appeals for positions, but haven't found right person yet. If you know of anyone who might want to work in DC please reach out to me. We have landed Moroch Marketing who will be doing pro-bono work on behalf of panel. I went to Dallas for meeting and they are all in and excited with being a partner and convening a 15-17 people group to discuss marketing.

Steve Williams, WMI – What drives us is our own passion, but kids and grandkids make us even more interested. Conservation is not relevant to American public anymore, look at funding at state and regional levels, not enough to get the job done. If we were relevant, we would not have had to go through the Blue Ribbon Panel. Listening session lets me know conservation is not as relevant as it used to be. Director Hot Topics challenges reinforce this idea. We live in a vastly changing world, twice as many people since when I was born, majority of kids in U.S. are minority; 80% urbanized and social media has grown rapidly and roles are changing. That impacts how relevant we are. Real impact issue we need to deal with is how we approach conservation, how we talk about it, and it centers around habitat and services it provides, ecosystem services. Provide list, air, water, and many more. Don't sell based on that, but on how many ducks, etc. we sell wildlife-centric, not people-centric. We don't take advantage of disciplines in human dimensions and I suggest that area needs increasing attention. If understood what was happening culturally could define our structure. More than just science and critters involved in conservation. Four teams meeting soon and one of the things to get ball rolling on relevancy is to recommend what things are relevant outside what we normally do: economic, business, education, media and focus on health and human welfare, that is what people are concerned with. We can, and need to, tailor our messages to talk about that. Steve Kellert's group will develop business models to define disciplines and model position descriptions. Make it as easy as possible to transform agencies, three or four workshops over last five years. Getting hit by a million different issues every day. Put product into play and make change in state and federal agencies entrusted with conservation. Blue Ribbon Panel recommendations are essential. Make conservation relevant for American public. **Bob Ziehlmer** – Thanks Dave, Ron and Steve. Took two things away. It is essential to require states to operate differently to access additional dollars. Clear that we need diverse stakeholder groups to be successful, serve all citizens and all wildlife. **Jim Douglas, NE** – Different agencies have embraced change, but Steve when you talk about what we have to offer and letting people know about it, issues are important to people, but we have to figure out what our promise to them is and what we can offer people's children because it will take a while to offer more than we have been offering. **Steve Williams** – Not as easy as just changing messages, but we have to start there. My experience is we haven't done that very well. **Jim Douglas** – One of the things people are interested in is outdoor experiences and outdoor education, fearful that too much time is spent indoors and something we can do as

we expand caring about all creatures, not just hunted and fished creatures. Get public involved through kids. *Steve Williams* – Coming out of state experience enhanced my profession, having parks involved, lessons to be learned on how state parks deal with families, than on a wildlife management area where you go to hunt; different cultures there. The park culture, a lot to be learned from that culture approach. *Ollie* – One of things we are doing right now is the monarch initiative, working hard to move that forward and that fits really well. *Steve Williams* – Great example, but it is a butterfly, it is the habitat the butterfly exists in and that whole message, opened huge audience not available to us in the past; pheasants don't pollinate, but opened that up through habitats. Talk about different groups and wear a different hat to explain the same habitat (benefitting birds, etc). What are examples today, and monarchs are tremendous example. *Ron Regan* – Also hear and suspect you are thinking about, better not forget who brought us to the dance, original conservation folks. NRA reached out and hoped to see language on findings on how hunters, anglers and trappers have brought conservation to where it is today. On relevancy, challenges folks to think broadly, think we are doing things smartly on the front end, not forgetting traditional customers too. *Kelly Hepler, SD* – Had this discussion for last several years, \$39 billion is broader than just the funding, conservation for the future, troubled that grew out of wildlife groups, it is far bigger than that, future is broader message than state wildlife grants. Conversations with farming community, and includes the parks, and writing a goal statement. It is hard internally and interested in seeing talking points. *Dave Chanda* – The first step that gets us there, hope to go down that road. The first step to change culture of my own agency and servicing nine million people in New Jersey; water quality is there because my trout biologist did all the work, etc. and research was being done. A bigger picture, this is the first step that gets me in the game to talk about that. Funding will help me talk about the connections, beauty of account affords directors the opportunity for outreach and education. Panel has set table well to get to where you have some concerns. *Jim Douglas* – All challenged in finding connectivity in parks, wildlife, etc. We work with Trout Unlimited in the schools and let them hatch eggs and they stock them in the ponds so hopefully they are future supporters. *Bill Moritz, MI* – Looking forward to details that develop. Have state endowment fund that is percentage formula from oil royalties, and volatility of those funds and that is real in commodity bases. *Ron Regan* – Data from a year ago, oil and gas was about \$13 billion, now around \$8 billion. Like the idea of saving for a rainy day. *Steve Williams* – If you have examples of what agency is doing in terms of becoming more relevant, share with me. Or if you have thoughts and ideas on how you would structure your agency if you had the funds in a perfect world. *Bob Ziehmer* – I am hearing, many states focus too much on recruiting hunters and anglers and what is end goal? Creating ethic in all people so citizens understand when ballot initiatives come around. In urban areas, bring in well-known chefs and field-to-table events; creating conservation effort, not just trying to create hunters. Try to broaden constituent base to move forward in next 80 years, as we have in last 80 years. Know there are challenges in front of us. *Rick Young, PF* – Reactive discussions, like proactive discussions from them; think about blue ribbon panels in your own states, try to turn the tide. *Bob Ziehmer* – We did that 40 years ago, brought in outside folks and reviewed the agency and were told to service all citizens and not species by species, was hard to hear and it can be done, and has been done. Responsibility to deliver to all areas; concerns from other states, we still have challenges. States are doing it and have done it and some progressed further for various reasons. *Kelley Myers, IA* – Did go through something similar, Iowa Water and Land Legacy initiative, take legislative actions, but during that process we had to stand down as state employee according to the law. Also had administration change in there and are not authorized as

part of the coalition anymore and we can't promote that. That is a struggle we can't control. Within my own agency, putting together a think tank of people from the field to get good field perspective in our plans, not all management driven. *Terry Steinwand, ND* – Had initiative, Measure 5, a percentage of oil and gas funds, we were also prohibited to take a stance; we were beat up and accused of taking land out of production. Conservation message has not been sent, see it coming back in the future and hope to have some influence, an attempt to be proactive by some very good groups. *Bob Ziehmer* – If Blue Ribbon Panel is successful and money comes to our states, at least create match money. *Unknown Audience question* – Interesting to listen to Blue Ribbon Panel. Who is target audience? 80% living in urban areas, not talking like them. How do we make conservation relevant to urban, do you have that person on your team. We have to talk to that 80% of the population. *Steve Williams* – Great question, relevant to makeup of the panel, we didn't have person off the street, but other people, like Jennifer Multh from Outdoor Industry Association, had Toyota and other industries. From my experiences, message is different to get to the same place. Our target would be agency leadership teams, agency boards, Governors and legislature, to let them know what is relevant to serve them. Then talk to the person on main street, we don't have that right now. *Ron Regan* – We are still figuring this out, clearly not one target audience, Congress versus main street America; how much is grass roots and don't know if another player or not. When we talk to ad firm in Dallas they fast forward to some of these issues right away; what is our message, a multitude of ways to approach these questions and target different audiences. Ad firm wants to know at end of the day, funnel into one message and one big idea. *Kelley Myers* – Considered city parks, they are such a gateway and city mayors? *Ron Regan* – Not specifically, maybe in the future. CARA initiative has park and wildlife title which will grab blue ribbon discussion, a more direct approach to bring that in. *Steve Williams* – USFWS has started urban refuge concept, it is brilliant, but we didn't think so 15 years ago; if 80% of the people live there we should go there and talk to those people. In North Dakota, Red River flooding, and how many wetlands that are gone that could have prevented some of that; there are great stories out there. *Keith Sexson, KS* – Steve mentioned parks as part of the agency, have tourism brought in under your tent as well; apprehension from fish and wildlife and parks, but bring in CVBs and they have good connection with parks and tourism is beginning to look at eco-tourism, etc.

Bob Ziehmer – Watch and stay ready to engage. *Ron Regan* – By September annual meeting. *Ollie* – Great morning.

Awards Luncheon – Sponsored by Ducks Unlimited and Canadian North American Waterfowl Management Plan (NAWMP) Partners

Bob Ziehmer – Short presentations from David, Dave and Dean, then Awards Committee Chairman Keith Sexson will present the awards. We want to thank Ducks Unlimited and Canadian Wildlife Partners for all they do.

David Brakhage, DU – Pleasure to co-host this event, neat to spend time building and sustain partnerships. Conservation programs in every state represented here. Enjoy speaking to each of you about waterfowl conservation, a complex enterprise.

Dave Kustersky, DU Canada – Your leadership is critical, can't do it on our own, matching dollars relevant to habitat and Canadian conservation. Two things: invitation to come to Canada and see what we have accomplished; and second, see what is left to do.

Dean Smith, Canadian NAWMP – On behalf of Canadian partners, thank you; Alberta, Manitoba and Saskatchewan, DU Canada, and Nature Conservation Canada. It begins with state agencies, your programs start the ball rolling; \$3.4 million from 38 states and for every dollar, a minimum of \$4 is habitat is placed on the ground in Canada. Hope we continue to work together and share information and benefits.

Keith Sexson, Awards Committee Chairman, Facilitator – Introduced award winners and presented awards to state representative if winners were not present (Exhibit 6 – MAFWA Award Winner Nominations).

Law Enforcement Officer of the Year – Dustin Whitehead, IN, award accepted by Dustin.

Wildlife Biologist of the Year – Dan Halstead, ND, award accepted by Terry Steinwand.

Fisheries Biologist of the Year – Jonathan Meerbeek, IA, award accepted by Jonathan.

Spirit of the Shack – (chose two this year), Edward K. Boggess, MN, award accepted by Jim Leach; and William Suchy, IA, posthumously, award accepted by Kelley Myers who will see that his family gets the award.

Excellence in Conservation – Heather Robinson, Ohio Environmental Crimes Unit, Franklin County Prosecuting Attorney's Office, award accepted by Ray Petering Sagamore:

Ed Boggess (MN), 4 years of service – accepted by Jim Leach.

Bob Ziehmer (MO), 6 years of service – accepted by Bob.

Scott Zody (OH), posthumously, for 4 years of service – accepted by Ray Petering who will see that his family gets the award.

Past President's Award will be presented to Bob Ziehmer at business meeting on Wednesday.

President's Award; given by President Ziehmer – National Wildlife Federation

Bob Ziehmer, MO – Colin O'Mara could not be here, but want to give credit to NWF, for past two years lived up to what they said they would do and became more active in state and federal matters. This award is for captive whitetail deer program where they provided leadership and for Blue Ribbon Panel work.

Trading a Focus on Species for a Habitat Approach

Nathan Muenks, Habitat Management Coordinator, MO Dept. of Conservation – Continue conversation from before lunch; Missouri's approach to landscape and approach to biologically diverse region (PowerPoint – Exhibit 7). In Missouri 2,000 native vascular plant species, 67 native mammals species, 434 bird species and 170 breed annually, 108 native reptile and amphibian species, 214 native fish species, 69 species of native freshwater mussels, 36 native crayfish, over 100 species of native butterflies and skippers and over 100 species of native dragonfly and damselflies. In addition, 400 species of native bees and thousands of other invertebrates. Broad diversity of species, 1,143 total species of conservation concern we are tracking each year; and 603 species of greatest conservation need; as well as game species and rare and declined species. How do we go about all this diversity. Focusing on individual needs is impractical, lack of knowledge for some species; and limited resources. In face of these issues, serve them as a group by focusing on conservation and management of the natural communities

these species occur in. Take native tallgrass prairie; a 30-acre prairie can support over 150 species of plants and 1,000s of species of invertebrates, reptiles, amphibians, birds, mammals and potentially aquatic species. If managing for one species you could not do it. When going to broader landscape approach you can conserve most species including some special interest species with the most efficient use of resources. That doesn't mean we give up on game and protected species, but monitor special interest species and modify natural community as needed. If looking at a glade, focus on that or glade/woodland, and manage as a whole landscape. Important that we know, just because we focus on landscape doesn't mean we are ignoring individual species. Modify and evaluate to fit species. You can do conservation anywhere, your back yard, my farm, anywhere. A lot of potential out there, but limited resources, we need to select areas that offer the highest benefit to the resource, not just the easiest place to go to work. Different scales make species and communities more resilient and allow ecological processes to play out; like natural disturbance processes, meta-population dynamics (colonization's and local extensions), genetic diversity, etc. Conservation Opportunity Areas (COAs) are the greatest opportunities for sustainable conservation of a state's natural communities and the native flora and fauna dependent upon them. COA is a landscape approach and providing proper management and connectivity of quality natural communities will not only sustain current species populations, but hopefully bolster populations in decline. Understand the makeup of your state; in Missouri we divided the state into ecological regions: central dissected till plains, Mississippi River alluvial basin, Osage plains and the majority is Ozark highlands, the last one is bootheel region, which is bottomland of the forest and mosaic of wetland communities and today primarily agriculture. Within each region, understand natural communities within them; natural communities of Missouri consist of caves and karst, grassland/prairie/savanna, forest and woodland, glades, wetlands, and river and streams. Below those, as we get more specific; for instance the type of glade depends on the rock that lies underneath it. For each of these systems, the process of identifying COAs includes: 1) identifying all conservation opportunities; 2) isolating those areas of greatest conservation opportunity; 3) better focusing conservation efforts; and 4) guiding strategic decision-making regarding conservation actions with the state/region. The process, in generic sense, is where is the opportunity, looked at each separately and where species exist for strategic decision making for state and region. We have broken staff out into natural community teams, each responsible for a different primary system. Work closely with partners to come up with criteria to decide where to place limited resources. Woodlands, for example, came up with 10 criteria, 1 is lowest and 10 is highest, shown on maps of the state showing opportunity areas for forest and woodland conservation, with all 10 priorities. The team decided areas meeting 8 or above criteria represents a COA. Each team set up their own criteria separately to determine COAs. Rivers and stream opportunities, instead of polygons, used lines, with understanding need watershed approach. Put all together come up with network of COAs, partners reviewed a meeting and made adjustment according to that. Put something on the ground, developed priority geographies in those areas, our department working with partners, can't work on all areas for all species. Still working in all areas, took nine forward for increased attention. All have a different focus on them. One for every ecological area and one per type and one for each administrative region (8 in state) and one in Kansas City. There is teammate at regional level and team leader, defined mission statement on what they want to accomplish. Talk about getting public involved, outreach and education on each team to keep communication open and to put habitat management on the ground. Focusing on prairie, less than 1/10 of one percent remaining, working with private landowners with education, may not be assistance. Also, work

on tree removal within Ozark Highlands. For glade system in Ozark Highlands working on cedar eradication, prescribed fire, and removing grazers. Cave karsts also in Ozark Highlands, work with private citizens to maintain landscape, working to clean up the sinkholes where we can and spring protection. In the last region is Bootheel Region, promote bottom forests, and restoring hydrologic areas. Rivers and streams are important to all of these teams. Asked teams for watershed approach, riparian lost and barriers to it; low water crossings and low head dams are being replaced by span bridges. Path forward is the nine geographies represent the initial stepping stones for the department for landscape-scale management for the state. Select more in the future and continue to advance that as we move forward. Challenges with resources, not just money, but staff, time and getting people on board. Great interest, positive and negative in some of these areas, state is 93% private ownership. As you mentioned earlier, need not only people in those areas, but in the whole state and translate that message. Species monitoring, do community monitoring, not just species, as we manage them over time. We haven't developed landscape conservation at national level; need to transcend state and regional boundaries, go beyond and link together. To be successful, paramount we act as a model to show citizens it can be done on their own land. You can fit conservation onto a farm and can do that with messaging. *Kurt Thiede, WI* – As you put together priority areas, are you putting together dollars to get to that level? *Nathan Muenks* – We have not, have yearly budget amounts. Don't know where endpoint is yet, just brought online in 2014 and 2015, monitoring to get that. *Kelley Myers, IA* – How long of process did it take you to where you thought you should do this? *Nathan Muenks* – Since 2005, a long time ago, developed priorities differently, but now have scoring criteria, started with SWAP and lined this out to get map in last year and a half. *Kelley Myers* – In working with these teams, are they dedicated to just working on these, or working on other areas? *Nathan Muenks* – Working on other things as well. *Quinn Williams, WI* – Extra to majority of species in those areas, use overlay for ITP and things like that? *Nathan Muenks* – More natural heritage approach, shaped on something tangible like a watershed. Didn't know how big we need to go to make favorable for all species, a sliding scale, but think of as a whole. Other question on regulatory decision making, we are not regulatory agency, but Corps of Engineers and groups like that take this into account and were part of developing these. *Kelly Hepler, SD* – How well are agencies accepting this, since mostly private owned? *Nathan Muenks* – Invited Ag community to meeting and not negative, they are concerned for their constituents. This is all voluntary and can receive cost sharing, but not mandatory. We also have an Ag liaison in the department who works with them as well.

Bob Ziehmer, MO – There is a handout at your stations that talks about speakers and their background.

Looking to the Future of Bird Conservation: Engaging a Broader Constituency

Judith Scarl, NABCI/AFWA – I am the Bird Conservation Manager for AFWA and coordinate NABCI. (PowerPoint – Exhibit 8). 2016 has some exciting milestones for bird conservation. I'll focus on how to use those milestones to engage new constituents through citizen science and how we are using these milestones to re-envision bird conservation at a continental scale and consider how to engage a broader constituency to align goals across multiple sectors. First, for those of you that aren't familiar with NABCI (North American Bird Conservation Initiative), the U.S., Mexico, and Canada each have NABCI committees that work independently on country-specific bird conservation initiatives, but also work together on

continental bird conservation. The U.S. NABCI Committee is a 28-member partnership of federal and state agencies, NGOs and bird-focused partnerships working on national bird conservation issues. The states are represented on NABCI through AFWA's Bird Conservation Committee, Jim Douglas is on that committee, and its working groups as well as through the Flyway Council. NABCI's mission is "The U.S. NABCI Committee facilitates collaborative partnerships that advance biological, social, and scientific priorities for North American bird conservation." As you may know, 2016 is the Year of the Bird; the centennial anniversary of the Migratory Bird Treaty between the U.S. and Great Britain on behalf of Canada, as well as the 80th anniversary of a similar treaty between Mexico and the U.S. As part of the centennial celebration, the NABCI Committees of the U.S., Canada, and Mexico came together to produce a collaborative, continental report that's an unprecedented, tri-national analysis of data for 1,154 bird species that occur in continental North America. Many of you heard me talk about this report at the AFWA business meeting in March or the Executive Committee meeting in December, where I focused on opportunities to use the report to tell the state story and show how states are engaging in conservation with local, national, and international benefits. Since then, we released this report in May, and each of you should have received copies and I hope you've had a chance to glance through it, it's pretty spectacular. The report has great messaging about conservation successes and needs, as well as actions that governments, private industry, and people can take to advance conservation. I'll focus on citizen science today, and also how this report is a jumping off point for developing a vision for migratory bird conservation throughout the hemisphere. Many of you have probably seen these heat maps before, that show abundance and distribution of a species throughout the year. The Magnolia Warbler heat map, which shows winters in Mexico and parts of Central America, and breeds in central and eastern Canada and parts of the northeastern U.S. and upper Midwest; the date is at the top and measured in week intervals throughout the year, and the brightness of the orange represents the abundance of the species at that time of year. So you can really see how this species migrate across our continent during the year. These maps are pretty amazing, and one of the incredible things about these animations is the sheer amount of data that goes into creating something like this. And this is just for a single species. For the State of the Birds report, we used data collected through eBird submitted by tens of thousands of citizen scientists, which allowed us to evaluate population trends and status for all 1,154 continental North American bird species and truly showcases the power of citizen science-making use of volunteers, birders, and outdoor enthusiasts to harness a resource with a breadth and extent that we would never be able to accomplish without citizen science. The State of the Birds report shows some of the incredible tools we can produce using citizen science data, but citizen science has diverse and broad-reaching benefits for conservation, management, and state agencies. I've been talking to biologists and coordinators in several states that manage citizen science projects and programs, and they have some great insights as to how citizen science benefits their states. Here are some quotes from state biologists: Kate Fleming, Delaware DFW "It's good PR, gets people thinking about their environment, it's a positive thing to think about when they think about DFW"; Russell Norvell, Utah DNR "Builds relationships and trust with the public"; Wendy Connally, Washington DFW "It's an opportunity to give the public a view and a voice in our work. It's one of the perfect solutions for how we increase diversity, too- create opportunities for all kinds of people with all kinds of values"; Cullen Hanks, Texas PWD "[We can] use the community as a resource". Some of the themes that emerge here are that citizen science: engages people as stewards of their environment; shows people another face of a state fish and wildlife agency and engages people in the non-game, non-

hunting part of the agency; helps people feel connected both to their environment and also our agencies; can yield really good data, if done right; and inexpensive yet productive work force that can often yield data in quantities that goes well beyond what state employees can collect on their own. Many states are already using citizen science to engage new constituents and to implement their Wildlife Action Plans. Wisconsin has eight bird citizen science projects contributing data and the second Wisconsin Breeding Bird Atlas is the most prolific of these. Wisconsin is currently updating its first BBA, completed 20 years ago, and this atlas is both the most comprehensive source of data on all birds that breed in the state, as well as the largest citizen science effort in the state's history; it engages more than 700 observers who submitted 24,000 checklists reporting 1.7 million birds of 229 species. A comparison of the data for the first and second Atlases is already yielding some useful results- from documenting success stories like the recovery of trumpeter swan, peregrine falcon, and bald eagle, to evaluating changes in game bird populations, like the northward expansion of wild turkeys and declines of northern bobwhite, to identifying key threatened guilds of birds that need conservation action, such as aerial insectivores. Utah has a really interesting citizen science success story; there was a fire project proposed for a local canyon, and a group of concerned citizens, eventually dubbed the Angry Birders, objected to the project, saying that it would disrupt the bird populations and this caused some bad publicity for the local government because there was a lot of controversy. The state took the birders' interest in this place and converted it to something productive, training the Angry Birders to collect data that would allow the state to evaluate the site and the project impacts. This in turn built strong connections with this group of volunteers and Utah DWR was able to transition them to collect data for other productive projects; they now have several successful citizen science projects that use these same volunteers engaged as a result of the conflict. Missouri Department of Conservation uses trained Master Naturalists to gather native prairie seeds for prairie restoration and reconstruction projects in the Osage Plains of western Missouri and the Glaciated Plains of north Missouri; they also collect milkweed seeds, deliver them to the nursery to be grown and will be planting them when they reach the right size for planting on public and other lands; one of the main benefactors of this project will be the Monarch butterfly. Citizen science is cheap but not free, it is important to invest some resources to ensure good data quality, but a small investment can yield major benefits and be far more cost-effective than hiring skilled employees to collect the same data. This small investment should be focused on training and communication, working with volunteers to make sure they understand the project, expectations, and methods, but also to keep them engaged. A trained volunteer, if engaged, can provide years of valuable service on multiple projects. To make sure that training and communication are happening, having a dedicated coordinator can make a huge difference to an agency's success with citizen science. Again, this is a fairly small investment that can have huge benefits, from overseeing vast amounts of data collection, to serving as an ambassador to volunteers, to engaging new audiences. Selecting appropriate projects can also go a long way to reducing staff time and costs while ensuring high quality data collection. Single-species projects are good candidates, or projects, with easily identifiable groups of species, reduces error and also reduces training time. More intensive projects will require more volunteer training but also more volunteer screening to make sure you're engaging the right group to collect the data you want. Finally, it's important to consider the objective of the citizen science project, because different objectives will require different types of training, outreach, and project focus. It's ok to have a project whose focus is primarily on engaging people in science, for example, naturalist programs or citizen science programs for kids, as long as you tailor your expectations towards that goal.

Generally, people want to know that if they are putting effort into something, that their data will be used so it's good to consider what easy-to-collect, but useful data might be used to engage a new community. The best citizen science projects will yield solid data while engaging citizens. One of the takeaways here is that citizen science is a great way to engage outdoor enthusiasts that we may not be reaching, or to reach new potential outdoor or conservation audiences beyond hunter recruitment. States can partner with schools, with Master Naturalist programs, with NGOs, with girl- and boy-scout troops to engage new audiences in taking action for conservation and management of fish and wildlife resources. What I've talked about so far involves reaching new constituents for our state wildlife agencies, bringing new constituents into our work to manage wildlife, and sharing our values and goals with others who might have develop similar interests. But in the bird community, we're also starting to think even further outside of the box about conservation partners, and that brings me to the next section of my talk. As I mentioned earlier, 2016 is the Year of the Bird, and this year marks several conservation milestones, including the State of the Birds partnership and the Centennial of the Migratory Bird Treaty, big milestones that have gotten a lot of attention. Earlier this year, President Obama met with Prime Minister Trudeau from Canada, and a month or so later, our Secretary of the Interior Sally Jewell met with Canada's Minister for the Environment, Catherine McKenna. As a result of these meetings and the increased interest in bird conservation, our three countries were tasked with developing a hemispheric vision for the future of bird conservation. From our understanding of migratory bird biology we know that to protect migratory species, we must work to ensure that they have adequate protections throughout their entire annual cycle, wherever they may occur. Cornell recently released a new map that is one of the single best images highlighting why we need to invest in full annual cycle conservation and build partnerships to protect our own investment in migratory bird conservation. Using eBird data (citizen science) Cornell mapped the migratory movements of populations for 118 species of migratory birds with each dot on the map representing a single species, and you can see how these species migrate between our continents throughout the year. This map shows how many of the species we work to conserve in the United States spend a substantial amount of their lives outside of the U.S. Our State of North America's Birds reports showcases the connections within North America, but many of our species winter much farther afield. But as we all know, conservation and land management are often faced with competing priorities; look at some of the countries that these birds pass through or end up in and it is hard to convince people that birds are a priority when they are worried about uncontrolled disease outbreaks, or feeding themselves or their children, or economic or political instability. We face many of those issues at home too; conservation and management are pitted against food production, or industry, or funding for human health and safety programs (quality of life, not life and death agencies). A lot of our strategy for implementing conservation or management focuses on trying to convince different audiences that our priorities are important, and that our priorities should be their priorities. That can be a great strategy, the more people and interest groups we can engage in proactive fish and wildlife management, the stronger of a position we come from to advance our goals. It's important to inspire people to experience the outdoors, whether it is through the thrill of hunting or the joy of hearing a dawn chorus, but it's also time to employ other strategies to ensure that conservation and management are done thoroughly, effectively, and consistently. With competing priorities we may never convince everyone to think the way we do, that conservation and management of wildlife is of critical importance so the next step is to find areas where our interests overlap. In the report, one of our slogans is that "Everybody wins with bird conservation." Clean water that

our waterfowl need to flourish is also critical for us, for drinking water; in the seafood industry, fisheries management ensures stable fisheries; and shade-grown coffee can offer benefits in pest and disease resistance. Instead of trying to convince those potential partners to work with us to support our conservation priorities, we can ask how our work can support their priorities; priorities that are aligned with ours. In the U.S. members of the conservation community have been reaching out to organizations like U.S. AID, not to convince them to support our cause, but to see where our priorities align and where we can both strengthen our own priorities by working together. Another slogan used in our community is “What’s good for the birds, is good for the herd.” But if we turn this around, “what’s good for the herd is good for the birds”, it puts the focus on our partners. It shows we are willing to see things from their perspective and work together with respect, towards our shared goals. Of course many states are already doing this, working with farmers and ranchers to conduct practices that are economically feasible but also good for wildlife; working with private industry to help them meet their regulatory obligations while remaining profitable and also benefiting wildlife. I’d like to encourage our community to invest more time in this type of partnership building, both with traditional and non-traditional partners and to think outside of the box about who potential partners might be and how our priorities overlap. I’d like to leave you with two questions to consider: first, while many of our agencies are already working to broadly engage new partners, in many states, F&W agencies are still seen as primarily hunting and fishing organizations, where the majority of programs primarily appeal to hunters and fisherman. Do you have concerns about engaging and representing constituents beyond hunters and anglers? If so, what are your concerns, and what actions can we take to overcome them? Secondly, many of our states are aligning their conservation goals with the priorities of farmers and ranchers, Bob mentioned partners and Jim mentioned bankers. In what other areas can we align our wildlife management or conservation goals with economic or human health priorities, and where are your states already doing this? *Kelly Hepler, SD* – I would like copy of your PowerPoint. *Ron Brooks, KY* – Audubon brought up a few years ago concerns of bringing in a partner with more constituency than hunters and fisherman, and the fear of losing control. *Judith Scarl* – How are you addressing that? *Ron Brooks* – I would not. *Bob Ziehmer, MO* – Can I be hunter or have to be birder or do both? *Ron Brooks* – Some birders buy hunting licenses to bring in monies, but if we started a separate fee we may lose control of the division; got that from League of Kentucky Sportsmen. *Terry Steinwand, ND* – Concern about anti-hunting attitude? *Kelley Myers, IA* – Similar concern in Iowa, will have to face it at some point. *Ron Brooks* – Potential of negotiating at table what to do with monies.

Bob Ziehmer, MO – Missouri has been doing surveys for about 40 years.

Knowing the Public We Serve; Knowing their Expectations & Desires

David Thorne, Ph.D., MDC (PowerPoint – Exhibit 9) – Jennifer is handing out devices to you, these devices give us instant data results; cost about \$50 each; and won’t work on your garage door, phone or TV. Device records A, B and C answers. Prompt, continue support for conservation, the broader focus, reaching out to constituency. Implementation effort provides thoughts on knowing people we serve and knowing their expectations and desires; knowing about: needs; wants; and demands. Cooking is good comparison. Blend some thoughts, made presentation New Era of Conservation: 1992 North American “Market Information: Matching Management with Constituent Demands.”; Aldo Leopold, Conservation Esthetic; Peter Drucker,

business is to create a customer and apply innovation; meeting citizen expectations; and expanding programs to meet demands and ensure support. That thinking is like cooking: the best Dutch oven outdoor cook starts with basic ingredients, a recipe, and actions. In 1992, at North American, wildlife agencies were struggling to understand how their conservation activities can meet the demands of an increasingly diverse clientele, said meeting expectations is responding to demands for innovation, while satisfying traditionalists who have provided the money and political base which modern wildlife conservation was founded; closed paper with market information for a new era of conservation. No resource agency can do everything for everyone; and allocate scarce resources across wants and stimulate support. Those still apply in Missouri and North America, especially with Blue Ribbon Panel, how we might enter to era. Aldo Leopold, Conservation Esthetic, with ties to Missouri, spoke to Commission in 1938. Son hired by department in 1939, whose work helped with conservation funding, he noted: “Who now is the recreationist, and what does he seek?”, “there is the professional, striving through countless conservation organizations to give the nature-seeking public what it wants, or to make it want what he has to give.”, “We seek contacts with nature because we derive pleasure from them.” Knowing the public we serve: what are their interests, participation, satisfaction, and trust; leads to decisions, innovation and actions. Appropriate then and today; how do we know the people we serve; by adding more ingredients to the Dutch oven, and combining information to refine our approach. What’s Our Business? Peter Drucker, business management expert: “There is only one valid definition of business purpose: to create a customer.”; “...the business enterprise has two, and only two, basic functions: marketing and innovation.”; “...innovation is not invention, non-technological innovations, social or economic aspects that are at least as important as technological ones.” Now, we’re really cooking; let’s turn up the heat on understanding what our constituents demand. The keystone of the North American Model is that fish and wildlife are managed as a public trust resource. An uninformed public makes management difficult to implement. We must know about our citizens to see what they want. Listening to earn trust through quantitative and qualitative efforts to gather information, which are the “human dimensions” of conservation, including opinions, participation, and economic information. Social and economic information in Missouri: opinion surveys; participation and harvest; readership surveys; internet usability; national survey; wildlife values (basic ideas and demands); even in 1930s had focus groups; and public meetings and open houses. In FY 2015, 129 efforts with over 75,000 people to collect scientifically sound information to understand opinions and participation. The unique legacy in Missouri has broad constituency: “Mr. Montgomery...made a most enlightening speech,...that any proposed law or amendment should include in its provisions attention not only to game and fish, but to song-birds and other wildlife of a non-game nature, and significantly to forestry.”, E. Sydney Stephens, President, Restoration and Conservation Federation of Missouri. Demand for action; an example is the statewide vote in 1936... with support to ensure sustainable fish, forest, and wildlife resources and to improve Missourians quality of life. From the Leopold, Callison, Fox Report: 1970 Missouri Conservation Program Report (“MCP Report”); By A. Starker Leopold (School of Forestry and Conservation, University of California); Irving K. Fox (Water Resources Center at University of Wisconsin); and Charles H. Callison (National Audubon Society); they examined department goals, opportunities, and funding. Department response in 1971 ”Design for Conservation” a strategic and marketing plan, citizen-driven: with 22 specific action items; went to statewide vote in 1976 for the Conservation Sales Tax, and support to increase and expand fish, forest, and wildlife efforts. Missouri values conservation: 1 in 4 hunts or fishes; and more participate in viewing

wildlife and nature. It's the beginning of a much larger picture of how Missourians value conservation and the outdoors. Vote by spending money, with spending impacts: angling impacts \$1.2 billion; hunting impacts \$1.8 billion; viewing impacts \$1.7 billion; and forest impacts \$8 billion; for overall impacts of \$12.7 billion. There are other values, like expecting better resources for future generations, or passing on family outdoor traditions (my boys were more interested in inspecting fish than noticing I had hair). What do your citizens value? Opinion surveys have been conducted in different formats since 1936. Similar questions with mail, telephone, and online options beginning in 1980. How interested are the citizens in your state in fish, forests, and wildlife? (Not at all interested, Somewhat interested, Very interested). It is important for outdoor places to be protected even if your state residents don't plan to visit the area (Slightly disagree, Mildly disagree, Neither disagree or agree, Mildly agree, Strongly agree) Please rate the job your state fish and wildlife agency is doing in providing services for your state residents. (Poor, Fair, Good, Excellent, Don't Know). The citizens in your state will say their fish and wildlife agency is a name they can trust. (Strongly disagree, Mildly disagree, Neither disagree or agree, Mildly agree, Strongly agree). Thinking about Missourians, the Missouri population is approximately six million, based on the 2010 Census with about 2.4 million households. When we ask a representative sample about their fish, forest, and wildlife opinions, most report they "are interested in Missouri's fish, forests, and wildlife" (95 percent). Familiarity with the department has increased since 1990; from 72 to 86 percent. Interest in observing: bald eagle, 94 percent; deer, 92 percent; ducks and geese, 90 percent; turkey, 89 percent; butterflies and ladybugs, 87 percent; river otter, 80 percent; and bear, 66 percent. Most agree that "It is important for outdoor places to be protected even if you don't plan to visit the area" (89 percent). Three-quarters agree that "Land should be acquired for fish, forest, and wildlife conservation" (75 percent). Most agree that the department should "help private landowners who want to restore native communities of plants and animals" (80 percent). Over three-quarters agree that the department "should assist communities that want to include trees and green spaces in housing, business, and shopping developments" (78 percent). Missourians Satisfaction: about two-thirds rate the job the department is doing as "Excellent" or "Good." (68 percent); a majority agree that "The Missouri Department of Conservation is doing a good job of enforcing fish and wildlife laws" (78 percent); 73 percent believe that the department is doing a good job of providing services to themselves; 71 percent, to their family; 69 percent, to their community; 71 percent, to the state of Missouri. Missourians Trust: over three-quarters agree that "The Missouri Department of Conservation is a name I can trust" (76 percent). Expectations for Communication: more people are utilizing the Missouri Conservationist in 2013, at 60 percent, compared to 51 percent in 2003; compared to 2003, fewer people use radio, newspapers and television for conservation information; 1 in 5 Missourians do not have internet in their home. More Expectations: over 1/2 million households request the free Missouri Conservationist magazine; teachers request free educational materials; Missourians continue to request a statewide network of interpretive centers and shooting ranges; request for activities on the one million acres of conservation areas, river and stream accesses, and community lakes; ask to provide input on area plans; private landowners request farm and forest technical assistance; rural fire departments request grants, training, and equipment; communities request assistance through the Community Lake Program to provide close-to-home fishing opportunities and with over 100 partners have requested agreements for managing 170 public lakes, 42 stream access areas, 4 lake access areas, and 8 aquatic education ponds. Legacy Expectations: conservation legacy continues in Missouri; innovation is required for future generations since funds are not

unlimited. Applying the information, let's test our progress. Vision, Goals, and Planning: apply what we know; turn information into actions; and connect Missourians with actions to cultivate a conservation ethic. Based on expectations: Missouri National Archery in the Schools Program (MoNASP, which has over 500 participating schools, over 140,000 Missouri students, and has added schools after using video; Discover Nature Schools program connects children through age-specific curricula, is in almost every school district, and student books, teacher guides, and science notebooks, with training are available; Master Naturalists has 12 community-based chapters, 62,000 hours for conservation projects, tree planting, seed collection, invasive species removal, trail construction, and habitat restoration, participated in 12,000 hours of training; Facebook and Social Media @MDCOnline (Facebook page has nearly 200,000 "likes."), also YouTube, Twitter, Instagram, and mobile Apps; Stream Teams, over 4,000 active teams and in the 25-year history, teams report removing over 20,000 tons of trash, planting 300,000 trees, and dedicating over 2.4 million hours of volunteer time; Area Plan Public Input, since August, 2013, 198 area management plans covering 363 conservation areas have been posted for month-long public comment periods; Shooting Ranges, 5 staffed ranges and education centers, over 65 unstaffed ranges, ongoing unstaffed shooting range public use survey with 4H Survey Clerks, and most visitors travel about 20 miles and stay for about an hour. Asked a lot of questions, but answer antidotal, don't know about department, or what children might expect, but to meet those expectations need to. Turn cake upside down, and meeting expectations requires thinking outside the box, (or Dutch oven); apply innovation. Get actions just right by knowing the people we serve; knowing what they will support with time, money, and emotional capital. In summary: knowing about the people we serve is the way for agencies to enter a new era of conservation service and experience; apply information about interest, participation, satisfaction, and trust, to "create a customer" to build support and a future for fish, forests, and wildlife; and knowing expectations to expand and improve programs with innovation. We know 1.7 million participate in wildlife viewing, taking natural survey data, knowing how much they spend or other values we get from other public input, know what they expect and family values. Fortunate we have ongoing opinion work. Ask you to answer four questions with clickers. First – how interested are individuals in your state in fish, forests and wildlife? Should show answer in LCD screen. In this room 60% say somewhat, some say not at all, sometimes higher than that. Second question – important for areas to be protected even if your state residents don't plan to visit the area; strong response, 79%, 16% and 2% for rest. Third question – please rate the job your state fish and wildlife agency is doing in providing services for your state residents; in the middle; with good 47%, 36% excellent, 5% don't know, fair 10%. Fourth question – the citizens in your state will say their fish and wildlife agency is a name they can trust; 19% strong, 43%, 21%, 14% and 3% Talked about six million Missourians, they had similar results; 95 percent interested in fish, forests and wildlife; how do we keep that at a high level. Keep them familiar with our department; most agree "it is important for outdoor places to be protected even if you don't plan to visit the area". Three quarters agree that land should be acquired for fish, forest, and wildlife conservation; a high level in state with fiercely independent agricultural community. Three quarters agree that department should assist communities that want to include trees and green spaces in housing, business and shopping developments. Majority think department is doing a good job and generally satisfied. Most of the people that don't answer, just don't know. Last question you answered, over three quarters agree "name they can trust". Tend to not know enough and they mark don't know, but some don't trust us. Strategic priorities, part of six we currently have. Build support for fish and wildlife and examples of things you might implement

in your own state. Archery in the schools, popular program and a way to introduce your department to kids; we apply innovation, program popular. We put out a movie trailer that viewed in front of Hunger Games movie in certain areas and reaching constituents not reached in the past. Discover Nature Schools is another one, an approach to deliver by teachers, not department staff, provides training and grants...master naturalist programs, others train and began...tremendous number of hours and do own training of new volunteers, small investment of staff time. More information requested, note from Bill, movies on main street is social media today; use what you have available. Stream teams, take action, 25 year history. Area plan to have public input, 30-day comment periods. Shooting ranges, five staffed and online survey to learn what they want and big commitment to shooting sports. Turn thinking upside down, apply innovation, know what people support. Must know about people we serve and apply information to create a customer and build support.

Refreshment Break - Sponsored by the Mule Deer Foundation

MAFWA COMMITTEE REPORTS

Ollie Torgerson, MAFWA Executive Secretary, Facilitator – MAFWA has 13 technical working groups and committee reports are fired off quickly, but doesn't diminish work your staff does on these committees. Sheila has a printed booklet containing all the reports at your station. We take motions on director recommendations now, but resolutions will be discussed but not voted on until Wednesday. Each MAFWA committee has a Director/Liaison assigned to it. Our first report is from our Climate Change Committee. Director/ Liaison is Olivia LeDee, MN.

Climate Change (Exhibit 10) – *Janet Sternburg, MDC* – Update, short, but have two resolutions. Participation and results of some of the work done last year. Out of eight states we usually have about six participating. Newest working committee in MAFWA and controversial in some states. Talking about adaptations. Some states have no staff assigned. A lot of other priorities as well, can use more representation. In report in book, on back page, committee report, main issues. Reached out to agencies to get different ideas and came up with four areas: impact of climate change on lake systems and fish habitat; impact of rising stream temperature, altered flow, connectivity, and interspecific interactions on macro-invertebrates, including mussels; response of deer, moose, and elk to the direct/indirect impacts of climate change; and habitat restoration outcomes under extreme weather events and climate change. Get ideas out there to get funding for climate change and move forward. States already with programs continue to integrate into programs and have greater outreach with limited effort in other states. Olivia reached out to Robin O'Malley and we discussed in conference call with USGS to offer funding support, which is important. We will reach out to other associations as well. Proactive thoughts and seeing traction. Next year Nebraska will have the chair; Rick Snyder is ready to go.

Ollie – Deer and Wild Turkey is one of our oldest committees. Two presenters on this, one on deer and one on turkey. Dale Garner, IA is the Director/Liaison.

Deer and Wild Turkey (Exhibit 11) – *Barbara Keller, MDC* – Deer – Met at the Perlstein Resort and Conference Center in Lake Delton, Wisconsin on September 8-11. Fifty-seven participants attended, including state deer and turkey biologists from 13 Midwest member states and attendees from other organizations and institutions including: NWTF, the QDMA, Michigan

State University, National Wildlife Health Center, and the University of Wisconsin. There were seven presentations that occurred during the joint session, including the following topics: a Massive Open Online Course on perceptive hunting, Aldo Leopold and conservation; Snapshot Wisconsin, a citizen-science trail camera project; why fewer gun-deer hunters bought licenses in 2010 and 2011; hunter retention and recruitment; county deer advisory councils; understanding climate change in Wisconsin; and national update on chronic wasting disease. Deer topics included: custom web applications to automate wildlife workflow; integration of harvest and time-to-event data to estimate deer demographic parameters; deer dispersal research; National Deer Alliance; Wisconsin's deer management assistance program; e-registration and biological check station pilots; and deer reproduction and nutritional condition in Wisconsin.

Jason Isabelle, MDC – Turkey – Similar to deer group, received several updates. Discussed Wisconsin's wild turkey management plan; continuous versus discontinuous spring turkey seasons; 11th National Wild turkey Symposium; and Wisconsin's wild turkey research. During a portion of the wild turkey break-out session, meeting attendees participated in a Midwest Wild Turkey Consortium Workshop. The Workshop provided attendees with an update about the Midwestern cooperative wild turkey research project and fostered discussion of project future direction. State status reports were presented in both the deer and wild turkey break-out sessions. The group is requesting commitment by state Directors to fill vacant turkey project leader positions; vacancies are resulting in knowledge gaps and limiting the analyses of the Midwest Wild Turkey Consortium; appreciate support of directors. Spend a lot of time looking at trends and harvest data in our own states. Look forward to 40th meeting in Kentucky. **Barbara Keller** – The study group approved a resolution related to federal funding for CWD management. There is interest in updating the multi-state CWD guidelines and a subcommittee agreed to discuss this with the Midwest Wildlife Health Committee. Joint resolution with Wildlife Health Committee: supporting restoration of federal funding for chronic wasting disease management and research (read resolution) “Now, therefore, be it resolved, that the Midwest Association of Fish and Wildlife Agencies Directors, at its annual meeting in St. Louis, Missouri on June 29, 2016, encourages AFWA to request restoration of federal funding for CWD management and research in both free-ranging and captive cervid populations to levels greater than those of the early 2000s and commensurate with the needs of the states to (1) conduct adequate surveillance among free-ranging herds and (2) indemnify owners of depopulated positive captive herds.” **Ollie** – The resolution will be discussed now, but voted on Wednesday. **John**, is the CWD meeting today or tomorrow? **John Fischer, SCWDS** – Tomorrow. **Kelly Hepler, SD** – Where is money coming from? **Ollie** – Federal funds. **Ron Regan, AFWA** – APHIS Vet Services. **Kelly Hepler** – Will be balanced out, need to be true priority to focus. Assume that will happen Ron as you go through budget review. **Ron Regan** – Interpret this as different, not about us commenting on any budget year for APHIS, but plant the seed in general to fund the new CWD research and management, put out a more priority. **John Fischer** – Have continually included something like this since 2012, Chief Clifford moved on, said no more money until tools in place to manage it, don't know how successor feels. Oriented towards commodities now instead of the disease. **Kurt Thiede, WI** – Since free ranging and captive, in some states that is in two different places, have you looked at that? **Barbara Keller** – No. **Dale Garner, IA** – Collectively work with state vet, but can't speak for other states. On this particular jurisdiction it is on the wild side of things, without dealing with captive side of things never get where you want. Setting yourself up for more disease in the area. Won't find Ag agency that says they have all the money they need to manage everything. **John Fischer** – When money was there prior to 2012, split between captive and wild and some

stayed in APHIS for program management and some to APHIS-WL for research. *Kelly Hepler* – Better to go to committee at AFWA, clearly nationwide issue. *Ron Regan* – No harm with this resolution, we would perhaps remand to Health Committee. John Fisher is the chair of that committee and look for appropriate mechanism to relate this information. Jack Shere is Clifford's successor. *Ollie* – Typically out of our health committee we get Federal budget priorities. *Dale Garner* – It should be in there. To get to health committee, a lot of needs and only so much money. For deer and turkey group and health committees, needs for federal to pass on. Is it important to put in dollars. *Ollie* – What happens, will this go to Bill Moritz who represents our budget committee, eventually craft and ask for funds. Two parts to this, actual dollar amount coming from health committee.

Ollie – Feral Swine is our only Ad hoc committee assigned, so the MAFWA President is liaison of this committee.

Feral Swine (Exhibit 12) – *Alan Leery, MDC* – Start by letting you know, using feral swine title and saying “hogs”, etc. but talking about same creatures. Last Friday, at monthly meeting of the Missouri Conservation Commission, a rule was adopted to prohibit take of all feral wildlife to start on later this year. Reaching our goal of eliminating from the state. Held our committee meeting in conjunction with 2016 International Wild Pig Conference, Sheraton Convention Center Hotel, Myrtle Beach, SC, April 18; we struggle with attendance, had six people. New International Wild Pig Conference, concerned with travel, this year in Alabama, may try rotation like deer and turkey group does. Need higher level communication needed to address the hunting industry's marketing of wild pigs as a desirable species; a new opportunity for recreational sport hunting. Another item discussed USDA APHIS-WS recognizing state agency contributions to the wild pig elimination efforts and these contributions should be included in USDA annual reports on the feral swine elimination effort. Come up with standard template for Federal Aid Grant to be used by states would help document these participation costs in the wild pig elimination efforts to protect wildlife resources and would potentially provide a larger source of funds to cover agency expenditures toward these efforts. Another significant thing, in 2014 Farm Bill, APHIS is given dedicated money for control and management, I prefer eradication, and have formula to divide amongst the states. Few Midwest states have dedicated persons working on feral hog issues. Funding has provided additional tools and an additional \$8 million for three more helicopters. Significant thing, National Wild Pig Task Force has begun development of a number of objectives for science-based control. Provides a forum, governed by 11 member steering committee, most likely hosted by the chair, but does not have to be. Meet at International Wild Pig Conference which is held every two years on even years. Meet with them and with host states on odd years.

Ollie – Final committee report for today is CITES; Director/Liaison is the sitting MAFWA President. Carolyn has been our representative for a number of years, formerly with Ohio DNR and now retired.

CITES (Exhibit 13) – *Carolyn Caldwell, OH, MAFWA CITES Technical Work Group Rep* – Three handouts. Only species listed are part of treaty, 25,000 plant species, 5,000 animal species. U.S. has been part of treaty since beginning. State agencies are not representatives, it is the U.S. government. Working component and executive committee, same concept. Animals,

plants committees meet each year for two years, then third year all countries get together and make changes to text and appendices. When we ask for feedback, looking for U.S. changes, without your input we could not provide proper response. Provide comments to the USFWS. Also, get feedback on species, like peregrine falcons, to remove from Appendix I to Appendix II. In terms of engagement, work with NGOs and various councils, a lot of partnering to get feedback. As you may know, in 2006, all species of map turtles and alligator snapping turtles; on May 23, USFWS announced they would be listing four native freshwater turtle species (common snapping turtle, Florida softshell, smooth softshell and spiny softshell), listing becomes effective in 180 days, federal notice date will be November 21. Will provide information to you, don't feel added burden on Appendix III, no non-detriment requirements, some export folks will have to. Deb Hahn and others met with U.S. House and Senate representatives to provide input on what states do on CITES. Why states are engaged and role of fish and wildlife agencies on the ground. As you know, since 2014, conducted workshops in all four regional Associations to let you know what impacts may or may not impact states, 250 people attended and people have better understanding of CITES. Document, why and how we engage in CITES, many international partners, potentially 100 different countries, 2,000 people participate, many don't know why state fish and wildlife agencies are involved so we wanted handout to give them. Unlike other countries, we have 50 states represented but we get one vote. Reports are available in English, French and Spanish.

Ollie – Is European Union signatory or every country get a vote? *Carolyn Caldwell* – Every country gets one vote, European Union gets no vote, but signals their country to vote certain ways and can swing things. *Ollie* – Tell group the other CITES members. *Carolyn* – One from each regional association, Buddy Baker, SEAFWA, Jim deVos from WAFWA, Jack Buckley for NEAFWA and Deb Hahn is the AFWA representative. *Ollie* – Is Jack going to stay on now that he is director? *Carolyn Caldwell* – For now.

Can We Manage Our Big Rivers as a Central Swimway?

Sara Tripp, MO (Exhibit 14) – Start talking about waterfowl and then talk about fisheries. This interest in where these birds were traveling lead to the development of leg banding – the recovery of banded waterfowl accumulated so rapidly that by the 1930's researchers were able to map out four migration routes each with its own breeding and wintering grounds. From this information came the concept of waterfowl flyways. When migratory birds and the land were managed along these flyways, management began functioning as a system and the parts became just as important as the whole; these movement corridors became the foundation for harvest regulations, research priorities, and management in the world of waterfowl. In 2006 researchers defined a flyway as: "...the entire range of a migratory bird species (or groups of related species or distinct populations) through which it moves on an annual basis from the breeding grounds to non-breeding areas, including intermediate resting and feeding places as well as the area within which the birds migrate." When we think of animal migration and flyways, they think of ducks and geese, but if you take out the word bird from the definition of flyway, there are many other species or organisms could fit into this definition. These species also make these long-distance migrations and could potentially benefit from a flyway type of concept. Both marine and freshwater fishes migrate long distances between spawning, feeding or overwintering areas; while the coastal and marine fisheries continue to progress with interstate and international fisheries management plans, inland riverine fisheries migrations are often less

publicized and we tend to lose sight of the appropriate spatial scale needed to effectively manage and restore our highly migratory species in those systems. This is largely in part to visibility; runs of striped bass and salmon can commonly be seen in marine, estuary, and even some small stream environments, but when it comes to large turbid rivers, visibility is no longer an option. Because of this big river fish migration is often overlooked and understudied due to the complexity of these systems. But in these large rivers some fish species must travel long distances to meet all of their life history needs. One of those is the Mississippi River Basin (MRB) which was free-flowing, making these migrations seamless; but now due to human alterations such as dams and lack of connectivity to the floodplain, these migrations have been interrupted and their success is uncertain. Because of these alterations and for ease of regulations, we break up this river system into the Mississippi River Basin, Missouri River Basin, Upper Mississippi River Basin, Lower Mississippi River Basin or Ohio River Basin. So our question is then: Is the Mississippi River Basin really a river divided into all these sub-basins or can we manage our big rivers as a migratory swimway? In the MRB there are many commercially and recreationally important species as well as many threatened or endangered species that are thought to be highly migratory, but we assume the spatial bounds of the population are within the state boundaries, however the true spatial bounds are unknown. So before management strategies can be effectively implemented to achieve specific goals like fishery management or restoration, quantifying spatial and temporal movement patterns is necessary to determine the appropriate spatial scale for management. However limited information regarding this topic exists because of the inherent difficulties, like turbidity. Despite all of this, previous studies, like mark/recapture have gained some information regarding movement and habitat use in these large river systems. Mark-recapture involves marking a fish by either clipping a fin or inserting at PIT, CWT, or Floy tag, so marking the fish in some way and then you must recapture some portion of these marked fish. Some potential drawbacks of the mark recapture technique are tags may be lost or unrecognizable when recaptured, often the type of mark is limited by the size of the fish, marks or tags may alter behavior, or often the probability of recapturing a marked fish is often low (if we think about the number of waterfowl hunters versus the number of fishermen on the rivers, not even close on the effort going into recapturing marked individuals). Despite these drawbacks, we have gained some insight into fish movement, but there is still a need for a more broad-scale technique that allows for continuous monitoring over longer periods of time. Two new emerging techniques (not new, but being used more) to determine fish movement are microchemistry and telemetry. Microchemistry can determine the environmental life history of fishes using the relationship between water chemistry and fin ray or otolith chemistry; and telemetry provides a timeline of fish movement using stationary or mobile tracking during the battery life of the transmitter. Because of the complexity of the MRB, we use both; we investigated broad scale movement patterns using both microchemistry and telemetry. Microchemistry works because different water bodies can carry distinct chemical fingerprints due to cite specific geology, anthropogenic inputs, hydrology, or food web structure, and then as fish move among these chemically distinct water bodies, their hard parts retain the chemical signature or fingerprint of each location and we can match them. So the environmental history of a fish can then be reconstructed by associating the changes in the otolith or fin ray chemical composition with respects to the annuli location. So how the technique works, or what goes on behind the scenes: a laser ablates a transect along the otolith or fin ray from the core to the edge and the chemical particles from that transect are transferred to the plasma mass spec where the chemical concentration throughout the fishes life

in years is recorded. I am not a microchemistry expert by any means. The other technique we are using to determine the broad-scale movement patterns is telemetry, which can instantly provide information. We get to play doctor for the day and surgically implant transmitters inside fish and then follow where these fish move using a stationary receiver array that we have in place from above Lock and Dam 19 at Keokuk, IA in the UMR, down to Caruthersville, MO in the LMR; covering 365 miles of the UMR and 150 miles of the LMR, also 160 miles of the ILR (thanks to VR2) and a couple of miles into some of Missouri's tributaries. Covered in Missouri. Put on stationary receivers and manual active tracking. Get 24-hour traffic, seven days a week; go from Gulf of Mexico and up to the Illinois River as long as those boats are out. We have partners on the Des Moines, Missouri, Meramec, and Ohio rivers. The stationary receiver array is part of a huge monitoring system and are deployed in multiple ways, in lock chambers, on bridge piers, on navigation buoys, or on bottom set stands, but also there is also some mobile tracking that occurs both by researchers and also with the help of our partners in the towboat industry, who are constantly tracking these fish as they navigate up and down the river. With help from our partners in the towboat industry and many other state and federal agencies, we are able to get detections from nearly the entire Mississippi River Basin. So now what I want to do is show some examples of different fish species movement patterns that we have revealed using these techniques. Let's start with Blue catfish whose movement was seasonal, with the majority of the movement occurring in the fall and spring with fish moving downriver to overwintering habitat and back upriver in the spring. Blue catfish were tagged around the St. Louis area and then moved into many other areas (the ILR, MOR, Meramec, and Ohio, the Middle and Lower Mississippi), extent of VR2 data with individual fish moving over 400 miles, as far as our receiver array went. When we took a closer look at the movement patterns, we saw 59% either moved down into the open river to overwinter or into the tributaries of the Mississippi River Basin. Hybrid striped bass also showed strong seasonal movement patterns with 90% of their movement occurring in the spring and fall. This movement was predominately into the tributaries potentially for foraging or spawning purposes. Over 25% of the hybrids and white bass tagged moved among sub-basins. Some of the most interesting or extreme cases of this tributary usage was a handful of hybrids went downriver from either Hannibal or St. Louis, MO to the Missouri River and then below Bagnell Dam on the Osage River (Lake of the Ozarks), where Missouri anglers caught them, found the tags, and returned this information to us. As for sturgeon and paddlefish all four species move among the sub-basins ranging from 50% to over 75% of the fish tagged moving among multiple rivers and basins; also had strong seasonal movement that appears to be dictated by water levels with the average river miles moved when the flood pulses or peaks in water level occurred. Overall the sturgeon and paddlefish showed some of the longest range movements with many individuals moving over 1,000 miles, some over 2,000 miles. While the majority of the fish are tagged in the Upper and Middle Mississippi, we saw sturgeon and paddlefish moving into the Upper Illinois River, the Des Moines River, the Missouri River, the Ohio River, the Lower Mississippi River, and the Arkansas River. Map shows where. If had more receivers in MO River would have had more movement, some down to LA and MS. Microchemistry has also been used to show American eel movement in the Mississippi River, and the cool thing about American eel is that they spawn in the Sargasso Sea, then the larvae drift into the Gulf of Mexico and then the eels spend years in freshwater rivers growing and maturing so that they can return to sea to spawn, moving over 3,500 miles to complete its life cycle. So by using microchemistry and the annuli of the otolith we can see on this graph that the strontium to calcium ratio matches (salt water has high ration) that of the Sargasso Sea and the

gulf during the early years, but then shift to the freshwater signature of the lower Mississippi River and eventually the Middle Mississippi river where we later captured it. The last species I want to show movement patterns for are Asian carp, no pattern to movement. Over third moved among different rivers, so despite the efforts on the Illinois River to remove Asian carp, populations are constantly being replenished from other sub-basins and rivers, so without a concerted effort throughout the Mississippi River Basin each state is fight a losing battle. Not only can these invaders move among the rivers and basins, but they can also move long distances in a short amount of time; the majority of the fish were tagged and we have seen detections from carp movement in the Illinois, the Des Moines, the Missouri, the Meramec, the Ohio, the Arkansas, the UMR, the MMR, and the LMR, basically everywhere we or our partners have stationary receivers we have detected Asian carp. So ultimately, both methods suggest that movement patterns are highly variable with fish moving freely among rivers, across many political boundaries and encompassing multiple state management agencies. So the Mississippi River Basin does still provide a migratory swimway for highly mobile fish and in order to effectively manage or restore these highly mobile fish populations, inter-jurisdictional collaboration will be necessary. So can we take the collaborative efforts in waterfowl management and the flyway concept and translate these ideas to riverine fishery management and a swimway concept? As I said before flyway concept was developed due to movement patterns revealed by mark recapture efforts and future plans were then designed around this flyway concept. Management within each flyway involves maintenance and creation of habitat, manipulation of water levels and providing food and cover, regulation of harvest based on yearly population assessment, establishment of refuges, and reduction of additional stressors/threats such as invasive species, climate change, development, transportation, etc. The swimway concept could also be built on the same principles use the movement patterns we are starting to understand and continue to build upon to develop future efforts based on this swimway concept. Management for swimways would involve similar factors with the same goal in mind: ensure the populations ability to maintain itself and to preserve a valuable resource for all constituents. One example where this inter-jurisdictional management or swimway concept would be helpful is in the Mississippi River paddlefish fishery. I have states which border the Mississippi River and beside the state the fisheries that are allowed and the regulations that coincide with the commercial harvest. As you can see some states do not allow harvest or only recreational harvest. Those states that do allow commercial harvest have a minimum length limit and most a season or a harvester quota to limit harvest as well. Despite the migratory capabilities of the paddlefish moving throughout the entire basin, don't stay in state bounds, but each state chooses to enforce their own regulations, potentially reducing the effectiveness of those more restrictive regulations in some of these states. Not only should harvest regulations be considered in the development we need to consider those other stressors just as they do in waterfowl management. What effects invasive species are having on the population, how has development on the river effected needed habitats, does transportation interrupt migration by manipulating flows for navigation instead of mimicking the natural flow regime, and will climate change affect traditional home ranges and environmental cues for movements in the future? Future plans or efforts in paddlefish management would then take these or similar questions into consideration when collaboratively developing management strategies, harvest regulations, and research for the entire swimway. So let's go back to our initial question: Should we consider the Mississippi River as a group of sub-basins and continue to manage our river resources on a basin or state level or as our data shows should we begin to think of the Mississippi River as a migratory

swimway and manage our riverine fisheries more like waterfowl with a flyway or swimway type of concept? *Cameron Clark, IN* – Did data show any correlation of those that moved most distance and gender? *Sara Tripp* – No, looked at gender and size, no relation to spawning migration, but other times it would involve spawning, no pattern. *Ron Brooks, KY* – Understand synchronizing would be a nightmare, would take federal government to do it, like USFWS or a commission to get states together to start managing species. *Sara Tripp* – Had meeting for Lower MS River plan, not giving up ownerships, but blanket restrictions, could be more restrictive and have some leeway. *Ron Brooks* – Biologists would be on board, but it wouldn't work. *Unknown Audience* – Get to process of where you are, something made that jell and this is kind of thing to push this along. Gone from one that was to talk to older staff. *Bill Moritz, MI* – Look at Great Lakes Fish Commission. *Ron Brooks* – That is who we are looking at. *Bob Ziehmer, MO* – What is next step in the state? *Sara Tripp* – Getting our state to match. *Bob Ziehmer* – Intriguing and wildlife continues to move.

Bob Ziehmer, MO – Give credit to Denise Bateman, Ollie and others. Ollie, is the desire to have group photo in this room? If you want to go on boat have to be at bus, meet in main lobby at 6:25, leave at 6:30. *Ollie* – If you registered for boat tour. Found location outside to take picture.

Director Group Photo

Depart for Field Trips 6:30 pm,

Mississippi River Boat Tour (Took bus to the Tom Sawyer)

*Sponsored by Brandt Information Services, **Tiffany Santagati & Richard Wise were onboard***

Hospitality Room – Sponsored by National Shooting Sports Foundation

Tuesday, June 28, 2016

Breakfast – Sponsored by Kalkomey

Mitch Stobl – Online hunter education and event manager; 57% use phone.

How To Tell Our Message Effectively—Who We Are, What We Do, Why Are We Important?

Joanie Straub (MO) (Exhibit 15) – Short video of who we are, ways to tell messages through innovative programming and storytelling, shows people in nature and fishing, etc. We have too many messages and distractions coming our way, walking with super computer in our pockets. Not enough time, how do we combat that? Disconnect from nature, 6½ hours a day spent on electronics, 45 hours a week. A couple of ways: be innovative; make sure messages reaching all of your audience. Have robust fishing nature program, a lot of people don't know how to fish, put out curriculum with four steps; gave libraries fishing pole and tackle boxes to check out, encourage them to get out. Discover school: education consultants that has a train the trainer program; aquatic book to do inside, then field trips to get them outside. Work with our staff hands-on to get teachers more comfortable. Teamed up with Missouri University, who offers a minor in our curriculum in education. Great story telling gets the message out and puts things in context for people. Consistent message, through various media, through many voices. At conservation department we train all of our staff, we do media training. Journalists just need a good story. It takes nine exposures to remember something and 15 to act on it. We have one website, a weekly meeting with all staff divisions and promote items. Know your audience, use targeted message; have to know who you are talking to. Give the experiences groups are looking for. Is there room for emotional story telling. One video is less science focused and letting person tell his own story, press release on biggest fish and this one is the angler's perspective. Whole video is four minutes long and have our fish biologist in there too, but his story. Got 20,000 views and a couple hundred shares. Multiple touch points, conservation and fishing go hand in hand, or I live in Missouri and I can go fishing. Have five media personnel, use story idea. Worked with business journal in Columbia, MO on nature center; did story in business publication, went to 20,000 business leaders. Last week worked with boys and girls club, brought kids to conservation area, did fishing, canoeing; older kids did archery, spread in Kansas City Star, all from calling up the reporter. Get someone else to tell your story, which gives you validation. Technology is here, but how can we utilize it; having growing media space; have to use it effectively, not use everything. Feed the best, between five and fifteen posts a day; we don't buy likes, want people who actually want to be there. Say what they want, correct if blatantly wrong, other people stick up for us, guy posted unusual catch, posts resonated, boy and father connection, every time you share, reach continues to grow. Work with all staff to feed our Facebook page, everyone can take a video. Pilot new things, not afraid to take risks, see if you can do it. Did first webcast this year, one on feral hogs, 70 people attended, and one on pollinators 400 people signed up and 200 attended. Some people don't like to ask questions in person. Put book in flip book, go to app store or Google and get magazine for free. Deer management, do Q&A with biologists, if you want more click on video; or pictures. MO fishing and hunting, and constituents can see hunting history. Video content is king, people remember 80% of what they see and do; 20% of what they hear and 10% of what they read. Woman did Chewbacca mask and laughed, got mask at Kohl's, free advertising for Kohl's. Hit highlights of what happened in a month, 3-minute video, not too long. Keep current and simple. Take video on

phone, good enough quality for Facebook. Depending on what you are doing, simple easy videos work for Facebook. Multiple touch points, use texting and people sign up, send 4-6 texts a month, not too many. Email also works. Key messages, reach 6 million Missourians, talk about programs, and stay in touch. 1,000 people in one year's time have signed up for text. Can't be afraid of marketing. In partnership with ball park, have MDC conservation garden, bring kids to ball park and do program and then they stay for the ballgame. Urban opportunities, to outdoor theater in the park and get quality of life message out there. We have stocked fishing lakes out there and that is in theater program to remind them. Big presence at state fair. Play videos, short under a minute, while waiting for music act to go at fair, short clip is shown. Baseball players are outdoorsmen, hunters and anglers, had baseball player who did commercial for me for free; just ask. Got to throw out first ball and talk to announcer and stayed through the game, no pay, they just liked us. To overcome the challenge: innovative programming, like libraries program; emotional storytelling, what we do is not typical, people are fascinated by it, in July conservation magazine shows picture of biologist head first in bear den, do what you do well, having fun with webcasts; go where the people are, marketing is your friend. *Kelley Myers, IA* – Get criticism spending money on ad space. *Joanie Straub* – For us, MDC retirees complain the most, want to see money spent on resources. Show what you are doing and put it there. Apply best metrics and practices. In marketing look at number of views and those types of things. Tried stuff with Kansas City Chiefs, not working, so tried something else because venue was not working for us. One of greatest things about technology is inexpensive to put things online. Find demographics by age, etc. and target them. *Jason Lupardus, NWTF* – Social media, hitting generation X and baby boomers. Doesn't use it at all. Corporate world doing mass marketing. How do we do group messaging that we are not spending as much time on? Very few millennials in this room. *Joanie Straub* – Facebook trends a little older; Instagram is one they use a lot. We work hard to target schools, and colleges. Brian Blank couldn't come, but Kentucky is doing some focus on shared experiences. How can we get messages on college campuses; no silver bullet. Where can I go that is safe, is number one question. Get the message out, a lot of tools in the toolbox, use all of them, but keep messages simple and consistent. *Bob Ziehmer, MO* – Catch Joanie or me if you have ideas, get mind set long term and you will win.

Thinking outside the box to reach new groups for conservation

Kristin Phillips (MI) (Exhibit 16) – Jordan Burroughs was unable to come due to a death in the family. I have 20 years experience in marketing with \$0 to \$1 million plus budgets. I work with Jordan, who is jointly funded by Michigan State University and Michigan DNR. Michigan is reaching specific audiences and really focuses on what we are doing to build social support. The new National R3 Action Plan goals are to increase hunting and shooting participation and support. Foundation of national plan is outdoor recreation adoption model, shows anyone who wants to take up activity moves through this path for recruitment: awareness, interest, trial; make a decision to continue; then retention; or reactivation. Target audience, accommodate people with all disabilities, partnered with Michigan Operation Freedom Outdoors; other programs include: GEMS, which is grouse enhanced management sites, perfect for people with mobility issues or just starting to hunt; Turkey Tracts, take selfie with sign and get discounts; and Wetlands Wonders Challenge, has seven waterfowl management sites. They can get something from us if they visit all seven sites they get into a drawing for large package at end of the year. Recruit new people, have 103 parks, and with Recreation 101 we teach people how to do things like put up a tent, roast marshmallows, archery, kayak, etc. Partnership with NWTF and PF on

Turkey Thursdays and Pheasant Fridays where we target adults from non-hunting backgrounds in Learn to Hunt; talk about food as motivation, to cultivate social habitat, varied demographics and to share experiences. How is learn to hunt program different as opposed other programs? Goes over a series of days, not one day, do pre- and post-testing to see what people have learned, come from non-hunting background and keep them connected through social media and serve wild game at each of these programs. Program created in response to requests from Gourmet Gone Wild program. Going back to model, programs I was showing, address recruit, retain or reactivating people. Need for social support is grounded in research and we need support. If 20-year-old woman on the video had posted turkey she got online, may have been criticized and she may have not continued to hunt. In Michigan, in downtown Detroit, built downtown the Outdoor Adventure Center, in conjunction with Milliken State Park and Harbor, Belle Isle Park, the Dequindre Cut Greenway Trail and the Detroit Riverwalk. People who may not have a lot of experiences in the outdoors can visit, see an elk, learn about the Detroit River, see aquatic habitat, camp in a yurt, sit in a boat, sit in a duck blind or tower blind, see a beaver lodge, walk on trail in forest, learn how to camp, learn hunting and trapping tradition, sit on snowmobile and much more. Operated by our state parks to introduce people in urban areas to go outside to visit state parks or some of our other areas. Introduces people to outdoor recreation. Other things we have noticed is increase in state pride, didn't realize what state had to offer and careers in state resources. Project I am working on, relating to relevance. Back in 2014 went to restructuring licenses and added dollar to cost of licenses, councils mission to educate the public on how money is spent; philosophy is not to target people who hunt and fish, but those you don't. Campaign will never be measured in hunting and fishing licenses, but attitudes of people we are targeting. Everyone else falls in spectrum of, in total support, and no support. Marketing firm started with baseline, asked a lot of questions on awareness, how funded and connections to outdoors, boiled audience down to five categories and we highlighted two of those. Aimed on neutral and moderately approved categories. Distinction between two audiences, between neutral, a blank slate truly don't care; moderately approve, tend to be in favor but situational or if it aligns with their belief system, like food, support, or sport, not supported. In research tested a lot of different messages, one message rose to the top, wildlife should be managed for use and enjoyment of others. Not branding or awareness, needed to believe source of information. Audience only has basic awareness of department, so asked people if they agreed with statements, talks about habitat and paid for by hunting and fishing licenses, or paid by taxes, they don't know; information to us. One of things, after baseline research, delved in deeper to target group and tested spectrum of messages, like wildlife is good, to hunters pay for resources and found where bar landed, talked too much about hunters paying and they zoned out and didn't care. The way we speak is different than the way they hear. When you say hunting, they think deer; say fee, not like it; say sportsmen and they thought of hockey players;... Campaign live in April, at high rate, dropping back during political season; do testing after one year and see if we are making a difference. Flood of questions right after campaign went live, wanting to know about monarchs and milkweed, for example. Catch and cook program, from charter boats to restaurants; catch on charter boat, mark it and take it to restaurant and they will cook it for you. Pure Michigan is tourism arm and CVBs have a subcommittee who work on hunting and fishing, I am on that group. One of Jordan's programs is Cooking Gone Wild, pair game meat with Michigan wine. Video, new program and people connect to hunting and fishing more if learn they can eat what they hunt. How do we attract people, get 20-40 year-old people recruited to hunting? Learn how to harvest and prepare game and eat it. Link sport with healthy eating. Wild

game is good for you, low fat content, no hormones, etc., no downside. Miss a generation who don't hunt and fish, give them opportunity to learn and link to food and fun in the outdoors. If continue to tie that and lots of post program evaluation, in place for a couple of years, percentage of people who took an action after having this experience, wanted to have participation and Learn to Hunt started because of that. Foraging for food, target farmers markets and outdoor survival camps or things like that. A way of saying research is willing to pay for these types of things, tourism agencies will run for you. Being realistic on expectations, have multiple touch points and reinforce with media and social programs. Evaluate what works and do that and throw away what doesn't work. *Mitch King, ATA* – Great presentations this morning on marketing agencies and going to groups you wouldn't normally touch. Missouri has sales tax and three sources of funds; Michigan just passed additional \$1 on hunting licenses to fund this. Restrictions if PR funds; key important point is removal of marketing restriction to do what is being done here, use PR to do that. If you don't, what you are doing now; there will be no money in pot in the future. *Kristin Phillips* – Shared because of research, could potentially apply to folks who don't hunt and fish, miss information sent out in agency. *Kelley Myers, IA* – With different efforts at local level, is agency delivering or doing this with partners? *Kristin Phillips* – With partners; none entirely on our own. A lot of folks come together. *Bill Moritz, MI* – Talk about partnerships and collaboration, more important in marketing; align message and all give out the same message. Have 800,000 hunters in state, if we get 1%, 8,000 more people to become hunters, can be done with collaboration and partners.

Update on the Joint Task Force Meeting with the Wildlife and Sport Fish Restoration Chiefs and the Federal Aid Coordinator's Working Group

Doyle Brown (MO) – With challenges and daunting to keep abreast of all issues. A few years ago familiar with everything going on, now tremendous pace. Joint Task Force was part of trust committee and brought out separately, in terms of policy. Have meeting twice a year and my part is federal aid coordinator working group, connected to both committees. Meet April 15, Kelly Hepler is chair on state side. How to be more effective; stay abreast; work with WSFR; license; Blue Ribbon Panel recommendations being folded in; shooting sports on R3 plan; TRACS and concerns on that. Where are we at? It boils down to communication is key part and directors want to know what is happening. Too much noise to keep track of everything. Focus is to figure out ways to put pieces together, more effective at driving policy, actions on delivery teams, TRACS, changes in regulation. The Joint Task Force will be spending time getting engaged with WSFR leadership. Working on how charter is arranged and how to be better part of strategy. Appreciate being part of voice to shape policy. Reach out to federal aid coordinators, find out what is going on, changes, and what regulations in place to affect ability to get money and spend it. Proposal for national meeting for federal aid coordinators in 2017, may be Midwest venue, opportunity to get together and understand different things you have to pay attention to, how that is all happening and how to be reactive to that. Three regions here, Region 6, 3 and 4. Stay abreast of communications. *Kelly Hepler, SD* – Will there be time to talk about TRACS, talked about this at executive committee? *Bob Ziehmer, MO* – If directors stay on schedule, between 10:30 and noon, during committee reports. *Kelly Hepler* – One of reasons for concern, lack of communication on state side and federal aid coordination on TRACS team. Machine behind where we all get our money. A disconnect at the top.

Bob Zieher – Often asked what return on investment is; can we tell the story of how many jobs supported and economic benefit.

Measuring Returns on Investment, Showing Citizens that Conservation Pays

Tom Treiman (MO) (Exhibit 17) – I’m going to be talking about return on investment, using how spending on Missouri Department of Conservation (MDC) facilities and programs affects people and the economy as case studies for demonstrating use of these economic concepts in conservation or, how to talk to an economist like me. Why? Fish and Wildlife agencies compete with others for scarce dollars and resources; businesses, legislators and the public often ask “But what do you do to help grow jobs and the economy?”. What is conservation worth, what is economic impact and benefit? An economic impact analysis (EIA) examines the effect of an event on the economy in a specified area, like Missouri. It measures changes in revenue, profits, wages, and/or jobs. The economic event analyzed can include implementation of a new facility policy or project, or may simply be the presence of an organization or facility. An economic impact analysis typically measures, or estimates, the change in economic activity between two scenarios, one assuming the economic event occurs, and one assuming it does not occur (the counterfactual). What do hunters, anglers and other users spend? (Travel, supplies, etc.) and how does this spending affect our economy? Economic benefits: what are public lands and facilities worth to the users? Can purchase product for less than price they are willing to pay. At MDC there is no entry fee, so isn’t the value zero? Value refers to “consumer surplus”: the monetary gain obtained by consumers because they are able to purchase a product for a price that is less than the highest price that they would be willing to pay. Economic impacts: input-output analysis creates a picture of a regional economy describing flows to and from industries and institutions; can be used to determine “economic impacts,” grouped by kind of effect (direct spending, indirect and induced); and requires estimates of number of users and how much they spend. Economic benefits: how much is an activity worth to visitors? Or economic value: consumer surplus” or WTP, is area under the demand curve for a good, but above the price. Cost-Benefit Analysis: If the economic benefits and impacts are greater than the costs, shouldn’t we “just do it?” or if there are several competing projects, conservation-related or not, should we pick the one with the best benefit-to-cost ratio? May hear economists talk about other types of economic benefits, like existence value, option value or bequest value. Existence values are somewhat controversial class of economic value, reflecting the benefit people receive from knowing that a particular environmental resource, such as Antarctica, the Grand Canyon, endangered species, or any other organism or thing exists. Existence value is an example of non-use value, as they do not require that utility be derived from direct use of the resource: the utility comes from simply knowing the resource exists. Option value is the value that is placed on willingness to pay for maintaining or preserving a public asset or service even if there is little or no likelihood of the individual actually ever using it. The concept is most commonly used in public policy assessment to justify continuing investment in parks, wildlife refuges and land conservation, as well as rail transportation facilities and services. Bequest value, in economics, is the value of satisfaction from preserving a natural environment or a historic environment, in other words natural heritage or cultural heritage for future generations. Costs: surprisingly hard to do in state agency; requires record keeping of staff time, equipment usage and other expenditures coded to the area and activity; and there’s a cost benefit analysis to all that record keeping too! You can do at big scale, have staff do everything they do on timesheet; however the cost is no time to actually do the work; is it worth doing. MDC has implemented this, in the

1970's the Design for Conservation ballot measure: Brought about a much broader approach to conservation, "comprehensive" or "all wildlife conservation" habitat approach, everyone pays for conservation. Interpretive center/nature centers were established, with need to populate models on how many visitors they were getting and what they were doing? All have the same mission of helping Missourians connect with nature and conserve it too. But MDC needs to be accountable. How best to manage those sites? Managers need up-to-date information. How many visitors? What do they do? What do they think? Are the Nature Centers valuable to them? To find out we did on-site surveys: volunteer clerks stopped users as they left and we asked them a bunch of nosey questions. Now, part of my job description with MDC is to include some equations in every talk I give. Actually all I want to do is emphasize that if we follow the random survey schedule, we truly get an unbiased estimate of number of visitors or how long they are onsite, etc. And we can use the results to calculate consumer surplus. Impacts come from our questions about travel time/distance and from nature shop sales. MDC staff budget expenses and equipment and track their time and accomplishments. Note: these costs still aren't perfect because some Nature Center staff do off-site programs or have other duties too. Still, \$1.7 million in investment (cost) is getting the people of MO \$1.8 million in impacts and \$16.1 million in benefits (consumer surplus). MDC manages wildlife and one of our tools is people, hunters that is. To help make safe and effective hunters we offer 39 unstaffed firearms ranges and several staffed ranges and archery ranges; did another 39 onsite surveys, partnered with 4-H clerk to do these surveys. You get where we're going with this; the data from those surveys can again be used to get at economic benefits. We did not ask spending questions, but we did have access to data from researchers who did ask such questions, at a nation-wide level; estimated economic impacts direct: \$3.75 million with total effect of \$7.2 million. Again, a few warnings. The ranges are on MDC areas with lots of other attractions and we don't make staff code just how much time, like mowing; is that mowing around the range or mowing around other parts of the area, just say mowed for one hour. Still, \$1.5 million in investment (costs) get the people of MO \$1.8 million in willingness-to-pay and supports over \$7 million in economic impacts. One of bigger studies we have ever done, The Missouri River Public Use Assessment, from January 4, 2004 to January 28, 2005 we studied public use along 811 miles of the Missouri River. Trying to estimate amount and types of use, describe users and look at the economic value of the river to those users. Adding up the estimated individual visits at public areas, private properties, fishing tournaments, and excursions we estimate that there were a total of 2.5 million visits; have access to national data and assume that applies to MO. And once again, we tried two methods to estimate economic benefits (TCM and CVM). Many different agencies manage different parts of the river for different goals and there just wasn't any way to get all the numbers and add them up, that is why costs are complicated; so how can we, or should we, use those numbers in making policy and budget decisions? Seems obvious that we want to be efficient. This is a production possibility frontier, it just shows that if society is choosing between MDC facilities and programs and how much we spend on them, it's always better to be at the edge, not wasting any money. But where on the edge? What is the optimal trade off, to us all as a community, between conservation and dollars? That's where results can come in. If MDC is providing \$X in consumer surplus (used different value for X for different people), that extra happiness folks get from using them, but don't have to pay for, then we can make a pretty good argument that it's worth spending at least \$X-1 on them. How can we use all of these numbers. Want to be accountable and efficient. Production possibility frontier (D, E, Z graph), want to get most bang for the buck, want to be D or Z, on the curve. These results can come in and we can make pretty

strong argument to spend dollars if bringing in dollars. *Bob Ziehmer, MO* – Tom and others in social research are good at science and social side. *Kurt Thiede, WI* – Wisconsin is facing requirement for economic analysis for all of our rules; you have seen that coming. *Kelley Myers, IA* – Ours is called EO 71, and we have to have jobs too. *Ray Petering, OH* – Ours is called common sense initiative. *Bob Ziehmer* – Talk about enhanced quality of life and economic figures and show jobs supported. Talk to groups.

Refreshment Break – Sponsored by National Rifle Association

Association of Fish & Wildlife Agencies (AFWA) Report

Ron Regan, Executive Director – Let Dave speak first, he was a great leader on Blue Ribbon Panel. Known Dave for a long time, only one of handful of directors who have hit double digits in serving 10 years or more, Terry Steinwand has also. He has been on the road doing gospel work on conservation.

Dave Chanda, AFWA President and NJ Fish and Wildlife Director – Have 36 years with agency. Congratulations on meeting, sessions are great. Believe in interpretive centers over nature centers, tied to conservation. Ten months into presidency, in September turn reigns over to Nick Wiley. Been to several NGO events, was in Canada; AFWA does all of the heavy lifting for the states, appreciate Ron and his team. Talked about NCLI, get folks attending, the Midwest has sent 70 people there, another suite of tools in my toolbox. Try to meet every other month with other NCLI staff and discuss issues. Select person who is future leader in your agency, it will serve you well in your states and surrounding states. They are \$100,000 deficient in their budget; no regional associations are sponsors, they can provide spreadsheet of people you sent there. Need to get all four regional associations as sponsors, nothing different than us paying for other projects. Board does everything they can for funding, raised tuition to \$9,000 a year; you can use federal aid money to pay that. For me, Gina and that team, we should not have to fund raise every year. Look for AFWA, suggest to them, and you, to commit \$10,000. Maybe you can consider it for next year. I want you to have a conversation about the value of being a sponsor. Get nominations in, Missouri and Kentucky have done really well at this, as well as Nebraska. After asking here I will ask WAFWA and NEAFWA, I will see what kind of comments I get. *Bill Moritz, MI* – Does nine additional people make \$90,000? *Dave Chanda* - NGOs have paid more than states did, at end of the day raised \$22,000 to cover costs. Sponsors have helped out and they have always plugged the hole, but only moved needle by \$25,000. Goal of program is to train best most promising employees. Bring in Gina later. *Ron Brooks, KY* – 36 was maximum class size.

Ron Regan, Executive Director – Relatively brief so you can squeeze in TRACS. Bob Ziehmer is vice chair of executive committee, and we were upset when he called to say he was leaving; Bob is good communicator and good at managing meetings and we will miss you, as director and for leadership role. AFWA staff at this meeting: Carol Bambery, Judith Scarl, Davia Palmeri, Dean Smith, Patty Allen, Parks Gilbert who will be leaving us to go to work for USFWS on T&E, also acknowledge bringing in details or interns from state agencies and Carol has been bringing in legal interns, Mary Lancaster and Kyle Armstrong, and Andreas Fogelsinger is law clerk. Handed out strategist (Exhibit 18); thanks Patty for pulling that together. Top 8 to 10 things going on in our world: from legislation to rule-making of CCAAs to leadership retreats in Texas to TRACS. Two final things, put in pitch for annual meeting in

Philadelphia September 10-14. Sending memo with advanced planning to directors, ideally if state director or sending proxy, get in Saturday and if early enough bass tournament being hosted and American Sportfishing Association is hosting reception and dinner. Also good to get in on Saturday because on Sunday Directors have breakfast, dinner and a retreat as well as other events and private time Sunday. Stay for business meeting on Wednesday and reception, leave Wednesday evening or Thursday morning. I realize it is hard for you to do, but take what time we can get out of your busy schedules. We have travel support, on reimbursable basis, send receipts. I've been at AFWA for 10 years, seven as Executive Director. Like Dave and you, I work for boards and councils. Would like you to think about a couple of things like legacy initiative, Blue Ribbon Panel to complete funding model; legal model, give Carol time at retreat to come up-to-speed on things we are doing, funding and grant from Foundation; wildlife law conservation curriculums for Michigan school of law and other places, Carol is working on. Great opportunities to bring interns into your agency or AFWA. Creating positive message from legal perspective. *Terry Steinwand, ND* – Philly first home game, North Dakota boy playing Saturday.

Ollie – Fortunate to get Ron and sitting presidents to our meetings here.

MAFWA COMMITTEE REPORTS (continued)

Ollie Torgerson, MAFWA Executive Secretary, Facilitator – Ed Boggess researched and the MAFWA Furbearer Committee started in 1979. Kurt Thiede is Director/Liaison and will present the report.

Furbearers (Exhibit 19) – *Kurt Thiede, WI DNR* – Had opportunity to talk to John Erb, look forward to attending next meeting. Held at Minnesota at Grand Ely Lodge, May 23-26 and also had a field tour. Congratulate John on his work and I will present information items, which may come back as action items next year. Biological samples, to Canada in particular, AFWA Fur Resources Committee conducted survey and webinar to discuss changes made in permit process and details are outlined in the report. No real solution and reluctance to move towards applying for bear authority. Three Midwest states, WI, MN, and MI, looking at engaging their regions in this item. Another item, 90-day finding to list plains spotted skunk and prairie gray fox; similar to wolf discussions on wolf variation. In process of collecting genetic samples in Iowa and work will continue. Options for improving snare and cable restraints, North Dakota is first state to specify testing protocol for breakaway devices, recommend adopting standardized protocol; will help trappers and industry in developing standards. Continue to work on BMPs, 22 species, the last one we are working on is wolverine, going to education and awareness programs and is major focus, encourage continued outreach. Furbearer or Trapping Issues committee is working within TWS chapters in Wisconsin to establish and make available amended bylaws, a scientific entity which will be valuable; a consideration for other states. Thank directors for sending committee members. Next year's meeting in Iowa. One action item, assigning formation of sub-committee to address large carnivores, to get together to share data and clear resources for this group to assign specific issues. Discussed with state biologists and at wolf stewards meeting, consensus was that business meetings provided ample opportunity to do this. To form a new committee would be redundant, Tom Hauge and I met with John. My recommendation to this group, no sub-committee is necessary, but at annual meeting have break-out and conference calls to bring in expertise; and beneficial to clarify that furbearer committee would be conduit to this

group. *Bob Ziehmer, MO* – Will get input from directors. Action at last meeting was to form a standalone group. I see no need for action item at all since you decided this is not needed. *Jim Douglas, NE* – Not strong idea, subcommittee or stand alone? Not getting feedback from experts. Will there be increased reporting? *Kurt Thiede* – As liaison, no shortage of cougar sightings, wolf and bear; will work with committee on that.

Ollie – Add a section in your report on large carnivores. Mark Reiter is Director/Liaison of Hunter & Angler Recruitment & Retention committee.

Hunter & Angler Recruitment & Retention (Exhibit 20) – *Kristin Phillips, MI DNR* – I'm taking the place of Dennis Fox. Meeting was held in January in Grand Rapids, Michigan. Overall discussion of National Archery Plan, Matt walked through plan and explained status. States provided updates on individual programs. Minutes of meeting in report. No action items. Talking about joint meeting with WAFWA in January.

Ollie – Next report from Law Enforcement, committee established in 1944 and is bigger than our membership. Larry Yamnitz is presenting this report. Kelley Myers is Director/Liaison.

Law Enforcement (Association of Midwest Fish and Game Law Enforcement Officers (AMFGLEO) (Exhibit 21) – *Larry Yamnitz, MDC* – Appreciate opportunity to report, we are not a charter member. I have been law enforcement chief in Missouri for 8 years. I am representing Bob Thompson, AMFGLEO Executive Secretary. Next year a stand-alone meeting is planned in Kansas City at Stoney Creek Inn. Issues: Training is important, especially leadership; pitched idea of law enforcement leadership training three years ago in Wichita, along same lines as NCLI. This will be a resource for all LE not just LE leaders. Doing joint trainings and sharing coaches and swapping back and forth with NCLI leaders. It has grown so much they brought in a group of African LE officers to work with them for two weeks on case issues on international trafficking, like paddlefish and rhino horn. Dealing with retirements, hard to find qualified folks, developing specialized teams to deal with those. Environmental crime, 4th international enterprise (drugs and human trafficking 1 and 2), big push with Midwest Chiefs. More effective in social media; challenges, but because of Ferguson event in Missouri had fishing clinic as outreach and Saint Louis police department joining us in that this year and other states in Midwest doing that as well. Thanks for support of leadership academy and with tight budgets it is hard getting LE officers there. One officer involved shooting in Colorado, held hostage and wrestling match ensued to help officer. Support of directors to do training, resource LE is our mission and public trust resource, but need to have the training to help other LE. *Jim Douglas, NE* – Comparisons with states and who is doing what technology, like body cams and things like that; interested in their progression and laws moving forward? *Larry Yamnitz* – Do have those discussions. *Kelly Hepler, SD* - Having body cams, who watches video, chain of command or who views that; and a lot of other questions. Useful to have as agenda topic in itself. *Larry Yamnitz* – Has been brought up; also media storage, brought up in MO right now. *Kelly Hepler* – Thanks for all you do.

Ollie – Director/Liaison for our Legal Committee is Keith Sexson.

Legal (Exhibit 22) – **Chris Tymeson, KS** – I’ve been in my position as chief counsel in Kansas for 17 years, also vice chair for AFWA committee, and on MAFWA and WAFWA legal committees. Not much response for meeting this year, have stand-alone meetings and joint meetings and usually concentrate on training. Last year met with this group and discussed long-eared bats, Great Lakes wolf litigation, proposed changes to ESA petition process, wildlife criminal law, canned hunting litigation in Indiana and sturgeon management in Wisconsin. This year our meeting had seven participants yesterday, informal and free flow discussion on long-eared bat and amicus brief; tricolor discussion on lesser prairie chicken; wolf relisting and injunction on USFWS; and case-of-interest on trapping and CITES out of Montana; Quinn Williams from Wisconsin is going to set up a conference call. Also, spent time on liability on ESA on dogs running bears; and guiding ban in Kansas. Encourage you to send attorneys to these meetings; it is great to be able to call other attorneys.

Ollie – Thanks for leadership and know it is a struggle to get legal people involved. Indiana has a legal person we think will be interested. Next report is from the NCN Committee and Jim Douglas is the chair and the MAFWA President is Director/Liaison.

National Conservation Needs (NCN) (Exhibit 23) – **Jim Douglas, Chair, NE** – This committee was created in 2004 to become familiar with NCN and multistate process. Last November, MAFWA was reminded to submit one NCN and we received four submissions: Management Strategies for Feral Swine; Integration of Taxa-specific Bird Plans to Create Comprehensive Bird Habitat Goals; Buffers as Pheasant Habitats; and Scientific Capacity Assessment and Enhancement of Scientific Information Access. The committee considered and recommended the one for taxa-specific bird plans. Voted on by Executive Committee on February 4 and submitted, however it was not one of the 12 chosen by AFWA. There is no action item, but continued participation is requested.

Ollie – We were pleased to see four submissions, sometimes we get none. Next is two-part committee on private lands and public lands. Bill Moritz is Director/Liaison on private lands. This committee has been in place 25 years.

Private Lands (Exhibit 24) – **Lisa Potter, MDC** – Missouri hosted our annual joint meeting; I will report on private lands and Lee Hughes will report on public lands. There were 21 people in attendance, including the new National Wild Pheasant Conservation Plan Coordinator Scott Taylor and Andrew Schmidt from AFWA came and talked about the 2018 Farm Bill. IL and KY did not attend. No director action items are proposed. Information item on monarch butterfly restoration plan. This May attended workshop to develop framework on acre goals and a regional monarch plan to guide development monarch flyway. USFWS will track broad scale efforts. States are in process of developing plans and the regional effort and will coordinate those. Another regional meeting is planned for this fall in Texas. Some other items covered: Andrew Schmidt provided several updates. CRP general enrollment, less than hoped 411,000 acres enrolled of 1 million offered; need to increase. Grazing, Matt Smith provided white paper for lesser prairie chicken (LPC), CRP management for LPCs, manage with grazing, applicable in most states, work with Andrew to see if we can make this work. Dr. Scott Taylor was there, 10-year plan to support pheasant conservation goals, 23 states in pheasant range and 14 states providing funding for three-year contract. Looking at ways Farm Bill can further the goal of that

plan. Update on short-term set-aside program, low cost inputs, applicable to most states, again operate in CRP program. Started discussing reauthorization of Farm Bill; top funding increase, conservation compliance, prairie pothole states, raise cap, and flexibilities in states. EQIP, keep 5% funding in Farm Bill. Easement programs, 60% to wetland and 40% agriculture. Incentive program continued with increased funds. Next meeting is in northwest Nebraska. *Kelly Hepler, SD* – Had 111 acres accepted; decisions by NRCS and where that money is going. Issue on grazing is a big deal. Appreciate efforts you can do, if need more weight, would like to see that discussed in deliberate way before election. *Jim Leach, MN* – Is there a timeline for Associations to have their recommendations? *Lisa Potter* – Platform for spring of 2017 for AFWA. *Jim Leach* – Too late for Farm Bill discussion? *Lisa Potter* – Start in earnest after this election. *Kelly Hepler* – Discussions happening right now. All recommendations in committee report? *Lisa Potter* – Yes. *Kelly Hepler* – Like to discuss with other directors interested. *Bob Ziehmer, MO* – Back to timeline, Farm Bill is a big deal and don't want to come into it too late. Can we get people together before September to maybe have meeting there? *Ron Regan, AFWA* – I made note and will reach out to my staff this afternoon. *Bob Ziehmer* – Create head fire in next legislative election. *Jim Douglas, NE* – Recent discussion with Dave Nomsen, timeframe is consolidated, doesn't mean work can't be done between now and then, talking to legislature and farm groups. In his mind nothing happening until after the elections.

Ollie – When you Directors formed the Public Land Committee, you directed it to meet jointly with the Private Land Committee to save travel costs. Mark Reiter is Director/Liaison.

Public Lands (Exhibit 24) – *Lee Hughes, MDC* – Met in Columbia MO in May. Had field trip and did business as well. Casey Nelson represented WSFR, did state reports and topic that kept coming back was neonics and we are doing joint resolution. The pesticide is getting into water. USFWS is banning it on their lands and we are trying to avoid that. Submitting a joint resolution with Health Committee. Talked about unmanned aerial vehicles (or drones). This is a two part situation. There are benefits to using drones on public lands, but FAA issues use regulations and there are hobbyist issues. We do not support their use for commercial activities. A study in MN showed bear heart rates increased as drones flew past them. Effective use of drones and regulations in most states don't cover drones. We don't have regulations because we don't have jurisdiction over air space, so using existing regulations. Keeping eye on it. In North Dakota, disposal of confiscated property like deer stands came up. Abandoned personal property is still personal property. Is it worth trying to auction it off? We have no action item, but wrestling with dealing with this. Restrictions of mountain bikes with large tires, no bikes allowed in Missouri except on roads, bikes getting to places they never could before. Discussed research on land appraisals and acquisition of National Wildlife Refuge land and how it pertains to us. Most states working with other states on LIDAR data collection. Grazing and fire with respect to federal lands we managed remains an issue; not viewed as management tool in Kansas. We will draft letter and sign action item at working level. *Wayne Rosenthal, IN* – What is neonic resolution? *Ollie* – This will be discussed in health committee report and vote on it tomorrow.

Ollie – Director/Liaison for Wildlife Action Plan Committee is Kelley Myers.

Wildlife Action Plan (Exhibit 25) – *Nate Muenks, MDC* – No action items, all informational. Met in May with 11 of 13 states participating. Spoke yesterday about focus on

species for habitat approach. Discussed state wildlife action plan (SWAP) renewals; congratulate all of you and your staff, all states submitted and are working towards finalizing those; next renewal is 10 years from now. All states qualify for SWAP funding with the most we can expect at \$90 million; all time low in 2015 at \$45 million and \$60 million in 2016. Another topic discussed was Blue Ribbon Panel, significant role of SWAP to fill out recommendations. May draft a statement for approval in support of Blue Ribbon Panel and SWAPs role. Challenge is linking and transcending boundaries. In April, eight of MAFWA states and USFWS Region 3, met in Chicago to go over collaboration plans to more effectively and efficiently implement our Wildlife Action Plans through shared priorities; focusing on freshwater mussels, pollinators and large grassland complexes. Remaining MAFWA states, outside Region 3, were contacted with information from that. Adds value and focus to those priorities. I am co-chair on grassland part of that. We are currently developing details on the approaches we will take towards conservation of these priorities across the region, how we will work together, key actions and milestones, and partners to with whom to coordinate. Appreciate continued support.

Ollie – Bill Moritz and Mark Reiter review state SWAPs. Our final committee report is Wildlife and Fish Health. Dale Garner is the Director/Liaison for this group.

Wildlife and Fish Health (Exhibit 26) – Dale Garner, IA - Meeting was held in Galena, IL at a hotel with more supernatural bodies than any other place. Had 11 states and Ontario there, and representatives from USDA-APHIS-WS, USGS-NWHC, USFWS, with 20 people total including two guests from Southern IL University and Ohio State U. Also five individuals attended via WebEx. Heard disease reports; great report from Dr. Paul Shelton, IL DNR on their CWD management program. Also an avian influenza report from Hon Ip, USGS-NWHC. I sit on AI national steering committee and great to have state interest on that national program. Heard report from Eric Schaubert, Southern IL U. on CWD movement and dispersal study. Ed Britton, USFWS reported on bald eagle lead exposure in the upper Mississippi River. Stan Gehrt, Ohio State U. reported on diseases of urban coyotes. Bryan Richards, USGS-NWHC gave an update on national CWD issues. Iga Stasiak, spoke about proposed bovine tuberculosis/brucellosis rule changes. Action items are joint resolution on CWD and as discussed yesterday neonicotinoids. As you recall in the Minnesota conference last year, Michelle Carstensen submitted this and we were asked to run it through the Public Lands Working Group, this is the result of that effort. NOW, THEREFORE BE IT RESOLVED, that the MAWFA Directors at its annual meeting in St. Louis, Missouri on June 26-29, 2016 encourage additional evaluation, while concurrently pursuing and implementing wildlife-friendly alternatives as available and practical, and support the discontinuing use of neonicotinoids on those state managed lands under their authority.”

Ollie – You wanted to discuss this, Wayne? *Wayne Rosenthal, IN* – Has anyone discussed this with Department of Ag? *Bob Ziehmer, MO* – We have here in MO, we have 70,000 acres, talked with Ag. groups and other organizations; accolades to staff, doing research in MO and added wording encouraging additional evaluation to ours. This has been topic for last 12 months. Talked about this here. *Lee Hughes, MO* – State managed lands under this group’s authority, not all public lands and wanted pollinator value in health, and added invertebrates. Talking about land we manage, still buying seed, business transactions even if no neonics. *Bob Ziehmer* – Realize sensitivity. *Wayne Rosenthal* – If we are leasing to them, they can’t use neonics? *Dale Garner* – Tom, comment on USFWS lands. *Tom Melius, USFWS* – Dale is referring to the USFWS is phase out. In Iowa great partnership in managing lands and we are phasing out

neonics. *Dale Garner* – Our committee takes things very seriously and we understand your commitments may be different because of politics. It all works together and a lot of research out there already done. *Kelley Myers, IA* – Starting to look at habitat leases, went through first round; how we would do this, and seed availability and not completely resolved, this allows us to phase this in. Done what we can on public lands and voluntary on private lands. See as way to take on some of this work, and don't expect them to communicate to the producers. *Bill Moritz, MI* – Have you also written language that deals with whole field stop to wholesale treating. If people fall back to that, writing requirements of treating bands or all of the field? *Kelley Myers* – Have not thought that far, in development process, watching closely, is banning effective, washing off before migration, what can we do, is this right step to take? *Kelley Hepler, SD* – Concern is wording Kelley applied, should be what this says. Uncomfortable because haven't had chance to have discussions. Add line "where practical" to the last line. *Terry Steinwand, ND* – Staff supports, but have not discussed with cooperators, want to see where they are. *Jim Leach, MN* – Contacted cooperators, told them we are phasing it out, but not until 2017 season. Come to realization that we are farming acreage for the need for wildlife to have food. The way it was done we are finding out was really for other reasons. Wildlife are not dependent on that crop and the insecticide issue deals with maximizing production. We are not concerned with that like private lands are. *Kelley Myers* – "Implementing" is challenging word, "investigating" is better word. *Lee Hughes* – Decided to go with non-treated seed, which is not as hard to find as we thought. In research, using farmers using neonics, not yearlong maintenance and monitoring would be required if using insecticides, not sure they would want to put effort in. Think public lands good with changing that word. *Dale Garner* - Kelly Straka, what do you say? *Kelley Straka, MO* – Remove restriction of USFWS, changing word would be fine; fact is taking active steps or at least evaluating. *Bill Moritz* – EPA was doing review of seed coatings, when is that report due? *Unknown audience* – 2018. *Tom Melius* – Don't know date, but are looking at it. *Kelley Hepler* – Last sentence is strongest part, delete whole sentence, say support discontinued use, period, that line bothers me more than what you said. *Jim Douglas, NE* – Support phasing out of use? *Kelley Hepler* – I am fine with that. Still jumping ahead and figuring out timing of this. *Jim Douglas* – Boils down to enough science or alternatives you can live with. *Kelley Myers* – If we took out word "support" and put "and about"? Not ready to support but looking into that. *Kelley Hepler* – Have to talk to Ag groups, have to work with them, more concerned with optics. *Bob Ziehmer* – Members of committee around today. It is like regulations at the table, make adjustment and try to move forward tomorrow and do side work with this before business meeting tomorrow or too premature at this time? Desire of the group? *Kelley Hepler* – With Kelley's edits, rewrite and I would support. *Kelley Myers* – "NOW, THEREFORE BE IT RESOLVED, that the MAWFA Directors at its annual meeting in St. Louis, Missouri on June 26-29, 2016 encourage additional evaluation, while concurrently pursuing and implementing wildlife-friendly alternatives as available and practical, and support the discontinuing use of neonicotinoids on those State managed lands under their authority." *Dale Garner* – Also had joint resolution on CWD and funding for that. Committee recommended funding and ranked them and came up with 1) CWD in need for money for state agencies and captive agencies, \$30 million; 2) avian health \$10 million; 3) white nose syndrome \$15 million; 4) invasive species \$30 million; 5) neonicotinoids \$3 million; 6) bovine tuberculosis \$5 million; 7) aquaculture/VHS \$3 million; and 8) amphibian and reptile health \$5 million. Also, recommend funding continued for Southeast Cooperative Wildlife Disease Study for \$500,000; USDA-APHIS-WS for wildlife disease monitoring at \$10 million. For those of you who are not as close to this issue, it is

cheaper to be preventative than after the fact. *Bill Moritz* – That is \$1.1 billion, what is normal funding? *Dale Garner* - \$1 million to \$3 million, need more money to deal with it. Iowa is hosting the meeting next year.

Lunch – Sponsored by *Pheasants Forever*
Remarks by *Dave Nomsen*

Bob Ziehmer, MO – Wildlife disease is new frontier, John is Missouri native and he will tag team with Kelly Straka.

Panel Discussion – Wildlife Diseases Can Change Your World

Dr. John Fischer (SCWDS) (Exhibit 27) – I am Minnesota native but moved to Saint Louis. Parents met here in St. Louis. Argue disease is not new, quote from 1928, “As the value of our wildlife resources increases, and as the deliberate management of those resources is intensified, we shall no doubt parallel the previous experience with domestic birds and mammals, and shall have to contend with an unending series of diseases and parasites.” This statement led to development of wildlife disease study, but wildlife disease doesn’t have to destroy or ruin your life. Yesterday, we made an upside down cake with David Thorne. His father was professor of mine in vet school. Today, talking about an arch. Proactive, being prepared like many things we discuss. Some starting at bottom, some a leg or two up already. What type of wildlife health programs are open to you? State plans or regional plans? Or other states might use university collaborators. State programs: MI began health program in 1934, Steve Schmidt has retired and Kelly Straka will be filling his shoes. Most states have had wildlife health programs since 2002 when CWD became national concern after being found in WI. Some states have dedicated biologists. Another option is regional cooperative. I have been working for SCWDS for 24 years. Everybody likes the idea, but no one would get out the checkbook. Recently added our 19th member state with Jim Douglas from Nebraska. Kansas, Missouri and Ohio are other Midwestern state members. State agencies send \$30,000 mixed with 18 other states and other partners, so your dollars get leveraged. What is good health program? Staff veterinarians or biologists that have enough time to address health issues, but dedicated staff, not just one man or woman. Need human resources, infrastructure and funding and need to be able to develop proactive plans. Others are largely crap shoots and will take a while and may lose public support in the long run. Dedicated staff need to be able to stay up on current events. CWD continues to be found recently in Texas and now in Arkansas in elk and deer found in February. 90 positives and core area of 23% prevalence rate. Need people to stay up on these kinds of things and stay involved nationally. You have an excellent regional Midwest Wildlife and Fish Health Committee. I went to meeting, very productive group. Ray Evans said “open your eyes and plagiarize” and I went back and started SEAFWA Health committee. On national basis, AFWA and U.S. Animal Health organization includes Ag. agencies and commodity groups and a lot of work gets done. Important to be at the table when things are happening. Stay up on research news, especially on CWD news. Last year, learned plants can take up CWD through their stems and in research be transferred to experimental hamsters. Not just having one person doing fire-truck-type work, need staff availability to be effective. Been building from ground up and talking about what is needed, what is missing. Need public support and inter-agency collaboration. Heard about relevancy and gaining public support through programs and studying public and human dimensions. Active area of research. Education programs are key. Understanding public and hunting public and others who do not participate so can understand

need for wildlife health programs. Many diseases may not even affect wildlife. Most of problems are too much for one sector to manage. Have a decent relationship with Ag. department and animal health organization. Are we done? Not done yet; adapt and polish programs, revise as new information becomes available and the public you serve. Have a program in place, plans in back pocket, expert staff and working on national level and start doing things you like to do. Don't wait for something to happen and you will be in a lot better place.

Dr. Kelly Straka (MO) (Exhibit 27) – I will talk about the importance of a wildlife health program. Talking about Missouri's program, I came on board in 2012. I will talk about steps we took from ground up; started from scratch. My background, from Minnesota and started working as a wildlife biologist working for MN, USFWS, USDA as well as DU. Went back to school and got doctorate in wildlife medicine and masters in public health. A lot of vets are going that way, dealing with not only animal health, but wildlife and human health. There are 30 accredited veterinary schools in the U.S. and the majority of those schools have these dual degrees. Interests are becoming more diverse, which can only benefit conservationists. All of these wildlife diseases happening directly relate to human health. Assess current needs in your state and what resources are available, what budget is and hire the right person. In 2013, AFWA brought on a wildlife health specialist, not vet, but disease biologist. She specializes in technique and wildlife ecology. Jasmine, she has been invaluable, now CWD surveillance coordinator. Careful what you ask for, you don't want to know what I do every day. Do a lot of outreach and training for field staff. I train biologists what to look for and do public outreach. Teamed up with University of Missouri on raccoon with parasite that affects humans. Wildlife health program should work closely with other wildlife resource programs. Biologists are good at what they do, dealing with different drugs and drug protocols, great to have dedicated staff. Mortality, necropsies can be awesome. I did a bear necropsy. The question was is this a nuisance bear? I found cake inside bear, totally a nuisance bear, but found out they baited the trap with donuts. In addition to mortality, have morbidity and how we handle those. Have connections in rehab community, important to treat as needed. Important aspect of any state health program, translate to a level that makes sense. Explain scientific principles and say it in layman's terms. Huge facet of communication is private vet, go to them and ask about CWD or distemper. I have spoken at state conferences multiple times. I communicate material in wildlife field. Have strategic plan, paramount and addresses different ideas. A number of states have great plans already, use them to write a plan for your state. Understand the goal, prevent and detect diseases and to have an effect. I cannot overstate communication. We have a council on captive wildlife and exotic animals, meet once a year (named groups). Awesome communications and having that network in state is invaluable. Talk to state vet on a regular basis. Partnerships with universities, other organizations and partner with vet schools, they can help with questions too. Important that I acknowledge every issue is not the same. Feel in good position to serve multiple staff. Our program is within the Resource Science Division. We are moving forward and combining wildlife health and aquatic health and collaborative approach--have unified front that moves forward. Wildlife health is important. *John Fischer* – When talked about having a wildlife vet or biologist; meant to bring up collaboration, union card, may not be right, but biologists won't be looked at the same as another DVM would. *Kelly Straka* – Whether right or wrong, having DVM on staff brings credibility to you. *Ollie* – I'll report that I tried hard to get wildlife vet on the Missouri staff in the 1990s, tried later to cap deer shooting pens and ban imported deer and failed at both. So I left and now look, they have CWD and all of that. *John Fischer* – We have quarterly newsletter, grab one; on back page information on how to subscribe to it and this issue

is on CWD (Exhibit 28 – SCWDS Briefing handout). *Kelly Straka* – My first task for MO Department, wrote field guide, with help from other states, answered questions asked in the field, nice pocket reference. *Kurt Thiede, WI* – Nice job of laying out benefits of wildlife health program. Utilization of mobilization drugs? *Kelly Straka* – Changes in antibiotic resistance and affects our work and especially aquatic side; and cetamine has been used for decades and under scrutiny, changes happening. Important to have vets, good to have staff that can keep track of that. Need to know where drugs are going and legal requirements. Wisconsin has great program and a number of bright individuals. *Bob Ziehmer* – Continue to find new ways to use health unit, over last four years. Thanks for your help, John. We need to know how and what can we do in our states and confidence to not mess things up. We can do recovery programs, but better if it doesn't get that far.

Bob Ziehmer, MO – There is time to give Kelly Hepler 10 minutes to talk about TRACS. *Kelly Hepler, SD* – Get a little further discussion when Jim comes up. \$1.4 billion, and changes are happening, data and matrix and same time discussions on state wildlife grants, happened on one side and rest of program on other side. Made it clear to firewall what is necessary. First place where what we were saying as states and what Service was hearing was different. Also, subset implementing TRACS, all three levels. Big change, expect growing pains, but that wasn't the concern, performance and metrics was. Progressed on a road we did not expect, passive aggressive behavior. No separation, but should never have in our programs. Discussions in Las Vegas, self imposed deadline, not where we thought we should be for Phase II. Everyone was asking for information and we were still asking ourselves what we were doing. What performance and metrics we were, or weren't, going to report. Just not working, reached out to WMI's Jon Gasset and asked if they would be interested in working on it. WMI has a history of working on this, came to South Dakota and agreed to do that. When Acting Director Paul Rausch came in he understood we needed to solve this. Have to fix this. Agreed to a scope of work between USFWS and the states. What is comfortable from Service perspective and agree what it is going to look like. Committed to process, WMI charged \$60,000, joint program and split 50/50 with the Service. Ron is going to sign a contract and money will be in AFWA by the end of the week. Waiting for response to ask states to see what they can pay. May ask for someone to make up the funds. Not broadcasted, but chose 4 or 5 out of our region and hope we have chiefs in the room. Keeping a working body of 30 or 35 people. Have document for joint task force to look at in December with the idea by January 1 know what we are going to do. *Jim Douglas, NE* – Joint Task Force was put together of state representatives and AFWA to work with the Service; progress on a lot of issues; performance measures, we haven't been able to do in satisfactory way. Keep making mandates on performance measures, need to get meeting of the minds. Contracted with WMI as neutral third party. *Jim Hodgson, USFWS* – In agreement, what proposing now should have been done 2-3 years ago. What happened was miscommunication. Things said more visionary and got more confusing, can speak for Region 3 and have been working on this since 2012 in our states. Not perfect, but on track, and still things to fix. In my talk, I will talk about TRACS and a couple of other topics. Tom, passed on to Dan that he appreciated the work he is doing. *Bob Ziehmer* – Thanks for the heavy lifting, glad you are in our Region.

Refreshment Break – Sponsored by The Nature Conservancy

FEDERAL PARTNERS

Ollie – Have Jim Hodgson come up first for continuity so we rearranged the schedule.

U.S. Fish and Wildlife Service

Midwest Regional Wildlife and Sport Fish Restoration Report, TRACs, Lands, and other Issues on the Horizon (Exhibit 29) – *Jim Hodgson, Region 3 Federal Aid Chief* – Talk about grant application deadlines first; 2-3 years ago discussed needing July 1 start dates and to manage budgets with two vacancies we looked at bigger perspective, can't turn around in 15 days; so decided had to be here by April 1. Appreciate response from Midwest, this year seven of eight states, had grants in by April 1; allowed us to do a better job of handing out workloads. Other part of that, saw great improvement in quality of grant packages. We've seen more use of smart objectives, following our guidance, and changes in federal laws and states starting to incorporate those things. It will be easier to implement TRACS. Second issue, starting with TRACS, it has a convoluted weird history; traces back to 2000 to 2002, when Department of Interior started talking about changing their financial system and they wanted all of the bureaus and departments to go to the same system. Wildlife and sport fish had a financial system and primary reporting system that was tailor-made for our program, FAMES, which did both things wonderfully, but it didn't start out perfect. There was a long term plan to improve it to get money out the door and track the projects. When department changed and said everyone was going to FBMS, started staging that in 2010, put embargo on us using FAMES. There was no special component in FAMES. It had projects but you couldn't tell where it occurred in the state. Idea was, once FBMS was in place, we were going to take FAMES and improve it and add to it. About same time, 2010, we were talking about state wildlife grants and we needed to come up with a program and FAMES wasn't set up to do that. So that was idea for TRACS. We had plans for two systems, 60 days before due to shift to FBMS we were told they were going to shut down FAMES. We asked for a one year extension and scrambled to get ready. Decided to make TRACS broader and we went forward, should have thought longer on that, but in a crunch and decision was made to go forward and that is where we are today. TRACS was meant to be tracking system and not anything else. In response to a number of factors and improvements intended for FAMES and getting requests from industry because they wanted to see where money was going, they wanted an online system to look at. Timing was starting to be right, OMB saying WSFR did not demonstrate results and we got docked because of no good tracking system to show accomplishments. Goal was to develop a computer system. In my opinion, government does a bad job of developing computer systems. It takes longer and costs more and this is the reality of where we are at. TRACS released to states April 2014; currently have 720 registered users, 5,000 active projects and around 100,000 legacy projects, PR/DJ and SWIG; not perfect. Working with eight Region 3 states, and as far back as 2010 working with federal aid coordinators. In 2012, Service personnel started working on this we could see problems. A handful of states started looking at it to start entering data and over time came up with plan in light of deadlines, October 2016, we started developing plan to train states and hand it off. Five of eight states have been trained, providing technical assistance, have MN boat ramps scheduled for end of this month and heading to WI, OH and IN in next few months. Region 3 Federal Aid Coordinators decided to move forward with it last October to see what we need to do. Doyle Brown is Federal Aid Working Group chair. Region 3 promised to be there as a partner if you are having problems. We are going to have problems and we need to work at them together. Plan

to go ahead with handoffs, unless have reason a state can't and some states said they preferred to be at back end instead of front end, so we accommodated. We will go forward and use TRACS as intended to be, a tracking system. Vision of TRACS not there yet but working on it. Grants, projects and statements will not be submitted in TRACS, will come in with usual system, Grants.gov, as required by Acts. That is how we do permit eligibility, into systems called PRISM which is the interface which takes it into FBMS financial systems. Hopefully someday the two systems will be able to talk together, but no way is it there yet. Grants and performance accomplishments submitted same as usual through grants.gov, or on paper. All eight states adopted FBMS system, not using TRACS in next couple of years, if you entered projects with FBMS number we can look at them in TRACS, but not a requirement. TRACS used by us to capture general information about accomplishments and costs associated with project activity. It is not an auditable system, not at that level or intended to be, uses cost estimates only. Individual states are using their accounting systems. When auditors come they will be looking at that; will look at accomplishments and what grants states have and reconcile that. May look at TRACS, but not for audit purposes; not anymore than looking a paper version of a grant. *Terry Steinwand, ND* – Each region doing the same, other people saying Region 6 is planning to put the grant application on TRACS as well and you said it has to go to grants.gov? *Jim Hodgman* - Dual entry, not a requirement, not that much extra work, can cut and paste it in, if developed overall good project statement and smart objectives and PRISM is set up that you have to enter some basic financial data. Third point, land issues, a lot of acquisitions need to happen fast, but don't because of appraisals and appraisals reviews, but need to plan ahead. The Service has been asked a lot if we could hire review appraisers, but simple answer is our procurement system not any faster than yours. Seeing increase in easements, licenses and leases in Region 3, like pipelines, increasing in number of proposals and require more Section 106 cultural review and tribes are asking for consultations and review on those.

Ollie – Thanks for sponsorship from Region 3 USFWS. Next is U.S. Forest Service, Kathy Lynn, also appreciate their support and financial contributions.

U.S. Forest Service

Good Neighbor Authority - *Kathy Lynn, Deputy Director Eastern Region* – Thank you for having me, an incredible two days of information and I have learned a lot. We deal with some of the same things you are dealing with. I have 20 states in my region, what I call the four Ms, from Minnesota to Missouri to Maryland to Main; with me I have Joe Koloski, district ranger from Missouri, works on Mark Twain National Forest; and Cindy Sandeno, regional biologist responsible for all of our T&E issues. I call her my bat woman and she helped me be a Kirkland's warbler expert in two days and every other species. Speaking on monarchs later she is my expert on that as well. Asked to speak on Good Neighbor Authority (GNA), hoping Robert Harper was going to be here, but he was unable to come. 2014 Farm Bill has wide range of provisions that aided the Forest Service in increasing restoration and E206 of the Farm Bill made GNA permanent, which gives permission to the Forest Service to pay state agencies to do work on and off our lands. The Eastern region has more GNA agreements signed than any other region. The Great Lakes forests (Chequamegon/Nicolet in Wisconsin; three in Michigan, Ottawa, Huron-Manistee and Hiawatha; and two in Minnesota, Superior and Chippewa) signed master Good Neighbor Authority agreement and each individual state executed their own. Wisconsin is first state in country to do master GNA agreement and also executed a supplemental project

agreement with timber removal. During first year of that agreement, which could last up to 10 years, we expect to treat 5,800 acres that will produce 51,000 cubic feet or about 25 million board feet. Along with that timber will be sold by state. When entered agreement, that means the state will do three things GNA provides: timber stand establishments like harvest boundary layouts, etc. traditionally not done on federal lands by state agencies; in addition can do advertising, billboarding, etc.; and reforestation establishment., like site prep, seeding and planting and even periodic regeneration monitoring. On Chequamegon, any revenues from sale of timber money goes to state to use for work done and to date, all timber sale prep work has been completed and approved by USFS. There are eight individual Wisconsin state timber sales going on across 1,300 acres, producing 5 million board feet, which values about \$447,000; so WI is our leading partner on this effort. In addition, jointly signed master agreement with Michigan and are working on supplemental project agreement, there is some language changes being made so no work has started yet. In Minnesota, federal timber will be sold by the state reimbursing state for work, including 100 acres in Chippewa, or about 0.5 million board feet and an additional 102 acres on Superior. In addition, activities in other places. On Hoosier, in Indiana, we have new signed agreement and working on two supplemental project agreements, but neither of these includes timber, one is for wildlife restoration work and the other is for Ailanthus, tree of heaven, work. Also, Wayne in Indiana is working on their agreement. On the Mark Twain in Missouri, starting to work on agreement also. I have information from foresters on what we are doing in your states. *Keith Sexson, KS* – Do GNA apply to Forest Service grassland? *Kathy Lynn* – Yes, but only applies to states, not tribal systems. *Kurt Thiede, WI* – Compliment Forest Service for partnering with states, great opportunity and has gone over well with timber industry and also with legislature. We have 4,400 acres identified for next year. *Kathy Lynn* – We want to continue to explore expanding this. *Wayne Rosenthal, IL* – Opposition to harvesting trees on national forests? *Kathy Lynn* – Attaching a goal for Ohio. *Wayne Rosenthal* - Like to in state forests and talk to people in opposition. *Jim Leach, MN* – In reforestation, states have any input into what is going to be planted or is that Forest Service decision? *Kathy Lynn* – In GNA you are actually handling the sale so I believe you do have input because they talked about, great involvement in Minnesota, great interaction with the tribes, if still implementing vision of forest plan I believe so. I have brand new forest supervisor coming in the Midwest, Connie Cummings, coming from out west.

Ollie – Another great sponsor is USDA-APHIS Wildlife Services and they have a new director hired for the east and Jason can tell you more about that.

U.S. Department of Agriculture, Animal and Plant Health Inspection Service – Wildlife Services

Feral Swine Update - Jason Suckow, Western Regional Director (Exhibit 30) – New eastern regional director is Janet Bucknel who replaced Charlie Brown. She was a state director in New Jersey and she left the program for awhile and came back. She has a good background and knowledge. Want to acknowledge Robert Hudson, assistant regional director, who is acting now until Janet comes on; and Parker, Hall, Wildlife Service's state director in Iowa. Unique federal agency in that we are non-regulatory. There is a lot of benefit to that. And are not a land management agency. Congress authorized our program so we can enter into cooperative agreements with any entity that heeds our mission. Half of budget comes from cooperative dollars, not federal appropriations, but from agreements with different entities, mostly from state

agencies. You are our lead partners. In 2014, received line item budget directorate pertaining to feral swine. The money comes to APHIS, USDA gets a portion of the money, but the majority comes to Wildlife Services for on the ground work and research. Adds to what many of you have already been doing. Outreach is important; planning and evaluation; and regulatory action, because we have national feral swine coordinator we are able to roll all regulations in and keeping library of that which we can share with other states for hunting purposes, transport, captive, or whatever. One of the things I want to point out to those who attended AFWA you might recognize this. Dr. Fischer talked about the plagiarize thing, but this is outright stealing. This presentation is from national feral swine coordinator. Field operation components: when we receive federal funding for WS, it is divided to states in five categories, and every state should have some type of feral swine task force and each state should know their classification, number 1 is small amount and number 5 would be like Texas or Florida who have a lot of animals. With that the target is to eradicate feral swine within the state. This is where partnership comes in and in some states we recognize the long hunting tradition and state wildlife agency wants to maintain a portion of that. We respect and recognize that so there will always be populations maintained in those states. Other states want all the feral swine off the landscape and we are assisting with that. In addition to the base funding states get, also some pilot projects, like right here in Missouri there are five elimination areas. Parker told me, when first started out with five, so successful they eliminated two in those areas already and switched them for two different areas. Wildlife don't recognize state boundaries. For instance Kansas has gift that keeps on giving thanks to Oklahoma and we are trying to help with that. When talking about number 1 states, those with least amount of funding, long-term funding with plan to significantly reduce species across those states. There is no other wildlife species that hits all of the resource areas in a negative way like feral swine. Significant impacts on agriculture, human health and safety, property, and natural resources. In southern latitudes they can have up to three litters a year and they are large litters and it is hard to stay on top of this. Since 2014, four states have down-listed to detection status, but we continue monitoring, hoping for two more this year. One thing discussed in the committee report, is we received additional funding for current fiscal year and increased aerial fleet by two helicopters. TN and KY manage aerial fleet and TX and OK have a number of aircraft and move aircraft around according to need. Other states are using aerial too, which is key to actual elimination and hope to get these aircraft to MS and AL. Purchasing aircraft doesn't happen overnight so hope those are available next year. I will not go into details on disease monitoring, but on health aspect and whole component for pork industry is huge, especially with pseudo rabies aspect. Feral swine are making an economic impact. Number of diseases feral swine can pass on is great and we continue to monitor a number of these. Research going on, from AFWA meeting, Russ Mason interested in number one item. We have our Fort Collins Research Center and others across the states. We are testing a process which has been utilized in Australia is proven feral swine toxicant. We have been testing this in U.S. and that is incredibly successful in pen sites. We are applying with EPA for field trials. Interestingly enough the toxicant is sodium nitrate, the preservative in bacon, ironically. Have gone through field trials with coyotes and secondary poisoning is a none-issue, but looking at concerns with secondary toxicity. Working on a targeted field study approval from EPA. Number one limiting factor will be availability to bears and if this happens down the road there will be label restrictions. Maybe limited to special containers or only during the hibernation period -- working on nuances. Additional highlights: there is a lot of data, amazing population growth and little research data in some specific areas. Genetics is one of the research items. If went across the landscape could tell

if swine are present. Doing archive system, interesting data from California, populations being moved from southern California to northern California. Drones, we are using in research capacity for identifying locations. Outreach, a lot said, not go into details, but so many publics involved and be sensitive to hog hunters in areas where they want to retain that tradition and being able to respect that. Depending on state decisions on whether they keep feral swine or not. Talking to Ron earlier, as part of feral swine allocations, have public affairs people who have developed outreach materials to go to all directors. Instead of reinventing the wheel, if you want to borrow or plagiarize let us know. We are working with your people across the states and we are acting as central point for collection. With feral swine, they will be the gift that keeps on giving, especially in lower tier states. I envision reverse, as feral swine started at bottom of the country and moved their way north, expect to go back the other way. Most of you have good relationship with your Wildlife Services' State Directors and I encourage you to reach out to them. Or, contact National Feral Swine Coordinator or Feral Swine Task Force that AFWA has two members on. There are a lot of neat things happening around the country. There is a neat project in North Dakota. They are getting their feral swine from Saskatchewan. It is fascinating since once upon a time people said pigs wouldn't go that far north, but they have. They look a little different, but still wild pigs. One of things working on with University of Saskatchewan, we have 24 telemetry units out going back and forth to see movement and utilizing collars in some other states as well and that is working well for them.

Bob Ziehmer, MO – Thanks for incredible relationship with Missouri.

U.S. Geological Survey

Climate Science Center Support for MAFWA States (Exhibit) - ***Robin O'Malley, Climate Science Centers*** (Exhibit 31) – Three things to do: remind you what climate centers are, talk about proposal to start new center in this region, and thank you for committee report and what we are going to do about that. What we are about is “actionable science” or stuff you can really use on what climate change is going to do to fish and wildlife ecosystems and how you might respond to that. There are eight climate science centers (CSC), one in Alaska, one in the Pacific and six in the U.S. and each of them is a partnership between USGS and universities. Stakeholder driven science and each has an advisory committees on which states, LCCs and other groups sit and you give us agenda for issues that are really important. In President's proposed budget there is a new Midwest CSC, don't have money yet. Made be uncomfortable in the past to come out and tell you that you are part of the Northeast Climate Science Center, which is headquartered at the University of Massachusetts; and four of the consortium of universities are from this. The next one is the North-Central Climate Science, which helps in this region also. I want to emphasis USDA logo; half of funding goes to this set of universities and half to either USDA coop units or USDA centers. We use coop units along because they are well integrated in the system. The new FY17 USGS budget request is for \$1.5 million to enable communities and the nation to enhance climate resilience. Map shows new proposed Midwest CSC, which is a lot similar to this organization. Off the back of the flyer (Exhibit 32 – CSC handouts), we have known for a long time that this region was too big to manage with one stakeholder committee so logic has been there and at this point have some congressional interest. We want to bring new resources to this region not just create a new office, so money is important. We don't know where this place will be located yet, there is a proposal window that is open on Grants.gov due July 19 and we wait for consortium proposals to come into us and we

expect at least three strong proposals. A group of agencies will review proposals with selection planned for December 15. At staff level, our intent was not to spread existing money further, but bring new money to the table. Regional climate change research priorities, identified by technical committee, which makes it easier for us and more under your control. We have laid out a strategy we would like to go through: what CSCs and USGS already has underway on those major topics; pick one or two topics and do a synthesis of what we know about, in this instance ice and snow or how things affect mussels; and synthesize the state of the science, current understanding of what is going to happen under these factors. Synthesize not only our work, but work of the larger scientific community. The first step is figuring out what people have done, second is synthesis. The co-development idea is for us to come together with you and not just listen to idea engage your folks more to help apply this stuff on the ground, take that beyond what we know now to important research questions. We are trying to find out how to be more responsive in short-term to be able to come up with things that are on a short cycle that don't have research projects scheduled and be responsive to technical needs. Lined up your four items with six Northeast CSC things that are already underway; obviously, even before we had your list of priorities, we had been engaged and had conversations, had the topics as important and had already moved forward with science on them. The one we don't have is macro invertebrates and mussels, an area where we've had a lot of work in Southeastern USGS and figuring out where we can transfer and bring that data into this region. I am going to walk through three projects: first, what is going to happen to snow, lake ice and those types of things with emphasis on deer and waterfowl. There are a number of folks from states on the project team working directly with people who have the management experience. Presentations and publications are across the range from Journal of Climate to this conference and North American web symposium and bringing in knowledge as developed. Second, integrated assessment of lake and stream thermal habitat. Again folks from DNRs in the region and the last two items are to predict suitable fish thermal habitat and prioritize adaptation and restoration strategies. Not just science, but what you might be doing that is slightly different. How is thermal habitat going to change and how you might, through selection of species or other strategies, deal with that change? The last one is to the immediate east, in old region in Northeast, but again has a couple of state agencies and the coop unit talking about trying to understand what is happening with moose. What the vectors are that are really changing, whether winter ticks or other kinds of things. Last year in Duluth heard about fascinating work being done in this area. The Great Lakes and this group together are able to think about an issue that spans the entire region. CSCs are here to meet your needs, fish, wildlife and ecosystem needs on what climate is going to do and what you might do to respond. Would like to bring more horsepower to that and create a center in this region. *Bob Ziehmer, MO* – Thanks for your time, can visit this evening.

Monarch Butterfly Initiatives

Kelley Myers (IA) (Exhibit 33) – Since I have been involved at this level, monarch discussion has been a tidal wave, resolutions passed at AFWA and tension and seminars around this. In my case, seeing Iowa at center mass of this concern, I felt I needed to know what was going on and be ready to respond. Appreciate this organization and leadership in understanding this issue and where states need to be. Also Rick Young with PF and Naomi Edelson with the National Wildlife Federation are tremendous partners. And AFWA with John Mawdsley has been great. Short history: monarch issue is habitat and weather issue and is occurring across boundaries. We saw good weather this past year but still have low monarch numbers. Migration

from Mexico to Canada and back down. In my state plan is not just monarchs, but pollinators in general. Picture in Mexico, orange in trees is actual picture of the monarchs in the trees and you can see some of the challenges that are there. Quick overview of petition process: petitioned under Threatened and Endangered Species Act; somewhere under second blue box, in review process. Groups in my state are watching closely because listing as threatened and endangered could have serious ramifications for industry in Iowa. Population goals (draft goals operating under): at least 6 hectares of monarchs, 4 last year and draft model translates into 225 million monarchs produced in upper Midwest, takes 28½ stems of milkweed for every one monarch counted, about 1.4 billion stems of milkweed that needs to go into the Midwest. Context for states, what is our role in monarch conservation?

Presidential Memorandum on Pollinators, established pollinator task force, to develop a National Pollinator Health Strategy, and increase and improve pollinator habitat. There is a AFWA Resolution and a Memorandum between AFWA and USFWS. Some states don't have jurisdictional authority, but most states consider them a wildlife resource and have jurisdiction to manage them as wildlife resource. Forty-six states engaged, 29 states have monarch listed in State Wildlife Action Plan, 20 states have monarch listed as species of greatest conservation need and states without explicit management authority are finding ways to be involved. Map that drives it home is why Iowa needs to care about it, as well as Illinois, Ohio and Indiana. Our area is a high conservation priority and where monarch breeding is important. Conservation work is underway and MAFWA states are engaged through Monarch Plan partnership with USGS, U.S. Forest Service, USFWS and some states looking at the science behind monarchs. MAFWA appointed Bill Moritz to be on the board, and I sit on it for AFWA (and MAFWA). We also hosted the MAFWA monarch workshop last October in Des Moines, Iowa to understand where we were and ideas to move forward. We also participated in structured decision-making workshop in Chicago in May and that is where we started talking about strategy for regional coordination. Another workshop is being planned for November 2016 in Texas and will have additional partners at the table. We will be looking at where different states are in their plans and how we take individual plans and put them together, acting in a coordinated way. There are Ad hoc technical committee meetings as well. I host a monthly call with staff and partners interested in this. Another group came out of that on structured decision making of state level staff. So we have state working groups and now talking about regional coordinators. Meeting in Des Moines had good attendance and good discussion of where we are and where should we go. Of recommendations that came out of this meeting, they are either done or underway and one under exploration. As far as state conservation plans, several states holding state summits and bringing together different sectors and different industries to talk about pollinators. Some states have already had theirs and are some preparing and planning theirs. The National Wildlife Federation is preparing monarch summit planning materials in conjunction with MAFWA. Some states have developed plans, like MO and TX, working on ours in IA. Ours is the Iowa Monarch Consortium, a broad-based group, Iowa Farm Bureau, Iowa Corn growers, seed companies, and other NGO conservation partners to come together to have our plan ready to go. Again, structured decision making workshop was held in Chicago; complicated issue, many different groups involved. Great diagram put together by USGS shows different sectors contributing, agricultural, industrial, etc. and if they were able to meet goals, how would we do. The method shows all sectors have to be at the table. Not only migratory, but has all these different types of needs. We need regional frameworks to accomplish these goals and how much each state responsible for and determine our own state plans. It is great to have each state with own

conservation plans, but need sideboards to make the plans talk to each other so there is level of coordination and helps each other at same time. Recommendation from technical staff was to develop and implement a strategy to identify key axioms to conserve and keep from placing monarch butterfly on T&E list. Challenge is working across state agencies. Future: regional framework called Mid-Continental Monarch Conservation Strategy using best available science and acres of diverse grasslands as metrics to measure available habitat. How do we fund it? MAFWA and NWF received NFWF grant to help with state summit planning and to start initial planning for a meeting in Austin, Texas. With approval of the MAFWA Executive Committee we applied for second NFWF grant to develop regional conservation strategy of the Midwest through the use of a technical coordinator to bring in all of these state plans together. The next step, considering framework, which could take several forms and directions, and the Texas meeting that has a doodle poll going around to help set the exact place. A director or decision maker and one technical staff from each state is invited to attend. Bill Moritz and I plan to be there with a couple of our technical people and technical coordinator. This will be a 2-3 day retreat go over state plans and hammer out regional strategies and get on same page for what we want, or if we still want regional coordination. Outside of other work going on, we had representation at tri-lateral meeting and much of the same information was presented at that. Dan Kennedy from Michigan and Karen Kinkead from Iowa were able to go. Had discussions with tribes who are interested in helping as well, especially in Oklahoma. A lot going on and I am trying to stay on top of it all and plan on going to TX. Idea of talking to your staff who are part of Ad hoc group and discussing what is value of regional coordination and keeping prepared to answer the question at Austin meeting when we get together. What do we want this to look like?

Tom Melius, USFWS – Tomorrow at business meeting you are going to be asked to act on a proposal As indicated there is a lot going on here in the U.S., as well as in Canada and Mexico. We have a two year window where I have to make a decision on a recommendation to our director on what needs to be done about this listing petition. One of the things we learned on sage grouse, it great to have planning efforts underway and coordinated effort, and comparing apples to apples with my staff and yours. I am proposing technical person to work with states at summits and to work with me. This is a lot of work and we have other issues that take up our time. We need assistance of an expert that you all could work with. Proposal will come up tomorrow and I will be there to answer any questions. Appreciate the Executive Committee's consideration and we have a really good candidate lined up for this. Shout out for Bill and Kelley for stepping up for MAFWA for the last two years and getting this going. *Bob Ziehmer, MO* – Kelley job well done. Enjoyed working with you along the way. Tom, thanks for your efforts too.

Depart for Field Trips 4:00 pm

*Sponsored by St. Louis Zoo and Missouri Conservation Heritage Foundation (MCHF)
Remarks at zoo by Jeff Ettlting, PhD; Mark Wanner, Saint Louis Zoo; and Kevin Roper, MCHF.*

Dinner on your Own

Hospitality Room – Sponsored by National Shooting Sports Foundation

Minutes
MAFWA Business Meeting
June 29, 2016
Chase Park Plaza Hotel
St. Louis, Missouri

Wednesday, June 29, 2016

Breakfast – Sponsored by Bass Pro Shops

Bob Ziehmer, MO – Accolades to Denise, Donna and Kim for their help on this conference.

State Commitments Related to Trapping

Ed Boggess, AFWA (Exhibit 34) – I'm here as a volunteer, appointed a year ago to chair an AFWA Presidential Task Force on Trapping Policy. I was a furbearer specialist in Minnesota starting in 1982, and chaired first AFWA Technical Subcommittee for Fur Resources in 1991, then chaired Fur Resources Committee before it broadened out to the Sustainable Use of Wildlife Committee. My role is to remind and inform people of all the previous work on international trapping and trade because of significant turnover of directors. To get regional associations' information and knowledge on what states have done through AFWA. It has been about sustaining trapping programs. Want you to be aware of commitments we made over the years, track progress and keep staff involved. Dave Hamilton, furbearer specialist Missouri, was key in early stages of best management practices (BMPs), want to acknowledge him; Bryant White, AFWA employee from Columbia, Missouri leads a lot of this effort. Regulated trapping is legal in U.S. in all states except Hawaii; 250,000 trappers in U.S., sustainable use regulated by the states, consistent with the North American Model of Conservation. Regional differences on how trapping occurs, four regional associations represent that, but Alaska has some different issues. In northern areas, there is more trapping for fur value; more trapping for nuisance control in south and parts of the west, like beaver trapping. Louisiana was a key state in helping to launch this effort. Data from trappers is used for population monitoring, research, nuisance damage and to protect rare species like piping plover and whooping cranes. Fur trade is global, and wild fur trapping is highly regulated in the states. Fur garments are sustainable, uses range from durable fiber to high fashion; there is a wide range on types of uses. Trapping supports over 1 million jobs globally. Involvement of states started 40 years ago with active anti-trapping initiatives and ballot initiatives and got a number of states involved. Gordon Batcheller, Ollie's counterpart at NEAFWA formed their fur technical committee in 1974, MAFWAs was formed in 1979, the Fur Resources Committee of AFWA was also formed in 1970s. The emphasis was on having well-managed programs. Also, there were global political efforts in 1980s; effort by European Union (EU) to require labeling of furs; in 1991, EU adopted a regulation prohibiting import of furs from countries that hadn't banned "steel-jawed leghold traps" or did not adopt international standards for humane traps. Took many years of negotiations before enacted. First meeting of the Technical Subcommittee

for Fur Resources was in 1991, but got authorization to start working in 1989. Association has provided great leadership on this issue. AFWA has been representing the states of competent authority (as known in negotiations) not a federal trust to manage trapping, so federal government has to do negotiating. Paul Lenzini was AFWA counsel at the time and was heavily engaged as was the Executive Committee; Louisiana (Greg Lipscomb) was chair, I was vice chair and Missouri contributed heavily and so did biologists from Alaska, Arizona, Illinois, Massachusetts, New York, South Carolina and Vermont. U.S. trade representative in the State Department negotiated on behalf of the states, but all worked through AFWA Executive Committee, from 1991 to 1998. Throughout this process AFWA adopted resolutions and policies and developed programs to make sure we were actively engaged and working to off-set the threat of loss of market for furs. This work included developing BMPs and national trapper education program. AFWA has led the largest trap testing program ever conducted. It is ongoing but much of the work has been done. There were some multistate grants and appropriations through APHIS-WS that still continues to fund this effort. **Senator Boudreaux**, from Louisiana was instrumental in this, unfortunately it wasn't earmarked, and it got rolled into their base budget. Federal nexus with international community, USDA is providing that. BMPs served the need and were used to fulfill international agreements. BMP traps are divided into those that can hold animals alive and those designed to kill humanely and quickly. These traps are thoroughly described in Wildlife Management Techniques Manual published by The Wildlife Society. BMPs have also been useful in states and some states were able to add tools they didn't have before. BMPs are based on science and consistent with North American Model by using fur for legitimate purposes. Criteria determining the best traps certified by BMPs is welfare, injury or effectiveness, selectivity, efficiency, practicality and safety. There are 43 states that have cooperated in development of BMPs. Also, there was an extensive outreach component with the trapping community and state agency staff. Initial skepticism and distrust from trapping community has changed to acceptance and support. As far as agreements, EU regulation included imported furs from Canada, Russia, U.S. and EU; and Canada, Russia and EU signed binding agreements. In the U.S. we ended up with an "Agreed Minute" a good faith commitment executed by state department on behalf of the states as competent authorities; so have nonbinding but strong commitment to carry it out. A lot of information came out 15-20 years ago, nuance terms included in this, which included "phase out", process to improve and adopt over time, not a hard ban; "conventional trap", traps manufactured without modifications; and "restraining", any trap set to hold an animal live. For example, foothold trap used to capture and hold aquatic animals underwater is not a restraining trap, but is a killing trap because it killed the animal in this instance. Fairly innocuous words, but a lot of discussion and intent behind them. Canada and Russia have a joint committee that meets regularly, the U.S. is not a party to that, but participates as an official observer and that is where we present our reports on progress. What prompted the formation of this Presidential task force was some members of the European Union have questioned whether U.S. is fulfilling its commitments under the Agreed Minute. This reinforced the importance to make directors aware of what we are doing. The AFWA Executive Committee felt all directors needed to be reminded that we have made commitments. As part of follow through, BMPs are posted on AFWAs website as well as all of this information and have also done periodic

surveys. Concluding a third survey using multistate grant money and responsive management. We also did surveys of state programs and federal programs on refuges to document what changes are occurring over time. Trying to keep technical staff informed through the technical fur committees in the regional associations and also had professional development workshops for staff with more ongoing. Encourage your staff to go to those. Trapper education is an important tool to incorporate BMPs and helps with the phase out commitment. Have ongoing commitment to develop and maintain BMPs. Deb Hahn, AFWAs International Affairs Director, is actively engaged because of international parts of it. Continue to collect scientific and human dimensions data. Whole effort is to protect interests of states and ask directors to support surveys and AFWAs role. Get staff to workshops and every regional association is active on the Sustainable Use of Wildlife Committee. *Bob Ziehmer, MO* – Appreciate Ed’s work with Association on this topic; appreciate you referenced Dave Hamilton, Bryant White and others. Sport of trapping topic could be used as an example, should we be talking to the public or should we only talk to trappers and hunters? *Zach Lowe* – Workshop in Midwest will be at McGraw, a no cost opportunity for your staff; IN has agreed to send some people as well as IL and WI; I will send to Ollie; good one-day training and easy location near O’Hare airport. *Wayne Rosenthal, IL* – In Illinois we recently passed bobcat trapping bill, HSUS used that issue as their number one fundraiser throughout the country; they kept coming back and trying to do away with leg-hold traps, wanted to eliminate trapping altogether, so they will make niche anywhere they can, so be aware. *Ed Boggess* – BMP process and testing results helps counter their arguments. *Bob Ziehmer, MO* – Heard new term, “agreed minute”, a nonbinding good faith agreement.

MAFWA BUSINESS MEETING

Bob Ziehmer, MAFWA President – Officially called to order at 8:26 AM

Call to Order and Roll Call

Ollie - All states present, except Michigan, Bill Moritz was here earlier, but may have left. We have one proxy for Kentucky assigning Ron Brooks in place of Gregory Johnson (Exhibit 35); no Canadian provinces present.

Agenda Review

Copy of our agenda is listed in programs. *Bob Ziehmer, MO* – Investments Committee Report, there will not be one today, I did not connect with Shane. *Terry Steinwand, ND* – Dave Chanda asked me to have directors talk about his request for funds for NCLI, whether to push to Executive Committee or take action. *Bob Ziehmer, MO* – Can add to new business.

Approval of 2015 Annual Business Meeting Minutes

Annual meeting minutes (Exhibit 36); *Kelly Hepler, SD moved to accept minutes as printed, Keith Sexson, KS second. Motion carried.*

Treasurer’s Report

Bob Ziehmer, MO – Welcome Roger appreciate everything you have done over last six months, thank Sharon for active participation in the transition, we did not miss a step.

Roger Luebbert (Exhibit 37) – As in the past, report shows account balances, summary of receipts and disbursements for all MAFWA accounts for most recent fiscal year, calendar year 2015. On page one you will see a list of account balances as of the end of 2015, but I have also added account balances from 2013 and 2014. The **General Account** is where we handle banking services, balance has been increasing and at the end of 2015 the balance was \$135,390; the reason for increase in 2015 is because we have been collecting the 2015 commitments from the states on the Pheasant Coordinator. In the **Conference Account**, which handles receipts and disbursements for this annual MAFWA conference, as well as membership dues and on the expenditure side we have Executive Secretary and Treasurer pay as well as other miscellaneous expenses like tax form 990 preparations. The account balance has declined; it is \$99,368, due to timing difference with change in treasurer, 2015 dues weren't collected until beginning of 2016 which amounted to about \$28,000; if included balance would have been \$127,989. In **Southern Wings Account**, a pass through account, with balance of \$52,255, this has since paid out. **Federal Grant Account** has not changed for a couple of years, the previous treasurer; Sharon has been very helpful on transitioning through this and still responds now when I call and I appreciate that. This is MAFWA money that is left after several federal grants have long been closed; she suggested closing account and moving funds to the conference account, which I have done and this account is now closed. If we get involved in another federal grant this will give us the opportunity to open a new account and start with a clean slate. **Credit Union Share Account** is a place to maintain a minimum balance to part of the credit union; it requires a \$25 balance. The **Money Market and Securities Account** which is interest and dividends income as well as change in market values. The **Conservation Enhancement Account** is basically the same thing, interest and dividends income and change in market values. There was one expenditure for a holding reporting fee of \$50. On the bottom of page two I do want to point out the note at the bottom, the balance as of the end of 2015 of \$135,390 includes money from Michigan \$1,900, MAFWA Deer and Turkey \$2,905, which has since been closed out, Pheasants \$87,000, and Kansas \$39,472. The agency conference account summarizes the receipts and disbursements, the top line shows annual dues which has an asterisk that points to a footnote at the bottom that states 2015 membership invoices were mailed in early 2016, \$28,000. The rest of the report shows receipts and disbursements. I am flexible so if you want to see something different in the future I would be happy to do that. *Bob Ziehmer, MO* – The Executive committee reviewed this on Sunday and gave full support on accepting Treasurer's Report. *Kurt Thiede, WI moved to accept Treasurer's Report, Kelley Myers, IA second. Motion carried.*
Bob Ziehmer, MO – Roger has signed contract for 5-years, 400 hours-a-year to assist MAFWA. We will review this yearly to be sure the 400 hours is adequate as we step into federal grant activity.

Audit Committee Report

Bob Ziehmer, MO (Exhibit 38) – Missouri's internal auditor reviewed records from January 1, 2015 to December 31, 2015. In the review staff looked at the general ledger entries, bank statements, profit and loss schedules as well as supporting documents for revenue and disbursements. A few of the objectives for the audit were to be sure bank statements accurately reconcile with general ledger; also looking closely at revenues as

well as expenditures to ensure accurately recorded and supported. Our internal auditor has documented this and no material differences were noted. This was a good audit. **Wayne Rosenthal, IL moved to accept audit report, Mark Reiter, IN second. Jim Douglas, NE** – When was it done? **Bob Ziehmer, MO** – Completed in last 30 days. **Motion carried. Ollie** – Thanks to Missouri for conducting professional audits for us for a number of years, if we had to pay for this it would be very expensive. John Hoskins offered their services prior to Bob and Missouri Department of Conservation has performed these audits for no fee. Thanks Bob, appreciate directors stepping up where they can. **Bob Ziehmer, MO** – Missouri stands ready to continue this activity.

Investments Committee Report

Bob Ziehmer, MO – No report.

Resolutions Committee Report

Terry Steinwand, ND – There are three resolutions; one is a joint resolution asking for restored funding for CWD management and research submitted by the Wildlife and Fish Health Committee and Midwest Deer and Wild Turkey Study Group (Exhibit 39); “Now, therefore, be it resolved, that the Midwest Association of Fish and Wildlife Agencies Directors, at its annual meeting in St. Louis, Missouri on June 29, 2016, encourages AFWA to request restoration of federal funding for CWD management and research in both free-ranging and captive cervid populations to levels greater than those of the early 2000s and commensurate with the needs of the states to (1) conduct adequate surveillance among free-ranging herds and (2) indemnify owners of depopulated positive captive herds.” **Kelley Myers, IA moved to pass CWD resolution, Keith Sexson, KS second. Bob Ziehmer, MO** – One question of clarification, as now therefore is stated we are working through requests to give direction to AFWA and one sentence says levels greater than those of early 2000s, pulling from the report that the Health Committee gave yesterday and the exact numbers given, would there be an interest in changing that sentence to levels no less than \$30 million. Seeking clarity, I was unaware that we had staff that had some up with more specific numbers as far of needs in CWD until Dale’s report yesterday. Thoughts? Overall support either way. **Kurt Thiede, WI** – Like being specific, if we have adequate numbers that seems reasonable. **Ron Brooks, KY** – Could stating amount be a deal breaker? **Dale Garner, IA** – Put out numbers knowing that and advice to committee was, don’t ask for less than you need, looked at all of those expenses from all the states and what they are spending even without a budget; looked at all of the needs, Wildlife Services was there as well as USDS, USFWS and that is how we got that number. We remind you that it is not only for surveillance of the wild herd, but without money for captive industry we pay for indemnity; came at that number for a good reason. **Kelley Myers, IA** – If being specific are we setting up ourselves for that number, if we may have gotten more? **Ron Brooks, KY** – In experiences I have had in dealings with DC, we ask for more than you expect to get and hope you get what you need. **Kelley Myers, IA** – This resolution is a conversation with AFWA, so I think if needed to get more specific and define these numbers, we can when AFWA comes forward. **Bob Ziehmer, MO** – Motion and second as presented. **Motion carried.**

Terry Steinwand, ND – Second one is a joint resolution in support discontinuing the use of neonicotinoids that we discussed yesterday (Exhibit 40); “NOW, THEREFORE BE IT RESOLVED, that the **MAWFA** (spelled wrong) Directors at its annual meeting in St. Louis, Missouri on June 29, 2016 encourage additional evaluation, while concurrently pursuing and **implementing** wildlife-friendly alternatives as available and practical, and **support the** discontinuing use of neonicotinoids on those State managed lands under their authority.” “Investigating” replaced “implementing” and about replaced “and support” *Bob Ziehmer, MO* – Good discussion yesterday, everybody conceptually on the same page, need to do more research and evaluate and move down the correct path with answers that would allow us as stakeholders to be successful for citizens and wildlife. *Kelly Hepler, SD moved to pass resolution on neonicotinoids, Jim Leach, MN second.* *Kelly Hepler, SD* – Still awkward, but you could wordsmith so it flows, but it wouldn’t change the intent; I am comfortable with it. *Ron Regan, AFWA* – Is there a typo up there, should it be “about the discontinuing use” or “about discontinuing the use”, is “the” in the right place? *Kelley Myers, IA* – A good observation. *Jim Douglas, NE* – If you did want to wordsmith it, where it says “about”; everything after “about” put after evaluation, “while...” at the end. *Kelley Myers, IA* – I agree, I think that makes it clearer and makes it flow. The point of this is we are encouraging additional evaluation of discontinued use. I know there were conversations about this last year and the team went back and looked at it and I think it is good we are doing this resolution to keep this moving in that direction. *Bob Ziehmer, MO* – Could Nebraska or Iowa restate? *Terry Steinwand, ND* – “NOW, THEREFORE BE IT RESOLVED, that the **MAFWA** Directors at its annual meeting in St. Louis, Missouri on June 29, 2016 encourage additional evaluation **about** discontinuing the use of neonicotinoids on those State managed lands under their authority, while concurrently pursuing and **investigating** wildlife-friendly alternatives as available and practical.” *Bob Ziehmer, MO* – Different than motion on the floor. *Kelley Myers, IA - Friendly amendment as reread, Keith Sexson, KS second.* *Wayne Rosenthal, IL* - It is important, overall nationwide we are a small organization, so important that we work closely with the Ag industry and they are onboard, the way it is worded now says that, we don’t want to get in fights with our friends and that is sometimes difficult to avoid. *Bob Ziehmer, MO* – It allows states to continue down the path we all want to conceptually evaluate and pursue, but at the same time it will allow us to deliver encouraging words to staff. *Dale Garner, IA* – Ollie or Sheila send to me so I can share the new words with Health Committee and Public Lands Committee. *Sheila Kemmis* – I will. **Motion carried.**

Terry Steinwand, ND – Third one I will read in entirety (Exhibit 41); “WHEREAS, the Missouri Department of Conservation has so efficiently and enthusiastically organized and conducted the 2016 summer meeting of the Midwest Association of Fish and Wildlife Agencies; WHEREAS, Director Bob Ziehmer, Norman Murray, Denise Bateman and support staff have worked together with local and national conservation organization partners making all the state representatives welcome; WHEREAS, the members of the Midwest Association of Fish and Wildlife Agencies wish to express their gratitude for all the collaborative efforts of the Missouri Department of Conservation; NOW, THEREFORE, BE IT RESOLVED, that the Midwest Association of Fish and Wildlife Agencies at its annual meeting in Saint Louis, Missouri on June 29, 2016,

acknowledges the hard work and hospitality of Director Ziehmer and his staff and hereby passes this resolution in a showing of great appreciation.” *Terry Steinwand, ND moved to pass thank you resolution to Missouri, Jim Douglas, NE second. Bob Ziehmer, MO – My staff makes me better every day and to citizens who created the conservation fund in our state. Motion carried.*

Awards Committee Report

Keith Sexson, KS – Had 18 nominations for the awards MAFWA puts forth, appreciate you sending in nominations and encourage to you continue. When the call comes, to reach out and take a look across your agencies because you all have deserving staff. Down one member on the committee and would like a volunteer. Appreciate your participation and Sheila who helps me with that process and orders the awards and keeps things straight as we go forward. Bob Ziehmer, MO – Volunteers? At awards lunch yesterday, rewarding to hear about the staff and see young law enforcement officer who was recognized. We ask a lot of staff each and every day and to take the time to review that across the Midwest it is important. Ollie – I will work with Keith; I see Jim Leach’s hand up. Jim Leach, MN – I will volunteer. Keith Sexson, KS – It is basically a once a year thing, when we get the nominations in, we review and make selections. I would like to encourage Directors to make an opportunity for recipients to come to Midwest meeting. Thanks to Indiana and Iowa for bringing their recipients.

Bylaws Committee Report

Bob Ziehmer, MO – Kelley brings unique skill set, background and qualification to this committee. Kelley Myers, IA (Exhibit 42) – I actually really like legal documents, a comfortable place for me to be. I put together PowerPoint to see the changes. MAFWA is incorporated in the State of Kansas; bylaws incorporate the charter, the legal document you file with the state and there are some statutes that set the state law, in K.S.A. 17-1759, et seq. and also it has tax exempt status and is recognized at a 501(c) 6 of the Internal Revenue Code. MAFWA has operated as an association since 1934 but recognized by federal law as a non-profit organization since 1968; is comprised of members and affiliates; governed by a Board that functions through committees and employs a part time Executive Secretary and Treasurer. I am the chair of the Bylaws committee, but committee is not active, looking for anyone or a group that wants to help. Ollie and I worked throughout the year, had conversations with the Executive Committee to see if we were going in the right direction with a few of these changes. Proposed amendments require 30-day notice to the Board. The charter was not reviewed as part of this process, but would recommend review in the future. Everyone should have gotten a copy of the proposed changes (Exhibit 43). Throughout there are some minor reference modifications, included reference to the Conservation Enhancement Fund, modified reference to number, alpha-numeric numbering and removing parenthetical and duplicative references to improve consistency. Wrote justifications: wanted to clarify the role and responsibility related to the management of the Fund; improve consistency and clarity. Going through the document I went page by page. On page 1: inserted language to specifically reference legal authority for the Association and existence of the Conservation Enhancement Fund to make it clear these are authorized to function under Kansas cited statutes. On page 5, when talking about the Treasurer; had more discussion

here and modifications to understand the Treasurer's role and obligations to align function, provide oversight, clarify responsibilities, particularly in writing checks and filing tax documents, and require regular reports, official obligation. On page 6, Article V: changed authority to call a meeting by allowing Executive Secretary, in addition to President, in case of President's absence for any reason; and shortens notice required to hold meetings and promotes more communication (shortened time to 30 days from 120 days); also authorizes sponsorship and exhibits for meetings according to sponsorship and exhibit policy giving the Board greater authority to limit sponsorships not consistent with Association's values. WAFWA did this, so we have taken their policy and rewritten for MAFWA. Remove ceiling cap on meeting cost to allow flexibility. Removed ceiling for annual meeting costs by removing "not to exceed \$13,000", we don't spend more on the meeting than we take in, but some locations are more expensive than others and we wanted to give some flexibility. In Article VI: requires requests for voting to be reasonable; requires reason for a ballot-vote request to be reasonable, which at the very least requires explanation for the request; clarifies that a majority of the Executive Committee, and not the whole Board, may act between meetings. On page 7, Article VII, dues: adds requirement for upcoming dues to be reported by the Treasurer at each annual meeting, because dues are on a sliding scale and adds clarity, having that number out there will help everyone be on board. Article IX: made one standard for how we are voting. Article X: inserted language to authorize only amendments that are allowed by law; reaffirms legal compliance of bylaws and governance of the Association. Pages 7-10, Article XI, committees and boards: insert minor clarification and requirements to make annual reports, reduce time frame to pass a resolution to 15 days instead of 30, sometimes asked to support something that requires short time frame, and inserts text to allow a majority of members of the board to authorize ad hoc committee and update references and remove non-existent committees. On page 11, Article XII, adoption date: include date of amendment, which would be today. We spend a lot of time on these amendments, like role of the treasurer. Other considerations for future review: role of executive secretary and treasurer, are they meeting the needs of the organization; role of the executive committee; review charter, good idea for next year; and look at affiliate membership and sponsor amounts, we look at our dues every year and may be the time to do that. Things to discuss if I raise up a committee. *Ollie* – I have two items I think we need the Board to discuss. On behalf of the treasurer, on page 5, under number 3, on check signing, it says co-signed by director and "co" is the word I want to direct your attention to, from experience with Sharon Schafer, she did not want to sign checks. What I think this means is the treasurer signs and so does a director. What does co-sign mean? *Kelley Myers, IA* – It would be a co-signature in this case; if we didn't want that, I can understand why; the idea is that the treasurer draws the funds and there needs to be director approval. *Ollie* – Right, Sharon, did not want to. Sheila did you? *Sheila Kemmis* – Yes. *Roger Luebbert* – Obviously I prefer not to, but I don't mind signing it as I am writing the check anyway. *Ollie* – He writes them out and takes them up to Bob for him to sign them; that is the way we have worked since Michigan. I just wanted to draw attention to the word "co", keep it in or not. *Kelley Myers, IA* – On that point, if it is clear in here that it is the treasurer's job to prepare those documents, signing it is not as important, but we were trying to make sure a director signs them. If you are not comfortable signing them, I don't think co-signing is necessary, as long as we are clear a

director signs them. *Kelley Myers, IA moved to accept with changes and expands to include whoever executive committee delegates as director to sign, Jim Leach, MN second.* Ollie – One other point, since Bob is leaving on July 16, not clear who will sign checks and bylaws are not clear, says first vice-president presides as the president in president's absence. When this came up, didn't know what Missouri Commission was going to do when Bob left, not real clear in here who the president is so I sent Kelley an email. *Bob Ziehmer, MO* – We have a 2½ month gap, before the President transitions in, late September? Ollie – Middle of October; in the meantime Missouri is putting in an interim director, Tom Draper, who was here. For the future we need to clarify does acting/interim director qualify to become president or does it go to the first vice-president become the president, not real clear in our bylaws. That comes around to check signing now also, have Tom sign or have Jim as first vice-president sign? *Kelley Myers, IA* – The way I read the bylaws, because president is the duly authorized voting representative of their member state, that is the position, so I read it would be the interim director. If we look in history I believe that is how it has been done. It does raise a good question if that is the most effective situation for the Board, alternative would be to look at a modification in future bylaws to make it that subsequent, but then need to look at term, Tom would have a 2½ month term, maybe that is good, maybe bad. We need to have that conversation, but for now the acting would come in and be the president and sign the checks. Ollie – That will work for this time, since Tom Draper is in the same office as Roger. Clarify next year in bylaws. Tom will act as President in next meeting in August and at AFWA meeting. **Motion carried.** *Bob Ziehmer, MO* – Outstanding job, work with Ollie and others in coming year if you feel adjustment needs to be made. *Kelly Hepler, SD* – I apologize for having to leave early, no disrespect. *Bob Ziehmer, MO* – Safe travels.

Executive Secretary's Report

Ollie Torgerson (Exhibit 44) – Zach Sheldon joined us from Congressional Sportsman Foundation, Chris Horton usually attends but he couldn't come this year; Zach would like to make sure community surveys that have been sent out to states get completed. Every year I give a snapshot of things that are happening in MAFWA since previous annual meeting. We left Duluth with good momentum on pheasants and pollinators. There was a quandary with treasurer position because of notice from Sharon Schafer to leave at end of 2015. We had a smooth transition officers 30 days after AFWA annual convention, in mid-October; Ed Boggess transitioned to Bob Ziehmer with great leadership from both, but Bob is bailing early. We lost two directors, Scott Zody resigned in the fall and Ed Boggess decided to retire in the winter, and very unfortunately Scott Zody passed away shortly after he left. Welcomed two new directors Ray Petering and Jim Leach; Ron Regan and I traveled to Columbus Ohio in April to meet with Ray and his staff and introduce them to our Association and will be going to the Twin Cities on August 10 to meet with Jim and his staff; Ron and I tag-team on that regularly when we get a new director to get them here at the table. Welcome to you two directors, nice to have you with us. Had a success treasurer transition. Ed, when he was president, sent out couple of notices to try and get a volunteer treasurer to replace Sharon. Kansas provided treasurer services for years and then Sharon in Michigan for 6 years; but nobody offered. In Duluth, Ed said we may have to hire or contract a treasurer. With that in mind I reached

out to a long term colleague and friend from Missouri to see if he might be interested and he was. There was a lot of discussion with the Executive Committee before they executed a temporary, six-month contract using existing surplus funds to bring Roger Luebbert onboard on January 1. That contract expires right now. the Executive Committee authorized two votes, one to increase our dues to create funds to enable us to have a permanent staff treasurer and if that passed a vote to revise our 2016 budget to include that treasurer. Both passed unanimously. On Sunday, a five-year contract was executed to hire Roger Luebbert as our treasurer continuing from July 1. Roger retired from the Missouri Department of Conservation with 31 years of service as Chief Financial Officer, he has a master's degree in Public Administration, is a CPA and a Certified Financial Planner; and he is just what we need. Happy to have you onboard Roger; had a really good transition from Sharon to Roger. National Pheasant Conservation Plan, a lot of momentum, our Midwest Pheasant Study Group was disbanded because of this plan; they worked hard developing a national conservation plan; national coordinator was needed to implement the plan so we raised the money and hired the coordinator; will hear more under Old Business; in Pittsburg in March signed MOU with Pheasants Forever and Dr. Scott Taylor was hired; key guys involved from our association were: Keith Sexson, Ed Boggess and especially Jim Douglas. Workshop on monarch butterflies you authorized was held in Des Moines in October, brought in butterfly experts to assemble the science; MAFWA was awarded a small NFWF grant last fall, which we are executing at the present time; applied for second NFWF grant and you heard about that from Kelley; give credit to Kelley Myers and Bill Moritz for their leadership on this monarch/pollinator effort. As you can see there is much to be proud of in MAFWA and you directors are making a difference. Planning this annual meeting takes a lot of my time and I have to give credit to Denise Bateman, Jim will have to appoint someone in Nebraska to take the reins for next year. Denise was my office manager when I was in Missouri and she had to work with me on the planning. This conference has been really a good one; 12 of our 13 sitting state directors are around the table, your presence makes this Association go. Ours is a small meeting, everyone meets together the whole time and it is short and intimate, NGOs and Federal partners love that because of access to directors the whole time which leads to action on the ground and financial support and sponsorships. Need your help on sponsorships, started in 2002, when I came onboard, had a couple groups who bought meals, but bills did not come through us; Sheila and I couldn't come up with good financial numbers, but in 2004, we came up with \$5,000 in sponsorships. We peaked at near \$59,000 in 2014 in Michigan with Keith Creah, Bill Moritz and staff reeling in significant state sponsorships; thought last year would take a big dip because of Minnesota's legislative gag on state employees for solicitation of gifts and sponsorships, but we came in at \$55,000; this year we stayed at same level, but only because Missouri brought in two major sponsors this year. I need your help because we are losing some important sponsors. Region 6 USFWS sponsorship of \$5,000 was pulled but I appealed that and they came back with partial sponsorship, Recreational Boating and Fishing Foundation dropped their sponsorship as did U.S. Sportsman's Alliance and the National Wildlife Federation. So we've lost substantial sponsorships and if you as Directors can exert influence or sit on boards and can help bring them back that would be great. I have reached out to other groups, without success; American Sportfishing Association, Rocky Mountain Elk Foundation, Safari Club International. If there are

other prospective sponsors you know of let me know; at any rate I need help or we will have a dip next year. MAFWA offers affiliate memberships and we have one application from the National Rifle Association which will be the next item on the business agenda. Sheila, Roger and I put together a draft Operations Manual for MAFWA and will continue to work on this. I manage our website and apologize that host company server issues we had the last two weeks (corrected now). I mentioned new laptop computer I got from Wisconsin, thanks Tom Hauge. "Other duties as assigned" includes a lot of things, but it includes networking with federal partners, state fish and wildlife agencies, NGOs; working with six standing committees and 13 technical committees; carrying out assignments of the Executive Committee, networking with directors and whatever the President tells me to do. I am not nearly as busy as you Directors, the pressures you are under is immense and constant, but you keep pecking away like a woodpecker, but I know there are days you feel more like the tree. Thanks for all you do. Thanks for allowing me to be your staff member; it is an honor and privilege for me. We had a good year in the Association; good movement on pheasants and pollinators, a new treasurer, solid finances, good committees and strong partnerships with federal agencies and NGOs. Thank Missouri Department of Conservation and Delaney Meeting Management. Thank Missouri's planning group, Sheila and Roger. The next meeting is June 25-28, 2017 at Mahoney State Park in Nebraska. *Jim Douglas, NE* – A lot of good things happened this year, a lot to be proud of. *Ollie* – Key is you being here and taking ownership; having 12 of 13 Directors is a record attendance. *Bob Ziehmer, MO* – Good report and thanks for what you do. A small example of Ollie being available, he was on annual leave, but gave up some of his time to attend conference call meeting.

Approval of Affiliate Memberships

Ollie Torgerson (Exhibit 45) – We received an application from NRA for affiliate membership. Those have to be into me by April 1 each year. Bryan Hyder from NRA is here and he was also a sponsor for a couple of years; approval requires vote of directors. *Kurt Thiede, WI moved to accept NRA as affiliate member, Mark Reiter, IN second. Motion carries.*

OLD BUSINESS

National Wild Pheasant Plan Coordinator

Jim Douglas, NE – Ollie made reference to great progress made on national plan front by hiring coordinator. Thank Keith and Ed for being a big part of that, as well as Dale Garner. Dr. J. Scott Taylor has been hired as the Coordinator of the National Wild Pheasant Conservation Plan. Progress made in hiring the coordinator; solicited contributions to fund this for three years from a wide variety of states, 18 states and Pheasants Forever (PF) responded positively. In addition, PF, as well as some other entities, offered to provide support for the position. PF offered not only support of office space, but administrative assistance, computer equipment, etc. in their new office in Brookings, SD and Dave Nomsen who is here runs that new office. They also offered to administer the benefits. It was accepted by the Executive Committee, a great offer in a variety of ways. The synergy that is going to occur from Scott being headquartered in that office as we approach weighty questions like, what kinds of things need to be done through all the members and affiliates of the national plan, that effort along with PF and

other conservation groups will come to bear in a good way. One of first orders of business was to create a Management Board that would oversee this work. We put out invitations to all of the states that decided to support financially, many expressed interest in making sure they remain a part of the team and quite a few expressed interest in having representation on board. The board has been formed and we are calling it Interim Management Board because we entertain the possibility that there may be some additions. At this point in time it consists of representatives from – Idaho, Sal Palazzolo; Iowa, Todd Bogenschutz; Kansas, Keith Sexson; Nebraska, Jim Douglas; North Dakota Jeb Williams; Michigan, Dr. Russ Mason; Ohio, Dave Kohler; Pennsylvania, Brian Burns; South Dakota, Tony Leif; Texas, Clayton Wolf; and PF, Dave Nomsen. Group had first couple of conference calls and done a couple of things; developing governance principals which could turn into bylaws at some point, good guidelines to start business. Solicitation made for a chair. We will have an in-person meeting at AFWA meeting in September. Technical committee, who was involved in putting the plan together, has provided inputs on work objectives for Scott and priorities that need to be accomplished first, that was reviewed by the Board. Things are moving and we will be making great progress on this plan.

Scott Taylor – Thank members and contributing states for forming this partnership. It is an exciting time to be pheasant biologist in terms of new horizons. It was difficult to leave Nebraska, but I still get to work with friends there and across the Midwest. We are in the process of scheduling our first meeting in conjunction with AFWA conference and I invite folks to attend that. In contact with Don McKenzie with National Bobwhite Conservation Initiative to make sure we are not overlapping. In the meantime, tech committee will be meeting in Kansas in September, encourage you to allow staff to travel to that. Discussing dialog between the newly formed Board and their vision of where they want the partnership to go; the tech committee has been flying without adult supervision for the last couple of years. The Midwest Pheasant Study Group has been dissolved and became this national group, the Board will provide that oversight and direction and make sure we are all flowing in the same direction. Thinking about ways to roll the partnership and the pheasant plan out to a broader audience. Invite Dave to talk about that and anything else he would like to add.

Dave Nomsen, PF – Welcome Scott to office in Brookings, excited to have him there. Jim, want to thank you for bringing in the states and participants for the Board. I do think PF is just one name on that list Jim read; just one of partners to provide guidance and support. Been a long effort to get plan up and running and Scott's employment, important that this not remain the best kept secret so I would ask you put next February, 17-19, on your calendars; Scott mentioned we have started discussions of a pheasant plan rollout event, as part of Pheasant Fest in Minneapolis; you are all welcome to attend. Next spring perhaps we can talk about that further.

Scott Taylor – Happy to answer any questions. *Bob Ziehmer, MO* – Great report, Jim, Scott, Dave appreciate your time and partnership. *Dave Nomsen* – Ollie, I was so compelled by your presentation on sponsorship for next year; at the risk of not having that annual banter back and forth, I would like to start your sponsorship list for next year with a \$3,000 contribution from PF/QF. I work for a bean counter, close to the end of our fiscal year so with that in mind if you could expedite invoice and I will process as soon as possible. *Bob Ziehmer, MO* – Any others who want to step forward and make a donation?

Ollie mentioned Zach Sheldon, and referenced a survey sent to the states, Zach tell us the background of the survey, need of the survey and timeframe on that.

Zach Sheldon, Congressional Sportsmen's Foundation – A few months ago we sent a survey looking at local ordinances in your states who may try to set their own hunting and fishing regulations; follow up and engage everyone to remind them about that. I will be following up with an email. I can even resend the survey, they are not very long. We are hoping to have results by the end of the year; have annual national sportsman caucus meeting in late November, early December. I will go through my list; a lot of you have already sent this in, so will only touch base with those still missing. *Jim Douglas, NE* – Did that include county jurisdiction? *Zach Sheldon* – Yes.

Refreshment Break – Sponsored by Association of Midwest Fish and Game Law Enforcement Officers (AMFGLEO)

NEW BUSINESS

Greater Prairie Chicken and Sharp-tail Grouse Plan

Keith Sexson, KS – About two years ago, the North American Grouse Partnership, an NGO, began talking about the need for strategic management plan for greater prairie chicken (GPC) and for plains and prairie sharp-tailed grouse (PPSTG). Some of us had the experience of being involved in the interstate working group concept as it related to the lesser prairie chicken (LPC) that came as result of the listing and the fact that there had been an interstate working group for LPC for a number of years. Struck us that instead of allowing or leaning on NGO alone to go forward with a management plan effort that involved a state trustee species, we should work with this group to involve states and others using this interstate working group concept. There is also a Prairie Grouse Technical Council that operates on a two to three year cycle. They describe themselves as a Midwest group, but are not affiliated with MAFWA for a variety of reasons. This group has a broad contingent of individuals from academy, NGOs, state and federal partners that come together to talk about issues relating to prairie grouse species. So, we had two groups essentially dealing with and discussing concepts of planning for prairie grouse and specifically GPC and some specific sharp-tail species. Got our heads together and thought it best to put together organizational structure with the states in equal driving position relative to this planning efforts for these two grouse species groups. Began to look at where the best place would be to locate that effort; in WAFWA we had established, under the Habitat Committee, a Grassland Initiative with Bill Van Pelt as a paid coordinator. It has been within this initiative where some of the issues, mostly listing issues have been discussed. We started with prairie dogs and swift fox.. I came to this group and also went before WAFWA with the idea of doing some planning for GPC and sharp tails in cooperation with the North American Grouse Partnership and Prairie Grouse Technical Council. We got green light and support from directors of both associations to begin pulling together states under umbrella of WAFWAs Grassland Initiative and began tackling this idea of developing management and strategic plans for GPC and PPSTG. At this point and Bill Van Pelt began working with John Haufler. John is a member of Ecosystem Management Research Initiative (EMRI), a private group and he was an instrumental member within the North American Grouse Partnership. Bringing John and Bill Van Pelt together we have been able to coalesce around those folks and with the naming of representatives from states involved with these two species,

essentially your grouse biologists. From Michigan across the north to North Dakota and from Illinois to Kansas and everywhere in between are part of this planning effort. Individuals have been identified for each of those states and since there are two species some states have two individuals involved. We did include states with prairie restoration programs and remnant populations of GPC and an interest in maybe reintroducing GPC into those restored prairies. They are an important part of overall planning. Some emphasis goes back to attention prairies are getting from a listing standpoint. Those from the outside are watching changes occurring on the landscape relative to large prairie systems and impacts these changes may have on those species. LPC management plan came as result of five states and others including USFWS working together to develop a rangewide plan initially to offset the need for listing. But as it turned out, the species was listed as threatened initially and plan became a part of overall recovery strategy and was endorsed by USFWS and implemented under 4d rule to bring management, research and survey efforts together relating to LPC. Just as a matter of note, a west Texas judge vacated that ruling and at this point LPC is back to candidate listing and USFWS is not going to appeal that. The important thing here, that leads into GPC and PPSTG, is we will go through another species assessment process and that could take a couple of years to complete. Everything implemented in rangewide plan can be considered in status review again and will play an important role in final decisions that are made. Another important grouse species to note is the sage grouse process, a similar situation, ended in not finding for listing, but heavy attention on its management plan. Cooperation occurred between private/public/state entities to manage that species. All this leads to why it is important to look at GPC, the tallgrass prairie which it requires and the sharp-tailed and things on the landscape impacting it. Maintaining and restoring grassland and shrubland ecosystems is a challenging task given the number of competing land uses and lack of specifics on needed amounts and distributions of these ecosystems. Prairie grouse, including GPC and sharp-tailed grouse can serve as excellent flagship species for grassland and shrubland ecosystem planning and restoration. The social and cultural value of these species, along with requirements for large tracts of grass and shrub habitat makes them excellent flagship species for landscape scale restoration and multistate coordination of efforts. Interstate working groups for GPC and PPSTG, a subspecies of sharp-tailed grouse, are focused on maintaining and restoring sufficient habitat amounts of native grassland and shrubland ecosystems across the range to support sustainable populations of each species, while also providing for the wide diversity of other grass and shrub dependent wildlife species. The group has been meeting with one face-to-face and a couple of teleconferences and has come around to focusing on the landscape as opposed to any one given species, but with the understanding those species are iconic and the flagship for management efforts that go into this ecosystem approach. Within this overall goal a number of tasks have been identified to be accomplished by each interstate working group, to evaluate population size across the range of these species and subspecies; develop ecoregional divisions based on habitat and population needs; develop consistent data collection and reporting for population and habitat status within each ecoregion; set population and habitat goals within each ecoregion; delineate a system of desired core areas within each ecoregion needed to sustain populations; develop a crucial habitat assessment tool; define a specific desired ecosystem restoration condition for ecological sites within the core areas for each ecoregion; engage broad coalition of

partners, including additional state and federal agencies, NGOs, industries, landowner organizations, academia and other stakeholders in the planning process; direct involvement of industries in planning including the mitigation framework; coordinate systems for focus delivery of on-the-ground practices and their specific applications in core areas within each ecoregion; identify additional research needs; develop a rangewide plan; and identify funding and implantation strategy for plan delivery. I envision tasks will take three years to accomplish, for each interstate working group from the time of their formation. Kicking around these ideas and discussing digging into data files and sharing information; leaders have stepped up and taken responsibility to collect this information and put it together to see if we can be more consistent as we collect information. A lot of talk about ecoregions and determining, within this large landscape, were we have these differences that occur on the landscape and identify those as focal areas. A lot of work yet to be done, but a very energetic and interested group of biologists are on this team. With these two leaders, Bill and John, both are very good. John was instrumental in writing LPC plan. Both have good experience on how to bring folks together, focus and move forward with a planning effort. In the end, we want to continue to be cognizant of including USFWS representatives from Regions 3 and 6 , in this effort for guidance on how to develop the plan in such a way that it would provide information needed if either species is petitioned for listing. The other important thing, as I understand from what I have seen coming from USFWS, is that all of the petition efforts will be pushed out to states for state input. The states are going to be more involved in bringing information to the table as a part of responding to the petitioners. It positions us to have accumulated our data and bring the best information we have plus determine what better information we can gather to be more consistent across the range of these species. That is the intent of our effort and we are off and running. We have good participation on conference calls with engaged employees who ask good questions. *Ollie* – Mentioned Prairie Grouse Technical Council was maybe considering coming in under our umbrella? *Keith Sexson, KS* – No, I only mentioned that because we had that discussion here. They never really wanted to be attached because they felt they were more independent, but I never understood that kind of thinking. They are an important group and have been working on grouse for a long time, they bring a different dimension to this because a lot of academia involved as well as NGOs and other groups interested in prairie grouse; and we would not want to discourage them. We will continue to communicate with them; most of our states probably have employees who attend their meetings. *Jim Leach, MN* – Supportive of grouse plan and grouse initiative in general, but it leads me to think implementation, we as state agencies can't do it all for prairie grouse, big elephant in the room again is agriculture, getting them to the table. Brings home the point that our discussions on the next Farm Bill are important for prairie grouse and butterflies and unless USDA is willing to commit resources and change practices they will not get us where we want to go. *Keith Sexson, KS* – Kansas' NRCS and FSA are very tuned into state wildlife plans, so when their technical group goes to work on what programs are going to be implemented that plan is playing an important role and focus on species. Of course you can imagine the LPC has been one of those species, anytime you have a candidate species listed for a short period of time they get real interested in that. So there are programs geared for towards the management of those programs that come down through the Farm Bill. LPC Initiative is one such program that provides

opportunity for landowners. They get some cost share for programs that benefit, in this case, LPC. In the whole scheme of things we need to have a good dedicated integrated plan like this that has the support of many, including industry and agriculture. You then build platform for going to Washington to get that kind of support for those farm bill programs important for management of some of these species that could easily end up in a petitioning situation, if not in a listing scenario. It has been my experience in Kansas, you can get people behind a program when a species is threatened for listing or becomes listed. It changes their outlook. Play off of that and get ahead of prelisting planning instead of waiting until you are behind the eight ball and something is petitioned. These are just two prairie species but we are looking at landscape because they are other things out there, like butterflies and regal fritillary that need help. It is a chance to bring people to the table to get them focused on a couple of grouse groupings then expand out from that. You are right, if it wasn't for Farm Bill programs and what they bring, it would real difficult to put together the kind of finances needed. *Kelley Myers, IA* – Getting ahead of it is where our constituents expect us to be and that is the engagement we are having with our agricultural producers in Iowa. They are at the table to start helping us. It has been a big driver for us to stay ahead because that is the service we can provide to our constituents and is very powerful for conversations. Question, is there conversation about expanding CHAT (Crucial Habitat Assessment Tool) nationwide at some point, is that still being discussed? *Keith Sexson, KS* – I think it is, it started when WAFWA took this on, but AFWA was involved too. *Ron Regan, AFWA* – There are still ongoing discussions, WAFWA has the lead, at least with western specific CHAT, but we are looking for ways to help facilitate the exploitation of some of those concepts into other region work going on. It is still alive and well. *Keith Sexson, KS* – Kansas is part of Great Plains LCC, that particular LCC, along with Gulf Coast LCC, was where some land cover mapping efforts took place in Texas and Oklahoma, as a result of partnership with LCCs to bring money to the table. We are looking at Kansas and Nebraska to be next two states in Great Plains LCC to try to repeat land cover information. It is real important that kind of information ties into what CHAT represented. We have some experienced people who are involved in the Western Governor's Initiative, or CHAT. Mike Houts is part of Western Association group and is instrumental in working with Western on updating that CHAT. We've got the expertise out there and every state has folks involved with mapping efforts. It is just a matter of bringing it all together. Appreciate your support. *Bob Ziehrmer, MO* – Incredible update. Excited over next few years to see action items working items be checked off. Thanks for your leadership.

USFWS/MAFWA Monarch Butterfly NOFO (notice of funding opportunity)

Ollie Torgerson – When executive committee met in Pittsburg, Tom Melius told us of his desire to hire a person to help his staff and liaison with the monarch/pollinator initiative and he was exploring a sole source contract and funneling that money through our Association to hire that person, who is Ed Bogges. The Executive Committee had discussion in May about that, our standard banking fee is 5% and that was in the NOFO, but then we learned we are eligible for 10% in this agreement. When we worked it all through Tom's shop that fee was changed from 5% to 10%. The executive committee was reluctant to move forward on their own, but they passed a motion to recommend to the Board of Directors to enter into this NOFO. There are 15 pages of forms which was

boiled down into a one page summary, which I shared with you. The one-pager basically outlines the responsibilities of the parties. We would do some of the paperwork with Tom's staff assisting. Roger would do that paperwork, receive the funds from the U.S. government under this agreement, but the USFWS would supervise Ed, approve the timesheets and send requests for funds to Roger, who would write the checks to Ed. Also, we would have to do the close-out reports at the end. It is an 18-month contract which would start as soon as it is signed and approved. It is basically to give Tom to help with a well-known entity (Ed) to do some of the liaison work across the states in the monarch flyway. In the NFWF grant there is a coordinator too who would have some key leadership so Kelley and Bill don't have to spend all their time on this. The NOFO is a noncompetitive, direct grant which we didn't know the Service could do. *Tom Melius, USFWS* – Use those contracts sparingly when we want to move something quickly along. We do have to go out and advertise, which we have done. While a 15 page document might seem ominous to work through, I told Roger anytime he wants to visit with our fiscal people to streamline the process we are more than open to do that. We have a good candidate who fits into this issue without having to learn a whole lot because he has been instrumental in moving on behalf of this association and working with AFWA on this issue. It will help me out a lot and the Director is hoping for positive response so await positive action from this Board. *Ed Boggess* – This is an exciting opportunity for me. I have dealt with pretty controversial subject matter in my career, but everyone loves monarch butterflies. As Kelley alluded to we are bringing together a lot of interests on something that could really advance conservation. Habitat is the key to monarchs and milkweed is part of that, but not the whole thing. Exciting opportunity if the Board sees fit to enter into this. I really like the idea MAFWA having a role in it in addition to the federal side of it. *Tom Melius, USFWS* – With what Keith was just saying, and Kelley also, I have an 18-month window to do species status assessment before a decision is going to be moved to Washington on what this petition has been asking us to look at. It is much better to get ahead of the game and this will help us do that; make sure we have good planning, good coordination, good information to make final decisions we have to make, which hopefully allows the people to do restoration work that benefits thousands of species. *Ollie* – This is entering us into Federal contract work, which has been a concern of the Executive Committee because it can take a considerable amount of time on my and the treasurer's part because there are a lot of reporting and forms. We have stayed away from federal grants in the past, but felt this would give us soft entry into the process because it is an 18-month grant with not a lot of paperwork (as far as we can tell) but we are also getting a NFWF grant. This means we have our eyes open as we go down this road of federal grants. We don't know how much time it will require from us, but we are going to find outfit may take more hours that we think right now, particularly Roger's time. Had several discussions in executive committee and we think this is a good one to enter into to feel our way. WAFWA is very heavy into federal grants and has 4-5 financial people and full time executive secretary. We have a recommendation from the Executive Committee for you to approve MAFWA entering into this contract; need your endorsement. ***Motion from Executive Committee, second by Kelley Myers, IA. Jim Leach, MN*** – Would work on grant come from 400 hours? *Bob Zieher, MO* – Yes, got input from Roger and the way it is streamlined, a pass through, he doesn't see a lot of hours; we will monitor and continue to have this discussion as we go through future

Executive Committee meetings, and if need be we can modify his contract to raise those hours. *Kelley Myers, IA* – Want to generally speak in favor of this, working on monarch issues and the kind of care this position can give, at this level, is needed and important at this time. The NFWF grant we have applied for would fund that technical piece.. It was all considered together to be part of this package, so it completes this planning. Keith's presentation shows the amount of coordination we are getting into when it passes planning phase and goes into implementation phase. Having all of our ducks in a row going to help us. *Bob Ziehmer, MO* – I'm speaking in favor. Question, Tom, as you were speaking on monarch/pollinator effort, using monarchs as something the public can relate to, in this position will Ed be coordinating and be able to communicate back to states with more clarity? Exactly what is Mexico doing because I have no doubt the U.S. is going to send them millions of monarchs. What assurance do we have, as we are creating plans, that Mexico has a commitment also on protecting the habitat where the butterflies are going to overwinter? Yesterday, the presenter pointed out the lack of forest resource next to where the butterflies overwinter, do we have clarity of Mexico's commitment? *Tom Melius, USFWS* – There is strong Mexican federal level commitment and at the state level. Land ownership is different down there, the slide that showed all the monarchs in those valleys, come off land that is owned by communities, so there is a potential for enforcement of logging regulations that we are concerned about. That is one of the issues being discussed. We have a trilateral summit meeting coming up this week or next week in Ottawa, part of that strategic plan, if signed both those three, logging enforcement in those communities in wintering area is very important and high on that agreement. In Canada, both on federal and provincial side, there is good agreement to work for restoration of the habitat. *Bob Ziehmer, MO* – All ties back to Ed today. ***Motion carried.***
Bob Ziehmer, MO – Congratulations Ed.

Conservation Leaders for Tomorrow

Zach Lowe, Director (Exhibit 46) – I am also vice-president of Center for Conservation Leadership in northern Illinois. Those unfamiliar with CLfT will get this overview, but most of you are familiar with this or someone on your staff is. We focus on the consumptive use of wildlife, specifically hunting, but we do deal with angling and trapping to a certain extent. We ensure, at professional level, there is training and advancement of and understanding of the role consumptive use of wildlife has in conservation. We are a conservation organization, a nonprofit. If you look at how we perform and what we do, the feedback we get from agencies is summarized in a number of ways. The take home message is these four things: advance professional understanding of hunting and consumptive uses of wildlife; preserve hunting, angling and trapping for the benefit of conservation; deliver needed and relevant curriculum; and, apolitical in delivery and design of that curriculum. Behind the scenes people look at us as a recruitment and retention program and while there is some effort to make wildlife professionals hunters and that is not necessarily the case, even though CLfT plays a critical role in recruitment and retention. Our role is to make sure agencies have staff that have an understanding of what hunting means for conservation. If all of our programs out there continue to gain ground that is a wonderful thing. We would have more constituency base to draw from, but it is still up to us as agencies to have a staff that interacts with that resource and interacts with that constituency group. The one

educational goal we have, and how we advertise nationally, is “to identify the future and current leaders of the natural resources profession who do not hunt and provide them with an understanding of the diverse values and important roles of hunting and its impact on conservation”. We are very transparent in that mission and it is a straightforward directive. On a national scale, 43 states(BLM, USFS & USFWS) have signed on (in blue on map) and have sent individuals. Most have sent more than a dozen and Texas, Florida and Georgia have sent close to 40 individuals each. States (green plusses on map) are the states that have come on last few years, and federal agencies (red stars), mostly USFWS, but increasingly BLM and USFS. We run workshops for universities. We have 32 professional workshops starting in 2010, at request of state and federal wildlife agency directors. Next year we will have eight professional workshops spread out throughout the U.S., working on expanding private and federal partnerships and working with federal agencies with greatest need (USDA and NRSC particularly). We are a small nonprofit organization, so bring one federal agency on a year-- a productive plan for us. Want to discuss entering into a cooperative state agreement with MAFWA, a number of you have seen a draft of this agreement about a year ago, questions emerged and I wanted to answer those. These agreements we are offering regionally across the nation: we have a SEAFWA agreement signed and in place for 3 years now, MO and KY participated in that agreement. We have a NEAFWA agreement and WAFWA just signed their agreement this spring. Covering bases with MAFWA, but specifically answering questions you have and shaping what this would look like in Midwest should you chose to participate. For those of you who have sent staff to CLfT it would operate as it has in the past, we handle most of the logistics, take them from their doorstep and back again; we handle travel, meals, lodging, we pick up bill. We have tried to extend as many opportunities throughout the Midwest as we can, but we need shared cooperative financial support. Cover all travel costs, tuition and room and board as part of the agreement. States can use PR dollars if they choose and we provide the match and documentation. Something that came out of other regional Associations, a state may nominate any wildlife professional. In the past directors have said they don't have staff that need to attend because they typically hire an individual with a hunting background. But increasingly, as agreements have matured, states have used for their own staff and partners as well. The USFWS last year had a pollinator biologist in Region 5 and they opted to send to ensure that person, who primarily had an entomology background, could be conversant with hunting public on habitat and how this is going to work in the refuge system. A couple of other states have followed that lead. Also used for sister agencies, like NJ who used it for parks personnel, who are not in the same house. A number of states have sent commissioners and some states have sent their secretaries above the director. We cover a wide breath of who agencies work with, not only your staff. Think of it as a way to ensure not only your staff, but your partners understand the role of consumptive use in wildlife. Nuts and bolts: this is a three year agreement, each state at \$10,000 a year which ensures a minimum of four positions from each state. This covers our absolute operating cost. All of the money goes back into this program. The McGraw Foundation underwrites my salary and Dave Windsor's along with our travel expenses. An agreement would mean participating states would receive an invoice from MAFWA and all of that money would come collectively back to us and then be issued as a single check to McGraw. It doesn't require every state to opt in only those that want to, but it

cuts out overhead for us. Use any eligible funds you chose as a state, most states use PR funds and it doesn't require writing an additional grant. You can tie into advanced Hunter Education grants. This is already vetted through USFWS and the process runs smoothly. We provide the match and it is no cost to line item budget, just allocation of PR funds. Some other states have used training budgets. I mentioned it can be allocated to partners and finally something that offers assurances, any state or organization can withdraw with 60 days notice, so this does not tie anyone into a long term financial commitment other than showing us intent and good faith. This allows us to plan at a national level, put logistics together, know the demand to line up facilities because there is a cost related to that. This allows you as state agencies to build it into your training and professional development plans. Some years we get two positions from states and other years we might get five, so it is hard for me to know where I can move executive staff. What I hope to achieve today: helpful for us to know which Midwest states would like to cooperate in an agreement. We can't offer service for free in perpetuity because we don't have the endowment funds to run the program. Current cost is \$750,000 a year and we have been footing that bill. We will continue to provide matching funds. Knowing what states would like to participate would be helpful for myself and Ollie if you agree to an agreement. That can be confirmed through recording of the minutes, or email to myself or Ollie, or if you have another preferred mechanism within Midwest. If you know today you are interested in participating we will in good faith move forward and get your staff the recruitment material and allow you to make the selection process. It is about a three month process for us to confirm where they are going to attend and make travel arrangements. I would stress the importance of a liaison, some directors have acted as liaison, but usually a deputy director is the one. Need a person who can broker decisions, someone trusted to reach out to partners and prioritize the list of people coming in and who should attend this year versus next year. *Wayne Rosenthal, IL* – How long? *Zach Lowe* – Essentially they show up on Monday around noon and leave Friday around noon, 42 direct contact hours, so a long week. That is something you will see on selection criteria, it needs to be somebody who is not personally familiar with hunting, preferably in a leadership position, someone who can step away for essentially four days. *Jim Douglas, NE* – Logistically in identifying states that want to participate, does that start today and how often is it reviewed? *Zach Lowe* – Helpful for us if starts today so we can get your people the sign up information needed. My commitment is to show up every directors meeting in spring or summer. The idea is a three year commitment because that will allow us to go out and procure the facilities, but if at the end of the second year you decide it is not working for you that is all we need to know, basically an annual review. *Kurt Thiede, WI* – Minimum or maximum number of participants per state, reference to four, as part of this agreement some expectation to send maximum number? *Zach Lowe* – Four is the safe number, but often times opportunity to get an alternate, usually select four and provide two alternates. We like to run 16-24 people at a workshop. Four is the reasonable expectation and four is where we break even on the costs. Four is the target number and knowing it will never be less than that, but may be more is a good way to do it. *Bob Ziehmer, MO* – From Missouri's prospective this has been great training. Individuals we often send are tied to our communications outreach arm and may live or be stationed in an urban environment and just not had that experience. Zach could provide template to Ollie of cooperative agreement used by other Associations and Ollie

send to the states within Midwest not already participating. Missouri signed on through SEAFWA, it streamlines everything for Missouri. Not sure which states are not part of NEAFWA, WAFWA or SEAFWA agreements. Let those states look at and see if they have questions. No real downside to this training. It does streamline things and gets you in cheaper because you are not doing it individually. How can we take this topic and get to action point to move forward with MAFWA cooperative agreement or not? *Ollie* – Zach is asking for two things, what states that are here already participate and if you are interested in entering into agreement with Zach, and that would be between you and CLfT. *Zach Lowe* – no, cooperative agreement with be with MAFWA. *Ollie* – So state would execute a cooperative agreement with us? *Bob Ziehmer, MO* – No, the way SEAFWA did it is they executed a cooperative agreement with the organization and then states could opt in or out, it is rather quick and simple and CLfT is working with one entity. If there are states that want to sign on and this body says we want to move forward and sign a cooperative agreement; that is how it is worded. *Ollie* – Once cooperative agreement is executed, the role of our Association would be to invoice states for \$10,000 each year per the three year agreement, collect money and pass through to you? There is no individual state agreement? *Zach Lowe* – That is correct. The \$10,000 is representative of a number that is tolerable for most states to send to regional association, PR eligible, and fits in advanced hunter education grants. *Ollie* – Second question deals with the policy of the board to collect 5% banking fee for pass through funds; other regions have waived that, but if you enter into this agreement that would have to be included in motion. *Zach Lowe* – We also don't take any money, we claim no overhead expenses. *Jim Douglas, NE* – Is agreement with WAFWA in force right now? *Zach Lowe* – It is, they have handled it a little longer time scale than other regional associations. There are a number of MAFWA states that could sign on to the WAFWA agreement. Part of the conversation we had at the North American is it is more important for the state to decide which regional association they more strongly associate with or would like to be in cooperative agreement with. It is the same agreement whether WAFWA or MAFWA. It is up to each individual state. *Bob Ziehmer, MO* – Hesitant to move forward with passing a motion when states have not seen this contract. How many states here are not signed on with another Association that would give you an opportunity to participate with CLfT? (7 states raised hands). How many states find yourselves also participating in another Association where a cooperative agreement exists which would allow you flexibility to sign? (3 raised hands, four if you add MO). Looking for direction from you, if I was a director not in the program already, I would want my legal team to review the cooperative agreement. Could we ask Zach to provide that to Ollie, have Ollie share with states on timeline, not looking to delay; what is preference of the body here? How do we move this forward? *Kelley Myers, IA* – Appreciate this opportunity. It is an interesting approach. I like to look at legal documents and we are just starting to look at new budget on July 1. I could spend time over next month looking at this and maybe at next executive committee meeting report to Ollie what those states are thinking. *Bob Ziehmer, MO* – Zach provide Ollie with template being utilized by other Associations and one page summary explaining what a state would get. *Zach Lowe* – It will happen. *Kurt Thiede, WI* – Also, as part of that information, what it would cost a state to go individually, I know there are other benefits, but having that figure might also help to show what we would be gaining by grouping our efforts.

2017 Budget Approval – Bob Ziehmer, MO – Looked at and discussed this during Executive Committee meeting and recommended to be brought forward.

Roger Luebbert (Exhibit 47) – First page is reference showing calendar year 2016 budget and shows actual receipts and disbursements for this year up through June 9. Second page is 2017 proposed budget. Consumer price index (CPI) change was less than 1%, 0.793%, and that changes state membership dues to \$3,830.12 each, an increase of \$30.12; province dues to \$101.48 each, an increase of \$0.80; sponsorship/exhibitor income of \$47,500 is based on estimate from this conference; Southern Wings administrative fee, we are using 2015 calendar year actual amount of \$4,625; pheasant coordinator administrative fees (5% of calendar year 2015) \$3,725; and all of the other line items are the same as the 2016 budget. Total estimated receipts of \$130,221. On disbursement side, changed Delaney Meeting and Event Management to contract amount, which is \$14,930, and the only other change is executive secretary pay for CPI change, \$40.86, it was \$40.54, a \$0.32 increase. Total estimated disbursements of \$122,761.50. With estimated receipts over estimated disbursements of \$7,460. **Executive Committee moved to adopt, Keith Sexson, KS second.** **Kurt Thiede, WI** – Sponsorships that Ollie talked about, how are they reflected here? **Ollie** – This figure is the best guess I have with those sponsors dropping out; \$47,500; it was about \$55,000, I need your help to get these lost sponsorships back or get new ones, we are losing ground. **Motion carried.**

OTHER BUSINESS

NCLI – Bob Ziehmer, MO – Terry referenced this earlier. Dave Chanda had sent an email out to the directorship indicating there was a shortfall, somewhere between \$60,000 and \$100,000 for NCLI. He is challenging Associations to step forward to make up the gap. We will put out for discussion. Following up with Dave's comments the other day and from my perspective I have a question, where will those funds be spent or how? What is overall budget right now for NCLI and have they clarified it is not just state staff that are utilizing some of these funds, there are partner organizations? More information would benefit me. One action item would be to have Ollie communicate back to get information we are looking for, if we don't get to a motion. **Ron Regan, AFWA** – You might recall, those of you on AFWAs Executive Committee, we had a discussion at December executive committee meeting about a business plan for NCLI, so material is readily available based on background work already provided. The President is trying to drive at here is that it seems like every year (I serve on NCLI Board) they find themselves questioning if there will be enough money to fund and manage through another class of fellows. What the President is suggesting is this is an opportunity for regional associations to make a contribution to help provide a little above capacity, or a little more assurance for financial stability from year to year. I can reach out to Gina Main and help make that happen. She will give you some good background. **Bob Ziehmer, MO** – Missouri is invested in training staff at all levels so as I visited with Dave offline, under the thought process that we usually pay, I know my state is right at the top. We are sending as many people as they will let us. This training is very good. I understand there are other states at other end of the spectrum for solid reasons and I appreciate where you are at. Missouri is willing, and some other states may not have the capability, but we would pay. I don't know if that discussion has been reviewed and not something that is

going to be successful long term. *Jim Douglas, NE* – Nebraska sent four people, we agree with your sentiments, something we want to maintain as something available in the long term. Sense some understandable reluctance to make a move right now in absence of information you suggested we be provided because it is not clear whether what we would do would be as helpful in long term without knowing history of funding. *Bob Ziehmer, MO* – The business plan Ron referenced would be helpful. *Terry Steinwand, ND* – Don't think Dave expected a decision out of this board given short time frame he gave us. *Ollie* – Since we only meet once a year, it would be a year from now when the decision could be made; he was asking for \$10,000, comfort from Board to allow Executive Committee to make that decision before next meeting? *Kurt Thiede, WI* – If we have opportunity to review business plan and other information, I would feel comfortable providing feedback to executive board through Ollie, at least provide our perspective. As a state we look at every program and make sure they are being as efficient as possible. *Kelley Myers, IA* – I agree. *Bob Ziehmer, MO* – Ron, get something to Ollie before next executive committee conference call in August; shoot email out and stimulate some thought right away.

Passing of Gavel to Nebraska

Bob Ziehmer, MO passed gavel to Jim Douglas, NE. *Ollie* – Handing gavel off to qualified person, with amazing skill set, passionate, loyalty, focused, enthusiasm and accountability like nobody else, Jim Douglas. *Ollie* – Passing the gavel is ceremonial only.

Jim Douglas, NE – I appreciate all of the kind words. Before you pass it let me say something. When I saw you were moving on to do something else Bob, I truly thought, MAFWA, and AFWA executive committee and on many other fronts we were losing a very thoughtful, reasonable, insightful voice helping guide all of these major efforts, not just in Midwest but nationally. I was glad to hear, without much detail, that you are going to continue to provide that kind of leadership. Even at this conference, which has been tremendous, thank you, but it has been evident the things you advocate for, involvement of the public and holistic approach to conservation is something we all need to be more mindful of. You will serve conservation well in whatever you are going to do. I want to thank you for being tremendous leader for Midwest over last year, which is highly evident you know how to move things forward. You look at all of the accomplishments that have happened and the synergy is going to make even more good things happen. It will be easier for Nebraska to follow those precepts. *Bob Ziehmer, MO* – It has been a real privilege. *Jim Douglas, NE* – We have an award for you: (read from plaque) “2016 Midwest Association of Fish and Wildlife Agencies Past President’s Award presented to Robert L. Ziehmer”, it should say something about the great state of Missouri, thank you. *Bob Ziehmer, MO* – A true privilege, you are all invited, I have a farm, my lodge, and this will hang in the lodge farmhouse and you are all welcome to stop by and look, have a cup of coffee and enjoy the sunrise anytime you happen to be in central Missouri. This plaque will remind me of you and all of the great work you are doing. There are tough challenges, critics out there in society we serve today. I am amazed at what you do, your focus and desire and fire in the gut. You keep moving conservation forward. Like me, any credit Missouri has coming goes back to a great staff. We have an incredible staff

plus 6 million Missourians who really embrace, forestry, fish and wildlife in our state, so Missouri is in good hands as I transition on and MAFWA is in great hands, thanks again.

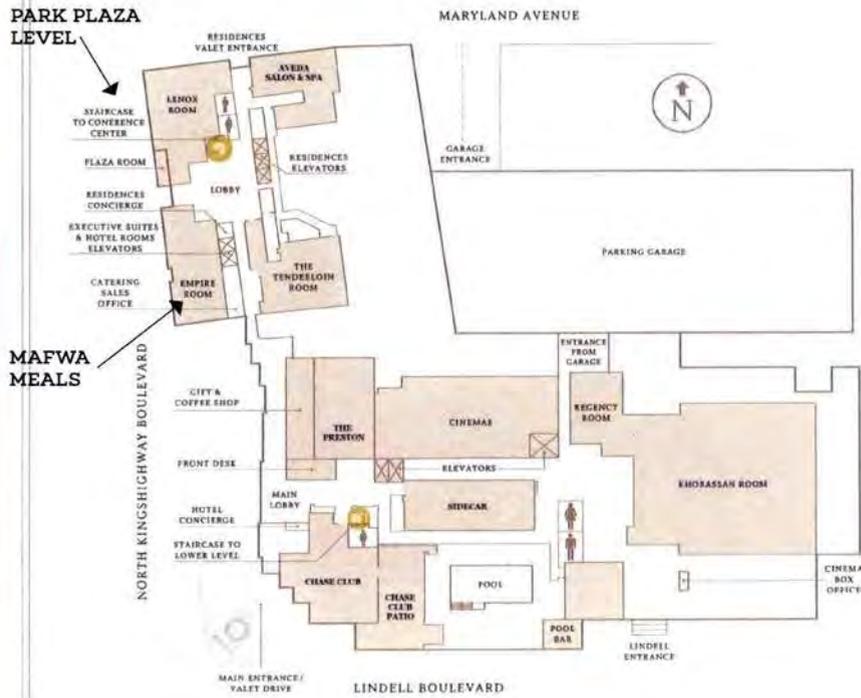
Conference Adjourns

Bob Ziehmer, MO moved to adjourn, Mark Reiter, IN second. Conference adjourned at 11:34 pm.

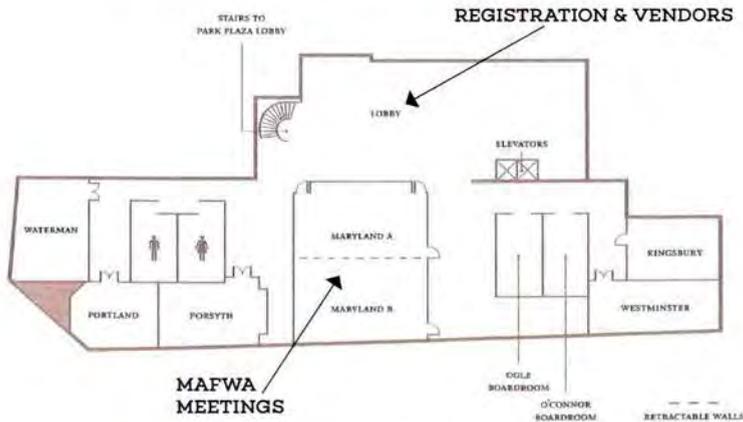
Appendix A – PowerPoint Photos

THE CHASE PARK PLAZA HOTEL

— HOTEL FIRST FLOOR —



— THE CONFERENCE CENTER —



SIZE SQUARE FEET HEIGHT THEATRE CLASSROOM CONFERENCE SOUND* RECEPTION

THANK YOU SPONSORS!

MAJOR



Region 3



Investing In Your Conservation Legacy



GOLD



Region 6



Region 9



United States Department of Agriculture
Animal and Plant Health Inspection Service
Wildlife Services



Conserve. Hunt. Share.



ARCHERY TRADE ASSOCIATION



Our Work Saves Lives

SILVER



The Canadian partners of the North American Waterfowl Management Plan are thankful and honored to work in collaboration with State Fish and Wildlife agencies, the United States Fish and Wildlife Service, and Ducks Unlimited Inc. to improve waterfowl habitat all across the continent.



BRONZE

SIGNAGE



CONTRIBUTING SPONSOR





MIDWEST

Association of Fish & Wildlife Agencies

Thanks

The Midwest Association of Fish and Wildlife Agencies would like to thank Bob Ziehmer and the Missouri staff for putting on a great conference;

Directors, Committee members, Federal partners and Association affiliates for their dedication to the natural resources;

Ollie Torgerson, Executive Secretary; Sharon Schafer and Roger Luebbert; Treasurers and Sheila Kemmis, Recording Secretary for all of their hard work throughout the year to make the Midwest a better Association; and

Sheila Kemmis, Recording Secretary, for printing and providing these proceedings.

Copies of these proceedings can be obtained from:

**Sheila Kemmis, Recording Secretary
c/o Kansas Department of Wildlife, Parks & Tourism
512 SE 25th Ave.
Pratt, KS 67124**

(presented at lunch).....	155
EXHIBIT 7 – Trading a Focus on Species for Habitat Approach.....	173
EXHIBIT 8 – Looking to the Future of Bird Conservation: Engaging a Broader Constituency.....	187
EXHIBIT 9 – Knowing the Public We Serve: Knowing their Expectations & Desires.....	189
COMMITTEE REPORTS DIVIDER PAGE	viii.
Committee Report List	ix.
EXHIBIT 10 – Climate Change Committee Report.....	201
EXHIBIT 11 – Deer and Wild Turkey Committee Report.....	207
EXHIBIT 12 – Feral Swine Committee Report	221
EXHIBIT 13 – CITES.....	241
EXHIBITS DIVIDER PAGE.....	x.
EXHIBIT 14 – Can We Manage Our Big Rivers as a Central Swimway?.....	253
<u>TUESDAY, June 28, 2016</u>.....	<u>xi.</u>
EXHIBIT 15 – How to Tell Our Message Effectively – Who We Are, What We Do, Why Are We Important?.....	259
EXHIBIT 16 – Thinking Outside the Box to Reach New Groups for Conservation.....	263
EXHIBIT 17 – Measuring Returns on Investment, Showing Citizens that Conservation Pays.....	269
EXHIBIT 18 – AFWA Report (The AFWA Strategist)	273
COMMITTEE REPORTS DIVIDER PAGE	xii.
EXHIBIT 19 – Furbearer Committee Report.....	275
EXHIBIT 20 – Hunter & Angler Recruitment & Retention Report	291

EXHIBIT 21 – Law Enforcement Committee Report	303
EXHIBIT 22 – Legal Committee Report.....	371
EXHIBIT 23 – National Conservation Needs Committee Report.....	373
EXHIBIT 24 – Private Lands & Public Lands Committee Report.....	379
EXHIBIT 25 – Wildlife Action Plan Committee Report	405
EXHIBIT 26 – Wildlife & Fish Health Committee Report	411
EXHIBITS DIVIDER PAGE.....	xiii.
EXHIBIT 27 – Panel Discussion – Wildlife Diseases Can Change Your World	427
EXHIBIT 28 – SCWDS Briefs handout.....	433
EXHIBIT 29 – Midwest Regional WSFR Report, TRACS, Lands, and Other Issues on the Horizon, U.S. Fish and Wildlife Service.....	441
EXHIBIT 30 – Feral Swine Update, USDA-APHIS-WS	445
EXHIBIT 31 – Climate Science Center Support for MAFWA States, U.S. Geological Survey.....	447
EXHIBIT 32 – Climate Change Centers flyers.....	451
EXHIBIT 33 – Monarch Butterfly Initiatives	455
<u>WEDNESDAY, June 29, 2016.....</u>	xiv.
EXHIBIT 34 – State Commitments Related to Trapping	461
BUSINESS MEETING DIVIDER PAGE.....	xv.
EXHIBIT 35 – Voting Proxy Letters for Business Meeting.....	467
EXHIBIT 36 – Business Meeting Minutes of 2015 Annual Meeting, MN	469
EXHIBIT 37 – Treasurer’s Report CY 2015.....	485
EXHIBIT 38 – Investments Committee Report (MO Audit Letter).....	495
EXHIBIT 39 – Resolution on CWD.....	497

EXHIBIT 40 – Resolution on Neonicotinoids	499
EXHIBIT 41 – Resolution Thanking Missouri	501
EXHIBIT 42 – By-Laws Committee Report.....	503
EXHIBIT 43 – By-Laws (showing changes).....	507
EXHIBIT 44 – Executive Secretary’s Report PP.....	519
EXHIBIT 45 – Affiliate Member Approval (NRA Letter)	525
EXHIBIT 46 – Conservation Leaders of Tomorrow	529
EXHIBIT 47 – 2017 Proposed Budget.....	531
APPENDIX	xvi.
Appendix A – Photo PowerPoint Presentation	535
ACKNOWLEDGMENTS	xvii.
Sponsors 2017	541
Thanks.....	Inside Back Cover