



A Look Back as We Go Forward

2019
NAFWS
ANNUAL
REPORT

PRESIDENT'S MESSAGE

Greetings Society Members: I was voted in as the President of the Society at the Board of Director's meeting that was held in May in Chandler, Arizona at the national conference. I appreciate being given this opportunity and am glad to say that 2019 was a time for us to get busy with setting a solid foundation for our Society. This has taken all of us to do this - our Board, staff, members and partners. Our Society is a "family" and in order for us to succeed, we must all work together, and that we did. One of my first tasks was to work with our financial management group to get our bank accounts straightened out in Longmont, Colorado; we had some small accounts that were losing money and we had to make sure that the signature authority was with the proper people. Having sound and strict accounting is the most important issue with our Society; we need to be accountable to our membership.



Thanks to our Staff: The heart of our Society are the staff that make things happen. Previous to our national conference Karen Lynch, Public Information Officer was single handedly keeping our Society above water. In 2019 we added three staff that are proven leaders, organizers, go-getters and educated women. They are Dr. Julie Thorstenson, Executive Director who started in May, Heidi McCann, Office Manager/Marketing Coordinator who started in October and Ashley Carlisle, Education Coordinator who started in December. This has been the first time in many years that the Society received an increase in funding from the BIA to expand on our Society needs. Behind every job was a discussion by the Board to develop job descriptions and set goals on where we wanted to go with the Society.

Board of Directors are Committed: I am proud to say that during 2019 our Board of Directors and staff worked to develop and improve our foundation for the Society. Some of the policies and documents that were either reviewed or developed were:

- *Updated Bylaws and Articles of Incorporation.
- *Updated Personnel Guide.
- *Approved a Credit Card Use Agreement.
- *Approved a Performance Evaluation Plan.
- *Approved a Participant Code of Conduct.
- *Developed and approved criteria for individual and tribal membership; along with fees.

Other documents are set to be approved in 2020; including a Regional Policy, Conflict of Interest Policy and a new Procurement, Financial Management and Audit Policy.

Rick Williams, Consultant gave our Board some great insight on what our roles and responsibilities are at a Board Training in December in Denver. In order to prosper we need to continue to learn, listen and implement policy for our organization.

Some other highlights of 2019 were:

- *Applying for Climate Change funding through the BIA.

*CLEO – Making sure that our 100+ tribal Conservation Officers are trained.

*Recovering America's Wildlife Act (RAWA) – A great team of tribal representatives have worked continuously with the National Wildlife Federation with the hope of getting \$97.5 million for tribal conservation efforts. This has not made it to the floor of Congress for a vote as of yet, but If it passes this will be a historical win.

*Native American Policy – The SW Region has been working on an Implementation Plan for this policy that will be between the Tribes and the USFWS.

*Wildlife Corridors Conservation Act – Society members have been attending conferences and meetings to support this act that will benefit tribes and their ability to work on wildlife corridors across different lands.

*Regional Accounts – The Society is working with the regions to make sure that all of their regional bank accounts are in compli-

ance with spending and reporting. This is an on-going effort that will need to be cleared up in 2020.

*Regional Conferences – The different regions have held some great conferences and have educated members and shared information.

*Foundation Investment – In 2008, the Society and Foundation committee parted ways and \$300,000.00 was to be invested on behalf of the Society. This was not done. In 2019, we researched different options and at our December Board meeting the Board voted to invest with the Indian Land Tenure Foundation.

Thank You! We are a grass roots organization with a family mentality that is imbedded deep in our culture, traditions, fish, wildlife and commitment to our natural resources. There are so many across Indian Country that have contributed to our history and success. We had some losses of Society members in 2019 that made great contribu-

tions to their tribes and to those families we continue to offer prayers.

I have nothing but "Respect" for all members and hope that you all continue to support the Society and our mission. Our organization is growing and developing into a "force to be reckoned with" in Indian country.

Respectfully,

*Elveda Martinez, President
& SW Regional Director
Member of the Walker River Paiute Tribe in Nevada*



EXECUTIVE DIRECTOR'S MESSAGE

What an honor it is to write about an organization I love so much. I want to thank the Native American Fish and Wildlife Society family for the opportunity to serve as the Executive Director. I'm very excited to update the membership on the great work our staff and Board of Directors have accomplished in 2019.



I began as your Executive Director May 15, 2019. My first order of business was the 37th Annual NAFWS National Conference in Chandler, AZ. It was great to see so many familiar faces from my time as a Wildlife Biologist for my Tribe, Cheyenne River Sioux Tribe, and my time serving on the Society's Board of Directors. This reminded me how committed our membership is to the Society's mission.

This report is our way of communicating the health of the Society while allowing us to showcase some of our accomplishments for 2019.

In 2019, we focused on revitalizing the Society and renewing our commitment to be the most accessible and efficient broker of information pertaining to Native American natural resource management. One of our 2017-2019 Strategic Plan Priorities was to improve

organizational structure. We spent a considerable amount of time reviewing, developing and revising organizational policies and procedures, articles of incorporation and by-laws to ensure they were still relevant and servicing our mission and vision. The Board of Directors dedicated an entire afternoon of their December meeting to improving organizational structure. Our membership definitions were clarified, updated and approved by the Board of Directors. This allowed us to kick off our membership drive in 2020.

I want to take a moment to personally thank Karen Lynch, Public Information Officer, for really keeping the Society functional during the transition of a new Executive Director. We are fortunate to have dedicated staff. Along those lines, we expanded our staff with the addition of Heidi McCann, Office Manager/Membership Coordinator in October and Ashley Carlisle, Education Coordinator in December. I'm really excited about the team we have and are building. We secured a new office location in Northglenn, CO the first week of December. We now have a central place for, basically the Society's history, which we will be archiving, digitizing and showcasing in the future.

The second 2017-2019 Strategic Plan priority was financial management. We continued our contract with Management Partners Institute for accounting services. We identified carry-over funds in 2019 and developed a plan on how to use those funds that was then approved by the BIA. We also worked with

Regional Directors to manage the various regional accounts. One of our biggest accomplishments was the passage of an Investment Plan and the subsequent investment of the Foundation funds. The Board considered several investment options at their December meeting and ultimately decided to invest with the Indian Land Tenure Foundation. This will be a long-term investment that will help support the Society's mission and sustainability in the future. The Society received financial support from the Bureau of Indian Affairs, US Forest Service and Alabama Fire College in 2019. I want to acknowledge the donation to the Society made by our longtime friends Rick and Sally Williams; thank you for believing in the Society.

As a membership organization, our number one purpose and goals are to serve our members and provide a valuable service. Member value is the third 2017-2019 Strategic Plan priority. In 2019 we became more active in the Tribal Coalition to support the Recovering America's Wildlife Act. A resolution of support was passed at the National Conference in May and we officially joined the Alliance for America's Fish and Wildlife. We helped educate Tribes on the bill and serve as a clearinghouse for Tribal letters of support. We also participated in a briefing and press conference in Washington, DC in partnership with the National Wildlife Federation. I presented on RAWA at several regional events. We developed a dedicated page on our website to help keep Tribes up to date on RAWA

along with informational emails throughout 2019.

The 2019 National Conference was sponsored by the Southwest Region and hosted by the Gila River Indian Community in Phoenix, AZ. Two hundred forty (240) participants made up of tribal wildlife and fisheries managers, tribal conservation law enforcement (CLEO), students, and government and non-government agencies attended to network, collaborate, and promote opportunities for development. Overall 65 Tribes were represented at the 2019 National Conference. Two workshops were held at the beginning of the conference: Tribal Feral Horse Management Issues and Climate Change Issues. Agenda topics included traditional ecological knowledge, threatened and endangered species management, grizzly bear management, pollinator/insects, bison management, habitat restoration, wildlife and fisheries management and tribal conservation law enforcement training. A huge thank you to the Southwest Region and GRIC for putting together a meaningful conference. In addition, the Great Plains, Great Lakes, Pacific and Southwest Regions hosted regional conferences and the Southeast and Alaska Regions hosted regional meetings. In 2019, 291 attended NAFWS regional conferences.

The Society has a strong history of offering trainings and educational opportunities for our members. Enhancing training and education opportunities is the fourth 2017-2019 Strategic Plan priority. Conservation

Law Enforcement Officer (CLEO) trainings are instrumental in protecting tribal natural resources; these trainings are essential in meeting CLEO yearly training requirements. In 2019, the Society hosted 7 CLEO trainings for 213 participants. Trainings included: two 40-hour trainings (Santa Ana, NM and Billings, MT), two Wildlife Field Forensics courses (Dulce, NM and Duluth, MN), a Wild horse management and euthanization training (Phoenix, AZ), Chai Vang Incident (Hayward, WI) and a Hazmat training (Toppenish, WA). The Great Lakes region also hosted a Chainsaw Safety workshop and Tree Identification workshop for a total of 20 participants.

In 2019 the Society partnered with the Yakama Nation's Wilderness Camp for our National Summer Youth Practicum. Twenty-four native students from across the nation were privileged to spend a week at Camp Chaparral on the Yakama Nation's closed area. Students experienced Yakama culture while learning about the fish, wildlife and natural resources of the area.

We awarded 6 scholarships to Native American college students pursuing natural resource careers. The Great Lakes also awarded 3 scholarships at their regional level. I'm really excited to see our Education programming grow under Ashley's leadership. With the focus on revitalizing the Society, I spent a lot of time on the road networking and developing partnerships. I traveled to all seven regions and contacted over 100 Tribal Fish and Wildlife programs

in 2019. I was happy to tell people of the work we are doing and have planned. I want to express sincere gratitude to the BIA, especially Dianne Mann-Klager and David Wooten for all your assistance. I was able to meet with the BIA Fish, Wildlife and Recreation staff in June 2019 and discuss the future of the Society. I also want to thank Scott Aiken and the US Fish and Wildlife Service Native American Liaisons for giving me the opportunity to speak to them at their Fall meeting. The Society was founded based on networking and partnerships and I'm happy to continue that still very relevant intent. We will continue enhancing our partnerships and seeking out new opportunities.

I'm very proud to be working for the Society. We have accomplished a lot in 2019 to rebuild the solid foundation that will allow us to grow. My confidence in our Board of Directors and staff make me eager for our future. More importantly my respect and admiration lie with our membership that is dedicated to our mission to assist Native American and Alaska Native Tribes with the conservation, protection, and enhancement of their fish and wildlife resources.

Thank you all for your continued trust in the Society. Let us all work together to ensure the Society's longevity for future generations.

*Pilamaye ye,
Julie Thorstenson, PhD (Lakota)*

NATIONAL CONFERENCE

Since our beginning, one of the best ways to bring tribal natural resource managers together is through conferences. The NAFWS national conference is held annually at one of the seven NAFWS regions.

In 2019, the NAFWS National Conference was hosted by the Southwest Region. It was one of the most highly attended national conferences with 240 attending and 65 tribes represented. Pre-conference sessions on climate change and wild horse management drew more than 150 attendees.

Key representatives from the host tribe, government agencies, tribes, and the NAFWS gave welcome addresses and participated on panels. A group of students participated in a natural resources youth learning day and presented what they learned at the conference banquet.

Society resolutions were voted on during the annual business meeting. (See page 13).

Awards were presented at the banquet for the Conservation Law Enforcement Officer of the Year Award, conservation law officers shoot team awards, and the Top

Gun Award.

The NAFWS Southwest Region shoot team won the national shoot competition. The Top Gun shooter was Curtis Chapoose, Ute Tribe.



240 ATTEND NAFWS ANNUAL CONFERENCE

**May 19-23, 2019
Phoenix, AZ
Hosted by: Gila River
Indian Community**

*Conference Theme: Native
Women: Through the Hands
of Our Grandmothers, Mothers,
and Daughters - We
are the Stewards of Mother
Earth*

NAFWS Regional Conferences in 2019 have been attended by 291 attendees



REGIONAL CONFERENCES

The NAFWS' seven regions include Alaska, Great Lakes, Great Plains, Northeast, Pacific, Southeast, and Southwest. Each region hosts an annual conference usually with a tribe as host within that region.

In 2019, six regional conferences were held at these NAFWS regions:

2019 *Southwest Region* held a conference/business meeting on May 19, 2019 in conjunction with the 2019 NAFWS National Conference in Phoenix, AZ in which the region passed three resolutions.

2019 *Great Plains Region* Conference was held in July 23-24, 2019 in Rapid City, SD. There were 57 participants from seven tribes in the Great Plains Region.

2019 *Great Lakes Region* Conference was held on September 23-25, 2019 at Hayward, WI and hosted by the Lac Courte Oreilles Band of Lake Superior Chippewa Indians. The attendance at the conference was 130 from 24 tribes in the Great Lakes Region.

2019 *Pacific Region* held a regional conference on October 15-17, 2019 held at Toppenish, WA and hosted by the Yakama Nation. The conference was attended by 70 tribal natural resources representatives from 11 tribes in the Pacific Region.

During the 2019 BIA Providers Conference held on December 3-5, 2019 in Anchorage, Alaska, the *Alaska Region* held a meeting with 6 attendees to host a 2020 meeting and the NAFWS Executive Director presented to 30 persons on the RAWA (Recovery of America's Wildlife Act).

2019 *Southeast Region* held a meeting lunch attended by 28 which was held in conjunction with the USET (United South and Eastern Tribes) conference, November 5, 2019 at Choctaw, MS.

The *Northeast Region* did not have a meeting in 2019. Plans are under way to plan for a 2020 Northeast Region Conference.

TRAINING CONSERVATION LAW ENFORCEMENT OFFICERS

Tribes that have land and natural resources that are in need of protection must employ law enforcement officers to protect tribal natural resources. The NAFWS is likely the only non-profit organization that provides training for tribal officers in Indian country along with its government partners. And on a yearly basis for required training for the officers.

As part of its scope of work and partnering with the Bureau of Indian Affairs and the U.S. Fish and Wildlife Service, the NAFWS works with its partners to make sure that two 40-hr. trainings take place every year.

In 2019, a Southwest Region 40-hour training was held with the U.S. Fish and Wildlife Service on May 6-10, 2019 at the Pueblo of Santa Ana in Santa Ana, New Mexico. Attendance was 55 tribal officers that participated in the training and many traveled from as far away as Washington and Florida. Most of the tribal officers were from New Mexico, Arizona, Colorado, Wyoming, Oklahoma and Nebraska.

In September 9-13, 2019, the Great Plains Region held a 40-hr. training with the U.S. Fish and Wildlife Service in Billings, MT. Tribal officers numbered 35 and traveled to Billings from North Dakota, South Dakota, Montana, Wisconsin, Washington, and Arizona.

Two trainings took place in the field of wildlife forensics in 2019. The Great Lakes Region hosted a training with the 1854 Treaty Authority in Duluth, MN in June 4-6, 2019 that was attended by 28 tribal conservation officers. And in August 28-29, in Dulce, NM, the Jicarilla Apache Tribe hosted a field forensics training. The two trainings were instructed by the Wildlife Field Forensics team from Montana.

Trainings also take place at NAFWS national and regional conferences. At the national conference in May, the issue of wild horses training was offered by the U.S. Forest Service. At the Great Lakes regional conference, a session on a shooting incident that happened in Wisconsin was the topic for tribal officers. The officers who attended the Pacific Regional Conference received training in Hazardous Materials from the Alabama Fire College.

149 Tribal Officers Received Training in 2019



NAFWS sponsored students took part in the girls camp held August 5-9, 2019 and the boys camp was held on July 29-August 2, 2019.



46 Native American high students attended the Yakama Nation Wildlife Youth Wilderness Camp

SUMMER YOUTH PRACTICUM

The NAFWS in coordination with the Yakama Nation held a summer youth practicum which was hosted by the Yakama Indian Nation in Toppenish, WA. It was held with the 14th annual Yakama Nation Wildlife Youth Wilderness Camp at Camp Chaparral on the Yakama Indian Reservation.

There were 46 Native American high school students that attended the practicum. Two camps were held, one for girls and one for boys. Of those who attended and were included in the NAFWS camp, there were 14 boys and 11 girls. And for Yakama Nation students, there were 9 boys and 12 girls.



The two groups of students from the NAFWS practicum and the Yakama Nation students took part in the following learning activities: electrofishing, tree planting, macro-invertebrate sampling, riparian habitat management. Other activities included fire-arms training in order to compete in a skeet shoot, health options, and cultural topics of the Yakama tribe.

NAFWS SOUTHWEST REGION

The NAFWS Southwest Region did not host a 2019 Southwest Region Summer Youth Practicum.



RECOGNITION

Each year, the NAFWS recognize tribal natural resource managers, biologists, and tribal conservation law enforcement officers who are performing work at an exceptional level. These individuals are presented with an award at the national conference. Some of the NAFWS Regions also recognize their regional members doing exceptional work.

In 2019, one of the most important categories, the Conservation Law Enforcement Officer of the Year happened to be the only category of awards presented at the NAFWS National Conference.

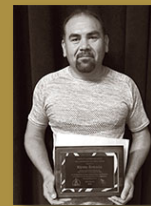
Tribal conservation law enforcement officers are important at the tribe as they are protectors of the natural resources. Their work and dedication is paramount to species habitat conservation and protection.

An officer from the Jicarilla Apache Tribe Fish and Game Department, Elridge Vigil was awarded as the NAFWS Conservation Law Enforcement Officer of the Year for his dedication and over and above level of

work. Elridge has worked for more than 20 years at his tribe as a conservation law enforcement officer.

NAFWS REGIONAL RECOGNITIONS

Awards presented at the Great Lakes Region Conference were: Patricia Zakovec Conservation Officer of the Year Award - Matt Robertson; William Egar Biologist of the Year Award - Lacey Hill-Kastern; Technician of the Year Award - Joseph Lyons and Kevin Spears; Outstanding Leadership Award - Herman and Marian Lussier; and the Glen T. Miller Tribal Leadership Award (for Chairpersons) - Warren Chris Swartz Jr., President, Keweenaw Bay Indian Community.



Climate change is affecting tribes' way of life... "our first foods are being affected -- water, salmon, deer, cous, and huckleberry." - Umatilla Tribal Climate Change presenter.



TRAINING FOR TRIBES

Tribes are always at the forefront of our programs, and training for tribes is at times requested or needed. For the past two years, one of the most requested topics that affect tribes involved feral horses and climate change.

In its response, the NAFWS Southwest Region held two pre-national conference sessions on May 20, 2019 in Phoenix, AZ. One of the sessions was about feral horses in the Southwest and what is being accomplished if any, about the large numbers and in many cases, non-management of the horses.

A second session focused on climate change and tribes. Tribal representatives from each of the seven regions presented about the impacts of climate change and what might be the next steps to take. An NAFWS climate change initiative was discussed. Each of these sessions had more than 70 attendees.

Regional conferences also host training for their members. In 2019 two pre-conference trainings were held at the Great Lakes Region Conference in Hayward, WI on September 23, 2019. The sessions were on Chainsaw Safety and was attended by 30 attendees and the other training was on Tree Identification which was attended by 20.

SCHOLARSHIPS

Native American college students are eligible to apply for scholarships if they are pursuing a degree in natural resources, science, and environmental careers. Some of the NAFWS regions provide scholarships.

Ten scholarships were awarded in 2019. Four of the NAFWS' regions that awarded scholarships were: Southwest Region (4 students); Great Lakes Region (3 students); Pacific Region (2 students); and Southeast (one student).

PARTNERSHIPS

Building and maintaining working relationships with other entities has been on-going since the NAFWS began in the early 1980's. The *Bureau of Indian Affairs* is the NAFWS's primary partner and have funded the operation of the organization since 1994.

In 2019 the BIA funded the BIA Resilience Program making it possible for tribal presenters to attend the 2019 national conference to present on how climate change is impacting their tribes. Other BIA funded area is the 40-hour Conservation Law Enforcement Officers training held in Billings, MT in September and the Wildlife Field Forensics Training held in Dulce, NM in August.

Other NAFWS partners include the following:

- U.S. Forest Service - Funded the Navajo Nation Youth Hunt that is facilitated through the NAFWS Southwest Region.
- USDA-APHIS - Provided funding support for the 2019 NAFWS National Conference.

- U.S. Fish and Wildlife Service - Native American Policy (NAP) implementation planning group includes NAFWS board representatives and make it possible to include the NAP planning group to present at the national conference.

- Improving Habitat Quality and Western Big Game Winter Range and Migration Corridors includes a working group of NAFWS members and others that also presented at the 2019 NAFWS National Conference.

- NAFWS Alaska Region - the NAFWS Executive Director and U.S. Fish and Wildlife Service Tribal Liaison are working on developing programming in Alaska.

The Wildlife Society (TWS) - A new partner in 2019. The Executive Director attended the TWS and American Fisheries Society Conference in October and is working to develop the partnership which includes the local chapter of these organizations.

- National Wildlife Federation (NWF) - An ongoing a partnership as NAFWS board

Developing new partnerships benefits our tribal partners



In looking back to 2019, we also look forward to our new partnerships into 2020



- PARTNERSHIPS

representatives and the NAFWS Executive Director participated on the RAWA (Recovering America's Wildlife Act) and the Tribal Wildlife Corridors Act.

World Wildlife Fund (WWF) - A partnership with the WWF and the NAFWS Great Plains Region.

Alliance for America's Fish and Wildlife - This is a new partnership as a result of the RAWA and will be ongoing.

Indian Land Tenure Foundation (ILTF) - A new partnership that provides for funds from the NAFWS Foundation (no longer in existence) to be invested in the ILTF.

Ecological Society of America (ESA) - A request for a NAFWS speaker at this organization's ESA conference in 2020.

Northwest Indian Fisheries Commission (NWIFC) - The NAFWS and the NWIFC concurrently worked with the RAWA initiative and to support a resolution that was passed at the NCAI in 2019.

RESOLUTIONS

Resolutions passed at the 2019 NAFWS National Conference:

- Support for Dedicated Federal Funding to Recover Wildlife. Requests \$97.5 each fiscal year dedicated for tribes to assist with wildlife conservation.
- Support for the Protection of Wildlife Corridors. Protects wildlife corridors.
- Membership with the Alliance for America's Fish & Wildlife (AAFW). Supports the NAFWS's membership of the AAFW.
- BIA Tribal Resilience Grant for the Pacific Northwest Region. Supports the Pacific Northwest Region to apply for BIA Tribal Resilience funding.
- 2020 BIA Tribal Resilience Grant Workshop Proposal. Supports the submission of a BIA Resilience Grant Proposal to provide climate adaptation training to tribes.

- RESOLUTIONS

- Support for Reduction of Carbon Dioxide Emissions. Recommends that NCAI urge current and future U.S. presidential administrations to develop a national abatement program to reduce climate change pollution.

- Resolution Designating Signature Authority to NAFWS Officers. Designates the NAFWS officers have signature authority in dealings with bands, credit unions, credit card companies and other identified business.

Resolution Passed at the NAFWS December Board of Directors meeting:

- Resolution Approving Investment Plan of Operation. Approves the investment plan of operation.

Resolutions Passed at the 2019 NAFWS Southwest Region Business Meeting:

- 2020 BIA Trust Services Tribal Resilience Program. Support for funding request of

\$15,000 for Travel Support for Adaptation Planning.

- Resolution Funding for Liberty Wildlife Non-Eagle Feather Repository. Supports the Non-Eagle Feather Repository which is Liberty Wildlife in their purchase of two frost-free upright freezers to be paid from the Southwest Region's bank account.



10 resolutions were passed in 2019 creating new partners and initiatives



MEMBERSHIP
\$50/year for new individual members

\$250/year for new member tribes/year

227 Member Tribes

Support Member Tribes

PUBLIC INFORMATION

The NAFWS shares information with its members through the website (<http://www.nafws.org>), quarterly newsletters (From the Eagle's Nest), and social media (Facebook). Much of the information includes the organization's purpose and work on behalf of tribes and their natural resources.

The NAFWS's work with the RAWA (Recovery of America's Wildlife Act (H.R. 3742) was placed on the website highlighting the bill H.R. 3742, Scientist's Letter, Resolution to NCAI Calling on Congress to Support and Pass Recovering America's Wildlife Act, or Similar Legislation with a Tribal Wildlife Conservation and Restoration Account, 46 Tribal Letters of Support, news articles, and a fact sheet from the National Wildlife Federation, a partner in this effort.

New member tribes and new members of the NAFWS are now able to sign-up for membership to the NAFWS (<https://nafws.org/about-nafws/membership>). Memberships are also gleaned from those who attend the national and regional conferences.

The NAFWS puts out a quarterly online newsletter, *From the Eagle's Nest*, and is disseminated to NAFWS members in the Spring, Summer, and Fall. Information about conferences, trainings, summer practicums, regional conferences, conservation law enforcement updates, and announcements are included.

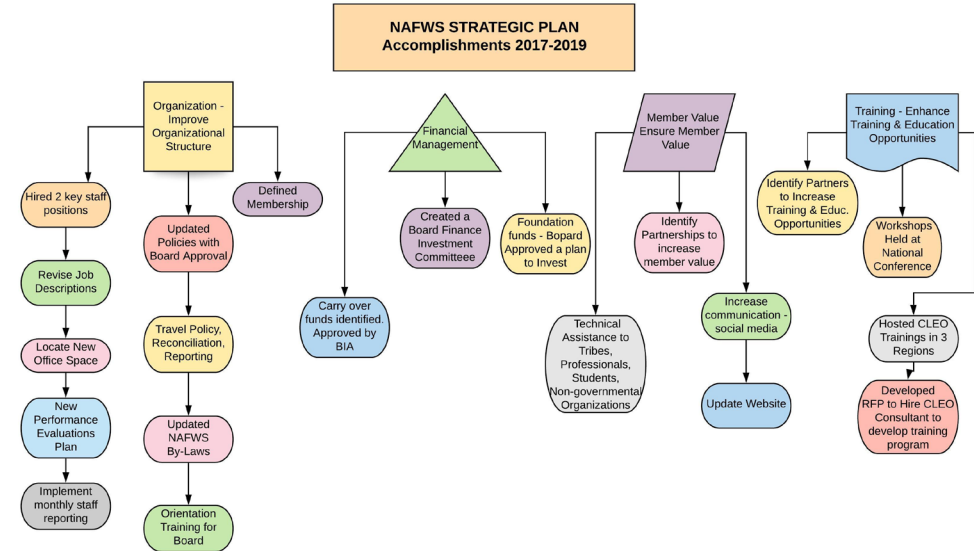
Much of our event information is shared on social media in Facebook and Twitter. Conference information, summer youth programs, and regional conference information are announced on these platforms. Those who follow on Facebook have increased yearly. Youtube is also available when there are videos to share.



STRATEGIC PLAN

The NAFWS continued to carry through its strategic plan after a plan was developed in 2016 with a professional Native American Strategy Planning group.

When the new Executive Director began in 2019, part of her work was to develop a “State of the Society” report for the NAFWS Board which was updated for the Board in December with goals and objectives that include the Strategic Plan.



The Strategic Plan developed in 2016 identified four areas to implement



Two representatives from each of seven NAFWS regions serve on the NAFWS Board of Directors



NAFWS BOARD OF DIRECTORS

- Donald J. Reiter, President of the NAFWS Board, Great Lakes Region, Menominee Indian Tribe of Wisconsin, Wildlife Biologist, Menominee Conservation Department, has served on the Board for 20 years and served on the Executive Committee for 13 years.
- Terry Metoxen, Great Lakes Region, Oneida Nation, conservation law enforcement officer, joined the NAFWS Board of Directors in 2017 and was re-elected in 2019.
- Elveda Martinez, Southwest Region, works with the Walker River Paiute Tribe as Water Resources Coordinator. She has served on the Board since 2012. She served as Vice President in 2014-2015 and was elected as Secretary-Treasurer to the Board of Directors in 2016 and in 2017. She was elected as the NAFWS President in 2019.
- Darren Talayumptewa, Southwest Region, works with the Hopi Tribe Wildlife & Ecosystems Management and has served on the Board since 2012.
- Mike LaVoie, Vice President of the NAFWS Board, Southeast Region, a

- biologist, works as the Natural Resources Program Manager with the Eastern Band of Cherokee Indians. He has served on the Board since 2016.
- Mitzi Reed, Secretary-Treasurer of NAFWS, Southeast Region, Mississippi Band of Choctaw Indians, Department of Natural Resources has served since 2015. She has served as the Secretary-Treasurer to the Board since 2018.
- Donna Nez, Pacific Region, Confederated Tribes of the Umatilla Indian Reservation, Fisheries Technician – II Mussel, has served on the Board since 2018.



NAFWS BOARD OF DIRECTORS

- Ted Lamebull, Pacific Region, Conservation Law Officer with the Columbia River Inter-Tribal Fish Commission, has served on the Board for the past 19 years.
- Charles Wilkinson, Great Plains Region, Game Warden, Three Affiliated Tribes Fish & Wildlife Division has served on the Board since 2017 and was re-elected in 2019.
- Jeff Kelly, Great Plains Region, Standing Rock Game and Fish, Director has served on the Board since 2016.
- Orville Huntington, Alaska Region, Wildlife Biologist has served on the Board since 2017.
- Darcy Peters, Alaska Region has served on the Board since 2018.
- Dinalyn Spears, Northeast Region, Narragansett Indian Tribe, Community Planner/Natural Resources has served on the Board at different times since 2009.
- Robin Spears, Northeast Region, Narragansett Indian Tribe, Environmental Police, joined the Board in 2018.

NAFWS STAFF

Julie Thorstenson, Executive Director, South Dakota.

Karen Lynch, Public Information Officer (formerly Technical Editor), Northglenn, CO.

Sasha Hoskie, Education Coordinator (resigned in September 2019).

Heidi McCann, Membership Coordinator/Office Manager, Northglenn, CO. Heidi started in October 2019.

Ashley Carlisle, Education Coordinator, joined the staff in December 2019.



OUR MISSION

Is to assist Native American and Alaska Native tribes with the conservation, protection, and enhancement of their fish, wildlife, habitat, and cultural resources.



OUR PURPOSE

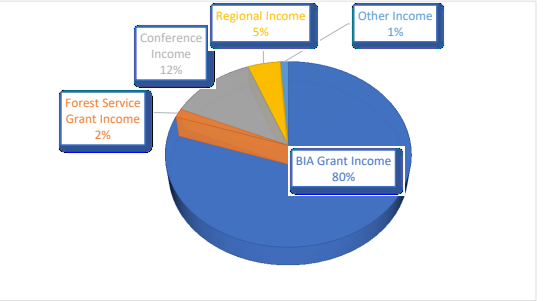
The purposes of the NAFWS are charitable, educational, scientific and cultural, as well as the following:

- To assist in the facilitation and coordination of inter-tribal communication in regards to fish and wildlife matters, including treaty rights issues, court cases related to fish and wildlife, hunting, or fishing regulations.
- To protect, preserve and conserve the wise use and management of tribal fish, wildlife, and recreational resources.
- To educate Native Americans involved in fish and wildlife management, policy, decision-makers, community members and others similarly dedicated to tribal natural resource management of the best natural resource management practices.
- To provide administrative support, expertise and advice to tribal governments, relating to tribal fish, wildlife enhancement activities.
- To improve the general welfare of tribal people through educational, charitable, as well as fish and wildlife enhancement.
- To provide professional publications and promotional activities for disseminating pertinent information regarding Native American fish and wildlife resources to Society members, Native and non-Native organizations, public officials, and the general public.

FINANCIAL

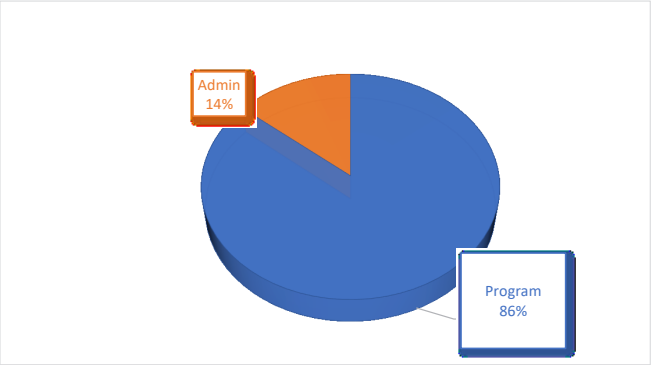
Native American Fish and Wildlife Society
Statement of Activity
January - December 2019
Unaudited

	Total
Revenue	
BIA Grant Income	531,820.59
Forest Service Grant Income	10,000.00
Conference Income	82,653.14
Regional Income	31,258.02
Other Income	7,641.68
Total Revenue	\$ 663,373.43



Native American Fish and Wildlife Society
Statement of Activity
January - December 2019
Unaudited

	Total
Expenditures	
Program	549,093.10
Admin	89,042.46
Total Expenditures	\$ 638,135.56



Accounting services for the NAFWS is contracted with: Management Partners, Denver, CO, Jennifer Bills and Jill Frasier

Native American Fish and
Wildlife Society

10654 Melody Dr., Ste. 307
Northglenn, CO 80234

(303) 466-1725
www.nafws.org



Photos: NAFWS Staff
Elk photo: Everett McIntire
Photo: page 3 - Jaime Arrive, Ute Tribe