



MIDWEST
Association of
Fish & Wildlife
Agencies



**89th Annual
Directors Meeting
Proceedings**

**June 25 – June 28, 2023
Lodge Kohler and Lambeau Field
Green Bay, Wisconsin**

Hosted by:



Wisconsin Department of Natural Resources

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**Midwest Association of Fish and Wildlife Agencies
Annual Meeting
June 25 - June 28, 2023
Lodge Kohler and Lambeau Field
Green Bay, Wisconsin**

ACTION ITEMS

Wednesday (Completed 6/28/23) (from Business Meeting)

- < Voted to accept proxies for North Dakota and South Dakota
- < Accepted 2022 minutes from annual business meeting in Custer, SD
- < Voted to accept Audit Committee Report
- < Voted to accept Investment Committee Report
- < Voted to approve by-law changes as recommended
- < Heard two resolutions and voted to approve two resolutions
 - 1) Conservation Leadership Program
 - 2) Climate Change Training
- < Voted to send in Mid-America Monarch Strategy Update
- < Voted to approve proposed 2024 budget
- < Voted to adjourn the meeting

Note: All topics are presented by Wisconsin DNR staff unless otherwise indicated.

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

Monday (Completed 6/26/23)

- < Viewed welcome video from Secretary Adam Payne
- < Heard welcome from Casey Kruger and saw Honor Guard Flag Ceremony
- < Heard welcome from Diane Brusoe
- < Heard welcome from Tehassi Hall, Oneida Nation
- < Heard Panel discussion on Collaborating to Restore Green Bay Ecosystem (facilitated by Justine Hays)
 - < Success in the Midwest (Brie Kupsky)
 - < Fox River (Patrick Kennedy)
 - < Fox River Damage (Betsy Galbraith)
 - < Wetland/Marshes (Brian Glenzinski)
 - < NERR (Emily Tyner, UW-Green Bay)
- < Heard Federal Partner Reports
 - < Heard U.S. Fish and Wildlife Service (USFWS) report (Chuck Traxler, Region 3)
 - < Heard U.S. Forest Service (USFS) report (Steve Kuennen, Region 9)
 - < Heard U.S. Department of Agriculture-Animal and Plant Health Inspection Services (APHIS) report (Keith Wehner, Eastern Region Director)
 - < Heard U.S. Geological Survey (USGS) report (JC Nelson, Science Coordinator)
- < Heard State Hot Topics
- < Presented Awards to Wildlife Biologist of the Year (2); Fisheries Biologist of the Year; Spirit of the Shack; Excellence in Conservation; one Sagamore Award; Past President's Award; President's Award; and Law Enforcement Officer of the Year (Completed at lunch)
- < Heard Panel discussion on Federally Listed Species (facilitated by Owen Boyle)
 - < Bats and White-nose Syndrome (Heather Kaarakka)
 - < Bees (Owen Boyle)
- < Heard discussion on R3 Programs
 - < R3 (Bob Nack)
 - < Outdoor Skills (Kayla Sasse)
- < Heard AFWA Report
 - < President (Curt Mecher, OR)
 - < Executive Director (Ron Regan, AFWA)

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

Tuesday (Completed 6/27/23)

- < Heard report and viewed PP on Illegal Trade of Aquatic Species (Robert Stroess)
- < Heard Video Presentation on Forever Chemicals/PFAS (Dr. Sarah Balgooyen)
(Justine Hays, facilitator)
- < Heard presentation and viewed PP on One Health: Shifting the Paradigm toward
Ecosystem Approach (Dr. Lindsey Long, WI DNR, and Sara Parker Pauley, MDC)
(Sara Parker Pauley, MDC, facilitator)
- < Had roundtable discussion on Customer Engagement and Relevancy (Diane Brusoe,
facilitator)
- < Heard Committee Reports (Ollie Torgerson, facilitator)
 - < Joint Public Land, Private Land, Wildlife Diversity, MLI Technical Committee
(Owen Boyle)
 - < Wildlife Diversity Committee report (Owen Boyle)
 - < Private Lands Working Group report (Haley Frater)
 - < Public Lands Working Group report (Anne Reis)
 - < Deer and Wild Turkey Study Group report (Taylor Finger)
 - < Midwest Furbearer Group report (Shawn Rossler)
 - < Climate Change report (Tara Bergeson)
 - < CITES report (not present – written report only)
 - < Feral Swine Committee report (Eric Lobner)
 - < Conservation Social Science and Human Dimensions (CSS/HD) (Brian Clark, KY)
 - < Law Enforcement Committee (AMGFLEO) report (Casey Kruger)
 - < Fish and Wildlife Health Committee report (Lindsey Long)
 - < R3 and Relevancy Committee report (Keith Warnke, R3 Coordinator, MAFWA)
 - < Chronic Wasting Disease Ad hoc report (Scott Hull)
- < Heard discussion on Interstate Collaboration to Improve Management of CWD
 - < (Scott Hull)
 - < (Dan Walsh, MT Co-op Wildlife Research Unit – via Zoom)
- < Heard discussion on Collaborating to Restore Ecosystem – More Opportunities in the
Midwest
 - < (Lorisa Smith, MDC and MLI)
 - < (Kate Parsons, USFWS and MLI)
 - < (Brad Parsons, MICRA and MN Fisheries)

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

Wednesday (Completed 6/28/23)

- < Heard Treasurer's Report (Roger Luebbert, MAFWA)
- < Heard Awards Committee Report (Kendra Wecker, OH)
- < Heard and Viewed MAFWA Executive Secretary's PowerPoint Report (Torgerson)
- < Heard R3 and Relevancy Report (Keith Warnke, R3, MAFWA)
- < Heard update on National Wild Pheasant Plan (Dr. Scott Taylor, National Wild Pheasant Plan Coordinator)
- < Heard report on Midwest Landscape Initiative (MLI) (Sara Parker Pauley, MO and Kelley Myers, USFWS/MLI)
- < Heard update on Midwest Contract Manager position (Torgerson)
- < Heard update on Midwest Fish and Wildlife Health Committee coordinator (Torgerson)
- < Heard discussion on Strategic Objective Plan (Amanda Wuestefeld)
- < Heard closing comments (Amanda Wuestefeld)
- < Heard Illinois Spotlight for 2024 Meeting (Natalie Fine and John Rogner, IL)

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
84. Ashland, Nebraska – Eugene T. Mahoney SP
June 25 – June 28, 2017
85. Bismarck, North Dakota – Ramkota Hotel
June 24 – 27, 2018
86. Oregon, Ohio - Maumee Bay Resort
June 23 – June 26, 2019
87. Virtual Meeting – Whova and Zoom
June 28 – June 30, 2021
88. Custer, South Dakota – Custer State Park
June 25 – June 28, 2022
89. Green Bay, Wisconsin – Lambeau Field
June 25 – June 28, 2023

**MAFWA COMMITTEES AND APPOINTED REPRESENTATIVES
2022-2023**

EXECUTIVE COMMITTEE:

Colleen Callahan (IL), President
Vacant, First Vice President
Amanda Wuestefeld (IN), Second Vice President
Sara Parker Pauley (MO), Member
Pete Hildreth (IA), Member
Kendra Wecker (OH), Member

AUDIT COMMITTEE:

Amanda Wuestefeld (IN), Chair
Kendra Wecker (OH), Member
Pete Hildreth (IA), Member

AWARDS COMMITTEE:

Kendra Wecker (OH), Chair
Christie Curley (ON), Member
Pete Hildreth (IA), Member
Brian Clark (KY), Member
Tim McCoy (NE), Member

BYLAWS COMMITTEE:

Sara Parker Pauley (MO), Chair

INVESTMENTS COMMITTEE:

Dan Eichinger (MI), Chair
Brad Loveless (KS), Member
Dave Olfelt (MN), Member
Roger Luebbert (MAFWA), Member

RESOLUTIONS COMMITTEE:

Sara Parker Pauley (MO), Chair
Brian Clark (KY), Member
Brad Loveless (KS), Member

PROGRAM COMMITTEE:

Tami Ryan (WI), Chair
Colleen Callahan (IL), Member
Kevin Robling (SD), Member
Ollie Torgerson (MAFWA), Member

CONSERVATION FUND BOARD OF TRUSTEES:

**MAFWA Executive Committee (see above)
Dan Eichinger (MI), Member**

CEF/MFVC COMMITTEE:

**Sara Parker Pauley (MO), Chair
Kendra Wecker (OH), Member
Tim McCoy (NE), Member**

MIDWEST LANDSCAPE INITIATIVE:

**Sara Parker Pauley (MO), Co-Chair
Tim McCoy (NE), Member
John Rogner (IL), Member
Pete Hildreth (IA), Member
Amanda Wuestefeld (IN), Member
Brad Loveless (KS), Ex Officio Member**

MAFWA TECHNICAL WORKING COMMITTEES

<u>NAME</u>	<u>DIRECTOR/LIAISON</u>
MIDWEST PRIVATE LANDS WORKING GROUP	JEB WILLIAMS, ND
MAFWA PUBLIC LANDS WORKING GROUP	PETE HILDRETH, IA
ASSN. MIDWEST F&G LAW ENFORCEMENT OFFICERS	SHANNON LOTT, MI
MIDWEST WILDLIFE AND FISH HEALTH COMMITTEE	SARA PARKER PAULEY, MO
MIDWEST DEER & WILD TURKEY GROUP	JASON SUMNERS, MO
MIDWEST FURBEARER GROUP	TIM McCOY, NE
MAFWA WILDLIFE DIVERSITY WORKING GROUP	GREG LINK, ND
MAFWA CLIMATE CHANGE COMMITTEE	DAN EICHINGER, MI

MAFWA HUNTER & ANGLER RECRUITMENT & RETENTION	KEVIN ROBLING, SD
MIDWEST CITES	MAFWA President
MIDWEST HUMAN DIMENSIONS/ SOCIAL SCIENCE	BRIAN CLARK, KY
MIDWEST FERAL SWINE (AD HOC)	MAFWA President
MIDWEST CWD (AD HOC)	SARA PARKER PAULEY

OFFICIAL MAFWA REPRESENTATIVES

AFWA CONTROLLED SUBSTANCE TASK FORCE:

Lindsey Long (WI)

Tom DeLiberto (APHIS-WS)

AFWA EXECUTIVE COMMITTEE:

Tim McCoy (NE)

AFWA FARM BILL WORKING GROUP:

Greg Hoch (MN)

Michael Parker (MI)

AFWA SCIENCE AND RESEARCH COMMITTEE:

Gary Whelan (MI)

Jason Sumners (MO)

SHOOTING SPORTS ROUNDTABLE

Amanda Wuestefeld (IN)

CITES:

Carolyn Caldwell (OH)

ESA JOINT TASK FORCE:

Sara Parker Pauley (MO)

FEDERAL BUDGET:

Colleen Callahan (IL)

HUNTER ACCESS:

Tom Kirschenmann (SD)

MONARCH JOINT VENTURE STEERING COMMITTEE:

Pete Hildreth (IA)

MSCGP TECHNICAL REVIEW EXPERT

Jennifer Wellman (IL)

NATIONAL BOBWHITE CONSERVATION INTIATIVE:

Brad Loveless (KS)

NATIONAL COOPERATOR'S COALITION:

Ollie Torgerson (MAFWA)
NATIONAL FISH AND WILDLIFE HEALTH INITIATIVE
Tami Ryan (WI)
NATIONAL FISH HABITAT BOARD:
Pat Rivers (MN)
NATIONAL GRANTS COMMITTEE:
Kevin Robling (SD)
NATIONAL WHITE NOSE SYNDROME EXECUTIVE COMMITTEE:
Amanda Wuestefeld (IN)
PRAIRIE CITY USA:
Ollie Torgerson (MAFWA)
RESERVOIR FISH HABITAT PARTNERSHIP:
Pat Rivers (MN)
SOUTHERN WINGS TECHNICAL COMMITTEE:
Craig Thompson, (WI)
SWAP REVIEW TEAM
Dave Olfelt (MN)
Kendra Wecker (OH)
WIND ENERGY:
Nathan Cummins (TNC)

PRESIDENT'S AD HOC COMMITTEES

FERAL SWINE COMMITTEE:
Terri Brunjes (KY), Chair
CWD COMMITTEE:
Jason Sumners (MO), Chair

CONSTITUTION AND BYLAWS



MIDWEST ASSOCIATION OF FISH & WILDLIFE AGENCIES

JULY, 2022

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 Association established a foundation, Conservation Enhancement Fund (Fund), to be organized and operated as a 501 (c) 3 charitable, educational and scientific corporation.

The Association and Fund were incorporated in the State of Kansas on August 19, 2005. The Association and Fund shall comply with K.S.A. 17-1759, et seq., known as the "Charitable Organizations and Solicitations Act." To the extent these bylaws conflict with a provision of the Act, the Act shall govern.

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 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.

ARTICLE 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 30 days following adjournment of the Association of Fish and Wildlife Agencies' (AFWA) annual meeting and conclude 30 days following adjournment of the succeeding annual AFWA meeting. The First Vice-President shall automatically succeed to President if he/she remains eligible. If the President separates from a member agency (or is replaced by that agency), the First Vice-President shall fulfill the remaining term, followed by their regular term.

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. All Board members are required to annually sign a conflict of interest and compensation policy form.

ARTICLE II

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.

Section 4. The Treasurer, Executive Secretary, Recording Secretary and contractors are

required to annually sign a confidentiality form.

ARTICLE III

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).

ARTICLE IV

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 to serve the Association and the Fund. 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 for the Association:

- (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 for the Association and the Fund:

- (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 and expend funds necessary to pay appropriately invoiced bills, provided such warrants are signed by a director selected and approved by the Executive Committee.
- (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) Perform record-keeping, reporting and filing actions to ensure the Association complies with its governing documents and any other relevant laws or regulations, including but not limited to any required filings with the state of Kansas or the Internal Revenue Service to maintain the Association's status as a tax-exempt non-profit organization and legal entity, and provide a report of any such required actions to the Executive Committee at its next meeting.
- (8) Develop, present and oversee budgets, accounts and financial statements and reports and present such records for auditing purposes.
- (9) Ensure that appropriate accounting procedures and controls are in place and comply with the Associations' Internal Controls for Cash Policy.
- (10) Serve as liaison with any staff and volunteers about Association and Fund

financial matters.

- (11) Monitor the Association's investment activity and ensure its consistency with the Association's policies and legal responsibilities; liaise with the Investments Committee and review reports submitted thereby.
- (12) Ensure independent examination or audits are executed and any recommendations are implemented; provide report of results at the regular annual meeting.
- (13) Make formal presentation of the accounts at the regular annual meeting and more frequently as requested by the Executive Secretary, the President or the Executive Committee.

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 may be paid by the Association. When necessary, special meetings may be called by the President or the Executive Secretary. Members shall be given 90 days' notice of regular annual meetings; 60 days' notice for special, in-person meetings; and five days' notice for special, telephonic meetings and telephonic meetings of the Executive Committee.

The Association may authorize members, affiliates and other groups to exhibit at its meetings, subject to the Exhibitor/Sponsor Policy approved by the Board of Directors.

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 reasonable 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 of that committee.

ARTICLE VII

DUES

Annual Dues shall be \$4,160.02 per member state and \$110.22 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. The annual dues for the upcoming year shall be reported at the Association's regular annual meeting by the Treasurer.

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.

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 30 days before the regular annual meeting or special meeting called for that purpose; and provided that such changes shall be effective only to the extent they are authorized by applicable law. 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 30-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 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, 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 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, with the exception of President. If the President separates from a member agency (or is replaced by that agency), their replacement in a member agency will serve in their place on the Executive Committee for the remainder of the term as a Special Board Member with voting rights, and the First Vice-President will succeed to President for the remainder of the 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 semi-annually and report the result of its audit at the annual regular meeting. An external audit by a CPA firm approved by the Executive Committee shall be conducted every five years.
- 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 30 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 15-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 annual 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. The Investments Committee shall make an annual report to the Board of Directors at the annual meeting.
- G. 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.
- H. The Midwest Landscape Initiative Steering Committee shall be comprised of five Directors and three senior representatives from the US Fish and Wildlife Service in the MAFWA region. The Midwest Landscape Initiative is a collaboration of partners engaged in the conservation and management of fish and wildlife in the Midwest; it serves as forum to identify shared landscape-scale priorities and co-develop effective conservation actions to address them. The Steering Committee may include ex officio members and may form subcommittees, working groups, teams, or other collaborative approaches to aid in the development and implementation of effective conservation solutions for shared priorities.
- I.

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

- Feral Swine (established in 2013)
- Chronic Wasting Disease (establish in 2021)

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 vote of the Association. As the end of the third-year approaches, the Association shall assess the merits of reinstating the Technical Working Committee.
- D. Resolutions from Technical Working Committees for Association action shall be submitted to the Chair of the Resolutions Committee 30 days in advance of the annual meeting for consideration by the Board of Directors.

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

Climate Change (2025)

Midwest Private Lands Wildlife Management Group (2024)

Midwest Public Lands Technical Working Committee (2025)

Midwest Wildlife and Fish Health Committee (2025)

Midwest Deer and Wild Turkey Study Group (2023)

Association of Midwest Fish and Game Law Enforcement Officers (2023)

Midwest Furbearer Group (2024)

Wildlife Diversity Committee (2024)

Hunter and Angler Recruitment and Retention Technical Working Group (2023)

Social Science/Human Dimensions Committee (2024)

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
Amended June 29, 2016
Amended June 28, 2017
Amended June 27, 2018
Amended June 26, 2019
Amended October 8, 2020
Amended June 30, 2021
Amended June 30, 2022

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MAFWA Executive Committee Meeting
Sunday, June 25, 2023
4:30-6:00 p.m. CDT
Cumulus Room
Lodge Kohler
Green Bay, WI

Call to Order – President Amanda Wuestefeld, IN called the meeting to order at 4:30 pm.

Quorum – Amanda Wuestefeld, Indiana; Pete Hildreth, Iowa; Brad Loveless, Kansas; Kendra Wecker, Ohio; Sara Parker Pauley, Missouri; and Diane Brusoe, Wisconsin. Also, present were Ollie Torgerson, Executive Secretary, Roger Luebbert, Treasurer and Sheila Kemmis, Recording Secretary; and Guests: Lorisa Smith, Craig Czarnecki, Jim Hodgson. Natalie Finnie, Illinois was not present.

Agenda Repair – Sara – During the resolution piece, ask committee’s consideration on some revisions before we take it to the full board.

Approval of May 23, 2023, ExCom Minutes – *Brad Loveless, Kansas moved to accept minutes, Kendra Wecker, Ohio second. Approved.*

Financial Report – Roger – This report shows all transactions for all MAFWA and Conservation Enhancement Fund accounts for April 15, 2023, to May 31, 2023, time frame. In the **MAFWA Conference/Operating Account**, last balance was \$171,682; total from 2023 MAFWA director’s meeting receipts (including registrations \$13,200; sponsors \$16,500 - Aspira \$1,000, Canadian MAEMP Partners & DU 2,500, Ducks Unlimited \$2,500, Gordon-Darby \$3,000, Safari Club International \$500, Sovereign Sports Solutions \$5,000, US Geological Service \$2,000), federal indirect costs transferred from federal account (\$10,066), and interest (\$29), for total of \$39,796; disbursements for 2023 directors meeting in Wisconsin (including Delaney coordinator fee \$5,515, other expenses \$391, credit card fees \$685, prizes and awards \$826, for total WI fees of \$7,418), Executive Secretary pay (\$4,700) and travel (\$3,273), Treasurer pay (\$1,819), Contract Manager pay (\$660), Association of Fish and Wildlife Agencies (\$5,000), for disbursements of \$22,870; balance of \$188,608. Thinking about moving some of this money into CDs. The Credit Union has 12-month CDs paying 4%. Unless someone has concerns, we will proceed with that. In the **Federal Projects Account**, this account tracks receipts and disbursements from partially or fully federal funded projects. The last balance was \$16,266; receipts from USFWS, (\$76,423) and interest (\$7), for total of \$76,429; disbursements for state liaison travel (\$820), technical coordinator pay (\$15,805) and travel (\$160), R3 evaluation project - WMI (\$54,062), federal indirect costs transferred to operating account (\$10,066), for total of \$82,263; for total balance of \$10,432. In the **Nonfederal Projects Account**, this account tracks receipts and disbursements of non-federal funded projects. The last balance was \$147,389; receipts from Conservation Leaders for Tomorrow from Wisconsin (\$3,579), National Pheasant Plan coordinator from Colorado and Wisconsin (\$13,400) and interest of (\$250), for total of \$16,229; disbursements for RBFF Legacy productions (\$12,000), for total disbursements of \$12,000; for balance of \$151,618. Designations (\$15,093 for

monarch/pollinator conservation efforts, \$3,400 for CLfT, \$6,750 for RBFF and \$112,568 for National Pheasant Plan coordinator) total \$137,810. Also, talking about some of the \$151,000 into CDs. The River Region Credit Union has a 6-month CD paying almost 4% interest. Brad – On the RBFF disbursement, do you know what that is for exactly? Ollie – That is for photographs of people boating and fishing in this region for DEI. They had a contract in the northeast and then came to us. They are going to do all four regions. Brad – That is them coming and photographing all across the country and then will provide photos to the states. Ollie – This was a little late because they wanted to get some photos of ice fishing in the north. This is about to wrap up. Roger – It is about to wrap up, I made the final payment after this report was done. The **Share Account** is the account required by the Credit Union has minimal activity and has \$26. The **MAFWA Investment Account**, last balance as of March 31, 2023, \$796,356; receipts of interest (\$2,324), and dividends (\$185), for total receipts of \$2,510; disbursements of \$1,718 for fees and charges; change in market value negative \$2,856; for balance of \$794,291. Moving to our 501(c)(3) foundation account, the conservation enhancement fund. **Conservation Enhancement Fund (CEF) Checking Account**, last balance \$13,238; receipts from interest (\$2), for total receipts of \$2; no disbursements; for balance of \$13,240. **Conservation Enhancement Fund (CEF) Savings Account**, interest (\$31), balance of \$60,962. **Conservation Enhancement Fund (CEF) Investment Account**, minimal activity balance as of May 31, 2023, \$5,715, interest (\$0.04), for total receipts of \$7; no disbursements; positive change in market value positive \$445; for balance of \$6,159. **Conservation Enhancement Fund Summary** of assets and designations, shows balances we talked about earlier, in the assets we talked about checking (\$13,240), savings (\$60,962), investments (\$6,159) and receivables where we paid deposits in advance to get conferences rolling, MFWC 2023 KS \$16,000 and MFWC 2024 SD \$10,000 and may do more, for total assets of \$106,361. Designations are listed (Kansas (2012 MFWC \$22,472, Ohio (2019 MFWC \$15,482, state contributions to CEF, 11 states contributed \$5,000 each, \$55,000, we have money set aside for operating, \$2,115, and money set aside for Kansas staff to attend the Iowa conference, that line is dated and needs to be updated, \$4,500); for total designations of \$99,569 and undesignated funds of \$6,792. Kansas conference is wrapping up and we are starting to get numbers and the committee will be looking at that. **Calendar Year 2023 Budget Status**, at every meeting we do a budget status of our operating account, still in spring so budget status doesn't mean too much now. The bottom line, line 41, receipts slightly over disbursements, \$1,455, so essentially a break-even budget.

2024 Proposed Budget – Roger – In the Operating/Conference account this is the second look, and we can still make changes to it. We will entertain a motion to move forward to take this to the full board in business meeting. Plan to not spend a lot of time on prior budgets with the full board. I will focus on total receipts line and show we had budget of receipts of \$76,000 and disbursements of \$176,000, had favorable variance of \$10,431. Page 2 is 2022, last year, it is completed, and line 37 disbursements had \$160,000 budget, \$178,000 spent and an unfavorable variance of about \$19,000. They can see where variances are and if they have questions, I can go over it at that time. I will point out that receipts would exceed disbursements by \$5,600, instead of we had a deficit of \$3,075, that is the bad news. The good news is we have about \$170,000 in this account so, we are able to withstand that deficit. Page 3 is 2023 current budget, which we just saw on other report. The to-date numbers don't mean much at this time but will mean more later. Total receipts in budget \$180,000. On line 7, it talks about dues for 2023, this year, which are \$4,487.83 and I will be sending those invoices out next month.

Page 4 is 2023, budget is \$178,820 and receipts over disbursements is \$1,455, essentially break even. Page 5 is the proposed budget. The columns are 2021 actual, 2022 actual, 2023 budget, so shows history, and then the 2024 proposed budget numbers. The far-right column describes where those numbers came from. For the most part they came from either the 2023 budget or 2022 actual, whichever we thought were most accurate. There were some exceptions. One of those exceptions is, conference receipts for 2024 are based on 2023 conference budget that Delaney put together, which is more accurate than what we had put together. There are also come consumer price index (CPI) changes. For dues we used CPI comparing January 2022 to January 2023, an increase of 5.99%. Dues for 2024, \$4,756.65, those will be sent out in July 2024. Total proposed budget is \$190,809. On page 6, I will point out some of the exceptions. There are several lines with CPI change, per contract. The top one is line 18, Delaney coordinator fees, line 24, executive secretary pay, line 26, treasurer pay, and line 29, contract manager pay. We also adjusted tax preparation fees, \$1,675 in the 2023 budget but we have been spending less than that, preparer we have doesn't charge as much as the one several years ago, so backing off and going with 2022 actual and adjusting for CPI, \$1.17. The CPA audit, we have that every five years. That audit is scheduled for 2024 but won't make that payment until 2025, that is line 32. It will show up in 2025 budget. Line 37, the total proposed budget is \$190,910, slightly over receipts, \$101, so basically break-even. That is what I plan to tell the full board. *Pete Hildreth, Iowa moved to move proposed budget to full board, Brad Loveless, Kansas second. Approved.*

Regional Wildlife Health Coordinator – Sara – I am delighted to say Dr. Tricia Fry has accepted the position as our Midwest Fish and Wildlife Health Coordinator. If you read her resume, she is impressive. Panelists, including two folks from my team, came back and said there were some remarkable candidates. She is supposed to be here this week. She will be helpful on CWD front and wildlife disease issues. She will be working with Lindsey Long and the Fish and Wildlife Health Committee and liaising with us. Pete – Where does she domicile? Sara – Wisconsin. Amanda – She did sound like an impressive candidate, so excited to meet her. Ollie – Good job Sara.

MAFWA Resolutions – Sara – Two resolutions you considered on your call, and I appreciate Brian bringing both of those forward. One relates to climate change and training for our teams. I believe there was a question related to the length of time when training would be held. There was an additional attachment that had all the details. Ollie – That is backup for the business meeting. Sara – By the business meeting I will be able to specify if it is a one- or two-day training. We will at least get level of detail before business meeting. The one I would like the executive committee to consider a tweak on is for the Midwest Leadership NCLI. Initially the resolutions committee had concerns on a couple of different things. One is what WAFWA is starting. We wanted to wait to see where that is going before we launched in the Midwest. The other thing we talked about what that we added some new additions to the MAFWA family, which includes the R3 Coordinator and Dr. Fry. Now we might be considering a leadership academy. All are great things, and the board has agreed to them, but struggling with, do we have a strategic vision as board members as to where the organization is going. Do these additions reflect our priorities and vision for the future. We were successful with a grant, those are great things, but it means in perpetuity that we are all having to sustain those efforts. This was the latest example of an excellent idea, one we all think is critically important, leadership development, but where does it

fall out. As members, where is the strategic vision piece of that versus reacting to the next idea that comes up organically. We were all struggling with that and said maybe it wasn't right. The executive committee came back and asked committee to do a better job of the needs assessment. A fantastic idea. Offline we can define what we want in that needs assessment. What worried me is the wording as is suggests that the team will work in cooperation with Association to conduct a training needs assessment of state fish and wildlife agencies and partners to aid in prioritization of types of leadership skills required at mid-level and develop a funding support strategy and a draft curriculum for the operation of a leadership program. When I read this, we are asking that committee to not only do a needs assessment but also asking them to develop the funding mechanism and develop the curriculum before we have even made a decision on whether we agree with the needs assessment. Be it further resolved, contingent upon a favorable needs assessment, whoever makes that assessment. That we are endorsing the needs assessment to establish it. What I am asking the executive committee is for feedback on how to keep first therefore be it resolved; and come back with needs assessment and some ideas on a funding strategy. But before we get into curriculum development or anything else the board needs to vote on whether we want to move forward with it based on a variety of factors. Brad – Based on what we need. Sara – And can we afford it, what is the additional financial burden to the states. Brad – You have to start with a consensus that this is going to be valuable then when you consider the cost you do that in light of what the value is. Sara – Bingo. I am going to ask the executive committee to make amendments by the business meeting. Do we want to keep this resolution focused on needs assessment and if so, we can tweak it. The second therefore would come back to MAFWA board for further direction before anything else happens. Brad – It is too much to put on them to come up with a curriculum, and it seems that will involve conversations with us. It seems it would be valuable if they have something tangible in terms of curriculum, maybe not that they develop, but I think it would be wise to reach out to WAFWA and look at theirs and pick out some items that might work here. Something more tangible than we need for leadership. Sara – Love idea of assessing gap analysis of where leadership skill training not occurring and what could this fill. See what WAFWA has done and come back with idea of what we are talking about. The second therefore would be coming back to the MAFWA board for further exploration, discussion and action. Brad – Agreed. Amanda – That is what we were thinking, we just didn't make it clear. Brad – What ended up in there was enormous, way too much and this is a better approach. Sara – We are just finetuning, but I think we are on the right path. Rather than tabling it, this is good next step. Pete – It identifies need with this executive board and full board to really look at what the priorities are and the process to identify the priorities. Amanda – This is exactly a different step in my opinion. Sara – I think this is a separate step the president and executive committee can consider. SEAFWA in the last few years has put together a strategic plan of sorts. Amanda – We need to identify what is important. I was surprised, with this whole idea of leadership training, a good idea and something we need but how do we even begin to work on that. Sara – It came organically from some people who had been involved with NCLI, it wasn't a directive from the MAFWA board at all. Amanda – It is okay to have ideas come to us that we don't generate but at some point, we need to have a process that allows us to vet it, so we know it is pushing us in a direction we know we want to go. Ollie – In terms of process for the business meeting, are you going to recraft this resolution? Sara – Yes, I intend to. I plan to send it to the executive committee to make sure there is no heartburn but reflective of the conversation we just had. Ollie – Then pass that on. Sara – We will present the revised version. Do you want it as red-line version or clean? Kendra – Will need to withdraw and resubmit. Sara – Yes, we will

need a motion to withdraw and resubmit based upon this discussion. Amanda – Do we want to do that now? Is there a motion to withdraw? *Sara Parker Pauley, Missouri, moved to withdraw and resubmit a clean version based upon the conversation just held, Pete Hildreth, Iowa, second. Approved.*

Amanda – I don't know where we have that conversation about priorities and creating process. I would be nice to have discussion but don't know if we have time today. Ollie – We have some time at the end when we get done. Amanda – Look at that at the end. Ollie – I am looking at the climate training plan. Do you have further questions? Sara – When Kendra asked how long it was, I don't think that is in there. There is a lot of detail of what the training will include. Kendra wanted clarification on the length of training, and I will get that from one of the committee members before Wednesday.

Fish Habitat Partnerships – Brad – I had conversations with Ollie and Zach Lowe on efficiency of these habitat partnerships. I still don't feel well versed. I have had conversation with Ryan Roberts with AFWA and Pat Rivers from Minnesota who have been doing this for a while. Both expressed a belief there are some efficiencies when it comes to these regional habitat partnerships. No formal proposal but I think there is some productive dialog going on about the way forward. As ACE passed that should have been the landscape in terms of federal positions that were leading a number of these. That is influx. Some of those people are still in place and some are not or will no longer be in place. Everyone is asking the same questions. To everyone's credit, as opposed to saying we have 20 national fish habitat partnerships and how do we get 20 people in these positions. We are saying how do we do it better. Are there some of these that haven't been that productive and we could make some changes. Anytime you are potentially doing away with a program you have to tippy-toe and talk to a lot of people to make sure you are not overstepping. I don't feel well-informed enough to make any recommendations, but we have excellent people that have been involved for a long time and leadership, Ollie and Zach, who are both saying maybe we should get involved to help this process with efficiencies in the future. They are not saying open the checkbook but saying how do we do this better to serve our customers, the states in the Midwest and West. The right conversations are happening, and I am interested in continuing to learn from you all. I will continue to talk. I was looking at proposed projects out there to better understand where people think the needs are. Clearly room for efficiency and interested in continuing to learn to help conversation move forward. Pat was a wealth of information. Ollie – A couple things have happened and COVID was right in the middle of it. Changed the Act, which changed the landscape and took USFWS out of the picture and put all the money under the Fish Habitat Board. The board has been influx as well. Leadership changed and Robert Boyles is taking over, so all trying to figure out how to handle these changes. The other issue was the Act required one to one match. When Steve Krentz came to us to assume administrative responsibility for Great Plains Fish Habitat Partnership, he was coordinator and a USFWS employee. He was wanting to dump it, but they are not letting him dump it. He came and presented this proposal. It fits the MLI well with rivers and streams, but it is a little outside our region as it covers both the WAFWA and us. But we have to come up with \$85,000 to match the \$85,000 that comes with it, doesn't have to be cash, but matched and we would have to hire a coordinator, another staff member, for us to do it. At the same time the Western is looking at this. They have two partnerships under their control right now and they are talking about sweeping the Great Plains partnership in with their other two to produce efficiencies. Brad – Maybe one person rather than three. Ollie – It doesn't matter who manages

it, the main thing is you want it managed well. Brad – That is healthy, when no clear direction, okay to stay in flux but need to continue to have these conversations. Some of these are well positioned and seem like they could have significant growth based on needs in their areas and others with not much activity. All the programs side by side but operating very differently and with much different effectiveness. Continue to have these conversations. I haven't had a chance to talk to Robert Boyles yet. I think we will get clarity over the next few months and have some ideas for you. Ollie – Pat Rivers, the deputy director for Minnesota, represents MAFWA on National Fish Habitat Board. Brad – I haven't talked to Mitch Marcus from Indiana yet either. Amanda – Heading in the right direction. Pete – Intrigued by opportunity of Great Plains being administered by another group. Amanda – Yes WAFWA. Brad – What intrigues me is there is not any ego attached to this, not fighting against each other, all interested in how we can do this most effectively.

Investment Committee Report – Brad – Ollie shared summary we got from our investment advisor. Dave, Roger and I, with Tim coming in later, had great conversation with advisor Andrew Bouquet. Summary is scaled version of what he gave to us. It was an impressive discussion of how the markets change. Impressions on recent years, those have not been the average, getting back to more standard higher interest rates and standard structure financially in this country. My idea of what occurred the last five years was probably not an accurate method for investing. The point he made was we have 70/30 more risky approach, and with rise in interest rates he pointed out we should shift back to 60/40 split we had historically. We haven't seen bond rates like these in several years and we would still have 6% target we have for investment outcome. Roger – Major point was in the past bonds as an investment weren't good because interest rates were so low and weren't paying well, so we moved more towards stocks. He recommends we move back to 60% stocks and 40% bonds. This Andrew that is doing our investments is impressive. Brad – He is impressive. We are recommending that and that will lead us in the right direction. Just as your personal investing you do it with a goal in mind, and we don't really have one. It would behoove MAFWA to look for a project(s) that needs to be addressed. We are used to being frugal with our money and if we have something that needs done everybody chips in and we do it. This investment account allows us to be more far-reaching and proactive. We have money that is continuing to build, we went down a little bit last year but not really, relative to the market, we did well compared to market downturn. Now we are poised to catch it when it swings back up. What I was hearing is we need to figure a way to have some people sit down and visualize what are the needs, what we are hearing from our states and take on something we might want to fund. Revenue will be reasonably predicted, there will be ups and downs in the market, but long-term will have good revenue from this. Start with one need to start with and decide how we could fund it. Sara – That plays right into our earlier discussion. Brad – Leadership development. Sara – Strategy for how we are making those decisions. Amanda – Once we understand our strategy and what is important, we can decide what that project is. Brad – One recommendation we need approval on is shifting to 60/40 split. I thought we might need 30 days public notice, but Ollie said no. **Brad Loveless, Kansas moved to move to 60/40 split, Kendra Wecker, Ohio second.** Kendra- Appreciate review and guidance. I think it is wise to invest in conservation, whether that is people or project. Amanda – It was well done, and I could understand it. Brad – He is sharp, so we feel we have a good one here. He is a hunter and picks morels as well. **Approved.** Ollie – Originally, we had a goal of building this fund to \$1 million. That was before we had a foundation. We had the money before we had a foundation. It

was a gift and there were guidelines on what they were supposed to spend the money on. The whole idea was to have enough money to do something with. Roger – We were at \$800,000 one time. Amanda – Now we need to figure out how to take it and put it on the landscape. Brad – With that in mind we can take it back to investment counselor and make a more informed decision based on that.

MLI Update/Actions –

Craig Czarnecki – Starts with the people, Lorisa, Claire, Alex Wright, Kate Parsons and converted Rachel Carlberg who was a presidential fellow and is now part of the staff; so, now five people. This is our team, the group we can turn to on a day-to-day basis, once a year, how whatever it is, across the MAFWA membership. That is a primary resource with a lot of technical expertise, leadership and capacity. This is one of the things we thought of but was hard to articulate conceptually a few years ago. I like to think of them sitting at a radar screen watching across the landscape to help leaders make best decisions possible. We are off to the races. In the 29 years I have worked for USFWS, there have been some occasional forays, the last one with LCCs, but there is something to what we are doing here. It is recognized by us in the Midwest and being picked up nationally now. We get queried about what we are putting together and how they can connect with it. In 2019, I went to headquarters and then returned to the Midwest, Kelley has been duty as deputy and is doing an outstanding job. Ollie – You can't have her. Craig - Deb Rock is an amazing Assistant Director and a good friend. Having someone who works with you on a day to day on national perspective is something Deb has needed. Kelley has been bearing that national weight. Her detail is coming to an end, but Kelley is being asked to keep some of the national portfolio. I predict moving into the future she is going to have one foot in the region but maintain some high-profile responsibilities for Deb in the national program, for all programs and extending to AFWA and other key partners. Congratulate her on amazing work she has done over the last four months. Welcome her back but know she will still have a foot in DC, which is good for us. One thing she has said is she wants to get back to her team and working colleagues. Lorisa put together an amazing update for Sara and me. Sara – Not just an update but actual talking points. Craig - We will make this available to everyone because it is so well done. To date, with all the work we have done, still in conceptual and planning and with development of expectations the conservation blueprint. Let's put that together but not turned on it. There are things we have talked about that we have conceptualized and planned. What a huge moment coming this fall when the blueprint goes live. Brad Potter said, is blueprint for us, the states or USFWS; it is for all of us. We should tell ourselves we have the information we need to make the decisions; it is good to go into blueprint, test it and see if there is something we can pull out that helps form our decisions. The key may be with our vision and way we collectively think about the landscape and what we want it to provide 30-50 years out, it is the array of other organizations that have impact across the landscape that join with us that may be the key. As we turn toggle switch on with the blueprint, there is big communication inward and externally to those having their own impact on fish and wildlife resources and habitats. Moving forward continue to talk about the blueprint and invite community to come in and try it out as we move from conceptual to using it. You have all seen the emails from Ken Elowe and America the Beautiful, and the array of pre-proposals that have aggregate to regional expression for grasslands. It is huge to be able to move from pre-proposal to proposal with deadline in July. Let's grease that wheel so it can go smoothly. It connects with the blueprint, another expression of the way we are beginning to work together. Who knows what will happen, but I am going to

imagine success, if we get that over the finish line the resources that will be made available in those states and marrying up with other activities going back to the blueprint. Excited about calendar year 2023 will end and what lies ahead for 2024.

Sara Pauley – Thanks Craig for being here. From state perspective, important for directors to hear this, I also sit on board on SECAS (Southeast Conservation Adaptation Strategy), SEAFWA’s version of MLI. At the last meeting there was a panel on SECAS and it had three or four state directors from SEAFWA on it. What I heard was, no right or wrong, we all learn from trying different things. SEAFWA decided to go light on the governance, which meant let technical folks, USFWS and others keep doing great stuff on the blueprint. With strong support from the USFWS, they have the blueprint and have done remarkable work. I think the state directors didn’t stay engaged in the way we are here in the Midwest. After all of the turnover we had a state directory level there were multiple directors on that panel who didn’t know what SECAS does and what was going on. At that same time, they were funding 15 positions of technical folks who were doing great work on that blueprint with state directors not knowing what SECAS does. I understand we all have a lot on our plate. But if state directors do not find value in this collaborative effort it will not serve the purpose, we all intend it to. The role Lorisa is playing, Ed before her, and those 30-minute calls or if nothing else, even a 5-minute call, it is to keep the MLI front and center with state directors. So, you know what is going on, your teams are involved in the working groups, and it is of value, and you know what it is. As we are all leaning into landscape conservation it changes your mindset. For example, Pete and I are working on a grassland effort with Drake University, training students on how to do prairie restoration work; to teach the next generation of professional stewards. We thought cross border before but now we are embracing it in a different way. Take note out of discussion at SEAFWA, Jimmy Bullock made a comment there. He said don’t forget that in the Midwest, Southeast or eastern part of country where most of the land is in private land ownership. You are all doing great stuff on this collaboration piece but where are the private landowners? Adding Forest Service to technical working group, which is a great addition, we do have some key decisions in process we are having conversations about. We have key considerations about how to engage private landowners and tribes and other things in blueprint and overall efforts. Part of governance work we need to continue. Is a treat to continue to work with you Craig. Will send out talking points as it serves as great outline of other efforts. Amanda – The work coming out of there is exceptional. One of the places I see leadership our of MLI is the language about how we talk about what landscape conservation is, who can be involved. That will be so important to embrace private landowners and others outside our normal fold. Kelley is really accommodating and listening. You, and us, are in a good spot and I look forward to seeing what happens once we turn it on. Sara – Thank you for making the effort and drawing concerns to that because that is so important. Craig – That NCLI concept, creative leadership, ALDP and USFWS, can we be a set of adaptive learning organizations and if we are focused on adaptive learning that means we are always fine tuning and adjusting the use of phrases and vocabulary and making sure they are connecting. Sometimes they don’t, so pause and go back to drawing board. If the five on the team and Kelley and myself, and all of you, as long as we have that sentiment, I think we will be good. That is a healthy way of approaching it. Amanda – Great job and wonderful work. Ollie – Moving from conceptual to actual projects, four of our committees met together for the first time at Wisconsin Dells last month and will report. It was public lands, private lands, wildlife diversity and MLI technical committees. They have 10 projects to move to the ground. Won’t have time to go into that in detail, but they are moving beyond conceptual. Pete – Kudos to your

team, it is why this group and MLI steering committee are so excited and passionate to work with your team, they are the best. Thanks, Lorisa and Sara for taking the time to call the directors to keep it on the forefront and get input. I am interested to know when you plan to take information back to steering committee so we can hear and see what you find and what is decided. Lorisa – Absolutely. The steering committee and technical committee are having a joint meeting in October and will have meetings in July and August and can report back then. The lines of communication are always open so if there is something you need from me or Sara this is not just the MLI, the MLI is all of us. I want to make sure you are not just waiting on us to call you, so if you ever have questions, we want to be of service and value to you and your staff. It should be adding capacity to what we can all do together. We should all be working together toward our common goals. So far, I think we are doing that. Sara – Thanks Brad for leadership at national level, serving on joint federal task force and the MLI steering committee. I sit on MLI and SECAS too. Lorisa is sitting in on coordination calls between MLI and SECAS and further refining the spirit of adapting learning, communication and need to collaborate. We are learning and growing. Amanda – Good work.

Monarch Strategy Update/Approval – Lorisa – Claire is not here, expecting new baby in their family. She worked with Jen on the Monarch Joint Venture over the past year to update the Mid-America Monarch Conservation Strategy. The draft is complete and was submitted to you for your review. They took comments and tweaked it. The ask is for you to make the recommendation to move forward to the full board. We will post it on the MAFWA website and share with the states. It does include updated summaries from all the MAFWA states as well as Arkansas, Texas and Oklahoma. She has worked hard on this. Ollie – There was one last minute tweak from Michigan and that was accommodated. Lorisa – Good feedback and engagement. ***Sara Parker Pauley, Missouri moved to forward monarch strategy to full board, Brad Loveless, Kansas second. Approved.***

Proposed MAFWA Contingency Policy – Ollie – Left over from last meeting, there was some misunderstanding about this document that Roger and I had put together. We reworked it and provided an example of how this policy would work. We offer it for your consideration. Brad – It is helpful the way you have rewritten it and I appreciate the extra detail. Brad ***Loveless, Kansas moved to approve contingency policy, Pete Hildreth, Iowa second. Approved.***

Staff Sustainability – Ollie – Sent letter to executive committee, not to full board. There are several opportunities coming our way and there will be more because there is a lot of federal monies coming around. We have added three positions in last year and thinking about how we can sustain this over time. Need to challenge ourselves to maintain what we have before we take on new obligations. I put together a chart that lists nine positions, annual amount, contract end points and where the money comes from. Some of it is from federal grants, some state assessments and some from operating funds (which are dues, sponsorships and earnings from federal grants). It adds up to \$670,000 a year commitment. How do we sustain what we have if that is your desire before taking on new opportunities. It goes back to MLI too, it all wraps together. Strategic thinking and planning. Sara – It is criteria. Throw out some ideas to get started. Different elements to this. Madame President, if you as a body, appoint a small group to bring back something to executive committee; but also defining what we believe to be our strategic priorities and can be revisited every year. There are always going to be those urgent

things as well but still need some criteria to make these assessments. To Ollie's point, they are going to keep coming. Whether it is framework based upon criteria we establish based upon strategic priorities, in part based on some sort of evaluation. If MAFWA is best entity to host or, for example, the health position at SEAFWA is a SCWDS position. I would like to have some criteria, especially for positions, but even new ideas, period. What is process we are taking it through evaluation, based on priorities and if there are other entities that could do the same thing more efficiently. It is establishing a cleaner evaluative process so when it comes to executive committee or full board, we have agreed it is a priority for the organization and MAFWA is best suited to deal with it in a certain way. I don't know what that process looks like. It might take a smaller team to come up with some recommendations for executive committee to consider. Pete – There are folks in the room with some history. Has no process been done like this in the past? Has there been some strategic plans that last for five years and were never updated? Is there any historical records goals or priorities? Sara – SEAFWA just finished one, but I don't know the answer. Ollie – When I first started, we brought Dan Zekor on board to do strategic planning for a couple of years. Directors didn't come to this meeting, they had substitutes attend. The meeting was run by division directors. Sara – This meeting? Ollie – Yes, the organization. I started in 2002, so 20 years ago. Directors started being engaged and taking ownership of the Association. We have grown and that planning process has not been repeated. There has been great leadership provided here but there is not an updated strategic plan. It has made a big difference. Without a strategic plan it has gone very well. You and your predecessors are good strategic thinkers. Amanda – MAFWA directors are generally collaborative, not ego-driven personalities amongst Midwestern's. Ollie – In general that is a good statement. Amanda - We can be better if we were more strategic in that collaboration. Investing in that will set us up to build capacity appropriately and be sustainable in the long haul. Small team to begin with but will need buy-in from the whole. Team can think of what process would look like and share back. We can see if we can come up with the how or the what. Kendra – Helpful to new directors too, see where they fit in and add to it and make it better. Pete – Identify process on how often to update to keep it adaptive moving forward because obviously priorities can change. Ollie – We have \$670,000 in obligations on \$190,000 annual budget. Good leadership when you think about it. We are a small organization but have infrastructure that is almost three-quarters of a million dollars. Amanda – Do we want to set up a small team to do that? Ollie – You need a good facilitator. Sara – Maybe Dan Zekor may come back from retirement to do that. Ollie – He would do it for a fee. Dan walked into my office when I was in Columbia, Missouri, looking for a job. He was from Wisconsin. He went to work for the state legislature and did House research on bills. He learned legislative process, got into the agency in the planning division and did a lot of strategic planning. He ended up being promoted to head up the research unit before he retired. He tells me he doesn't work for free anymore. Sara – Before he finished his career, he was chief strategic planner. He is a fantastic critical thinker, knows how agencies work and gets to the heart of matters and is a great facilitator. He does enjoy retirement. He may be willing to do one time. Pete – I can't commit anything, but I have an executive officer in our conservation and recreation division, Michelle Wilson, continued improvement in facilitation in our agency. I don't know about her capacity right now. I am willing to ask her thoughts and see if she would be interested. She is a rock star at that. I am willing to look into that. Amanda – If we go that route, Angie on my team also has strong facilitation skills. Pete – There is an opportunity if we are looking to not contract it out, maybe have states provide resources. Sara – If Dan is not willing to do it for free, let's go this other way. Ollie – And then have some key directors for them to work with, either

the whole executive committee, six people, or a subset of the committee. Amanda – That is what I think. Ollie – Any volunteers? Sara – I would volunteer but there are some younger minds that might want to. Pete – Probably every state has those men or women who could do it. I was just throwing out that we could think of our internal staff, depending on capacity. Amanda – A good idea. They don't have to do it alone. If we could get a couple from here. I don't think more than four people maybe, a couple from the full board and let them hash it out with facilitators and come back to us. I don't know what timeline is reasonable for that. Ollie – It is hard work and takes time. Amanda – This isn't even strategic planning but developing the plan to plan. Sara – Good first step, then executive committee could come up with further direction. Amanda – Volunteers? Pete – I will. Amanda – Pete and I will think about that and ask the board on Wednesday. Ollie – I will bring it up in my Executive Secretary report and explain it and that we are going to pursue a plan to plan under direction of Madame President. Amanda – The right first step.

Ollie – Thank Diane for hosting, she sat in on every planning meeting. Thank you. Great staff and done a good job. Recognize Jim Hodgson, he does a good job of supporting us and sits in on executive committee meetings and has for years. Jim, anything to share?

Jim Hodgson – No questions about grants anymore, maybe I don't need to come. We are back to full staff now. We changed our model on staffing a little. We have done a good job of training and creating high quality people, people like Craig go steal. The reality is it is good for all the programs in the Service. In the past gotten too siloed and it helps. That is beneficial long term. The model I remember was you looked in executive wing of state agencies there was somebody who did time as the federal aid coordinator or similar position. It is beneficial from leadership development standpoint. We had quite a few retirees all at one time, but we are now back and moving forward. We have a lot of people just learning but a lot of people supporting and mentoring. For a year and half, this is first time I have felt positive about where my staff are going and qualities that are starting to develop. Apologize for glitches that happened, communication protocol wasn't working as well as it should have, identified the problems and developed solutions for it and ready to go forward. About five years ago there was a decision by directors through AFWA that whenever anything significant happened with wildlife and sportfish program and needed to get word out it would come out through regions as opposed to headquarters. Because there was such a change at state level on who needed to get that information. Felt regions had better handle on those changes and got to right person faster. By in large it works, but glitches in last year, primarily due to staffing shortages. It was being used for everything and not just high-level stuff, and that diluted it a little. Now have that figured out and will be better at it. In Wisconsin we had some bad issues, and our fix was they may get two messages because of their IT system and federal system. Making a work-around. Worst is getting two messages because there is something about their IT system and federal system that is not jiving, and we haven't figured out the solution yet. Ollie – I think you have things running well, we have not had any issues at these meetings for some time. A credit to you and your staff, Jim, appreciate your cooperation and for sitting in with us. Craig – Jim and staff provide backstop for agreement we have with MLI. As we move into the next cycle we will turn to Jim and his staff for that expertise. Ollie – Any word on new regional director? There are three in the country waiting to be appointed. Jim – It is a slow process and everything we hear is vetting. Ollie - That means attorneys.

Next Meeting Date – Ollie – We will set a meeting for August and if we don't need it, we will cancel it. There are five Tuesdays in August, tend to meet at 2:00 pm, if that works for you. The dates are, 1 out because of MLI steering committee meeting, 8, 15, 22 and 29 are the only four options. After discussion, August 22, 2023, 2:00 pm central time. We will meet again in Calgary in September. We will cancel this if not needed.

Ollie – On vacation next week, family coming to Wisconsin to vacation.

Adjourn – *Meeting adjourned at 6:13 pm.*

DRAFT