



2020 ANNUAL REPORT

NATIVE AMERICAN FISH AND WILDLIFE SOCIETY

OUR MISSION

The mission of the Native American Fish and Wildlife Society is to assist Native American and Alaska Native tribes with the conservation, protection, and enhancement of their fish, wildlife, habitat, and cultural resources.

NAFWS
10465 Melody Dr., Ste. 307
Northglenn, CO 80234
www.nafws.org

OUR PURPOSE

The Society's purposes 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 issues with treaty rights, court cases related to fish and wildlife, and hunting and fishing regulations.

To protect, preserve and conserve the wise use and management of tribal fish, wildlife, and recreation 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 management practices.

To provide administrative support, expertise and advice to tribal governments, relating to tribal fish, wildlife and recreation resources.

To improve the general welfare of tribal people through educational, charitable, as well as fish and wildlife enhancement activities.

To provide professional publications and promotional activities for disseminating information about Native American fish and wildlife resources to members, organizations, public officials, and the general public.



MESSAGE FROM THE NAFWS PRESIDENT

Elveda Martinez | President of the Native American Fish and Wildlife Society | NAFWS Southwest Region Director

I along with our Board of Directors, staff and contractors are proud to submit the 2020 Annual Report to all members of the Society. The 2020 year provided us an opportunity to try different ways of providing training, having meetings, developing partnerships and getting information out to our members. We have definitely all become experts on Zoom. Even though we were not able to meet in person at conferences, internships or at trainings, we were able to get work done.

As President of the Society, my goal was to work with ALL in developing a solid foundation, one that would lead us to be a national organization that is here to offer services and assistance to members and tribes working on fish, wildlife and conservation issues in a professional manner. Some highlights of 2020 include: no regional or national conferences were held, two fish and wildlife biologists were hired, a CLEO contractor was selected to coordinate training and work with an ad hoc committee to update the "shoot manual", scholarships were awarded, trainings were held, partnerships were developed, the website was updated, the Strategic Plan was implemented and



policies were either updated or developed.

The most important policy that was updated was our Financial Management policy, as in order for us to be respected by our funding agencies we need to be accountable. Our funding has increased from around \$250,000.00 to over \$750,000.00 with a majority of that coming from the BIA. This increased funding has allowed us to increase our services and assistance to our membership. An area that we need to continue to work on is increasing our membership numbers; the Board approved an affordable annual individual membership fee of \$50.00. This will allow members to attend trainings, receive the quarterly Eagles Nest newsletter, get technical assistance and more.

Thanks to all staff and contractors for getting the work done – Julie Thorstenson (Executive Director), Karen Lynch (Public Relations Offi-

cer/CLEO Coordinator), Heidi McCann (Office Manager/Membership Coordinator), Ashley Carlisle (Education Coordinator), Corey Lucero (F&W Biologist), Sean Cross (F&W Biologist), Robert Romero (CLEO Contractor) and MPI financial contractors (Jennifer Bills & Jill Frasier).

In closing, please continue to be safe and healthy and know that I've prayed for all of you during this

Covid-19 pandemic year. Better times are ahead and we at the Society are looking forward to seeing you all in 2021.

Respectfully

Elveda Martinez, President & Southwest Regional Director



MESSAGE FROM THE EXECUTIVE DIRECTOR

Julie Thorstenson | Executive Director | Native American Fish and Wildlife Society

What a year 2020 turned out to be. It was full of personal and professional challenges. As I reflect on those challenges, I am full of optimism and hope for the future of the Native American Fish and Wildlife Society. I am pleased to provide the following update to the membership on the work our staff and Board of Directors accomplished in 2020.

We began 2020 at full speed with a site visit to Miami, FL, and the Miccosukee Tribe of Florida Indians' lands. Heidi McCann, Office Manager/Membership Coordinator initiated our membership drive based on the revised membership definitions the Board of Directors passed in December 2019. Ashley Carlisle, Education Coordinator secured a location for our National Summer Youth Practicum. Karen Lynch, Public Information Officer worked on reporting and coordination for Conservation Law Enforcement Officers' trainings.

Of course, the COVID-19 Pandemic derailed many of our 2020 plans. We were disappointed to cancel all our in-person events, including the National NAFWS Annual Conference. In-person events have been one of the major member services NAFWS offered for over 35 years. However, we adapted to the virtual world and concluded 2020 with increased staff, organizational capacity, and membership value.



New Staff Biologists

NAFWS added two Fish and Wildlife Biologists, Sean Cross and Corey Lucero, to our staff in May 2020. The addition of these staff members is part of NAFWS' Environmental Trust Disease/Invasive Species Resilience Project. The Fish and Wildlife Biologists provide technical assistance to Native American and Alaska Native Tribes to identify invasive species, monitor wildlife disease changes, develop partnerships, and develop a resource bank to assist Tribes in protection of their environmental resources and populations.

The Fish and Wildlife Biologist created collections of resources to assist Tribal natural resource managers in understanding ecological resilience, planning for resilience and partnerships that can assist in funding or projects. The Biologists took advantage of the increase in office time to work on building a database of partnerships and resources for Tribes. The database includes resources to develop partnerships, scientific resources, funding opportunities, and examples from other Tribes with a focus on invasive species, wildlife disease and endangered and threatened species.

Virtual Trainings

In response to the COVID-19 Pandemic the NAFWS hosted a week of virtual round-



table discussions on how the Pandemic affected Tribal Fish and Wildlife programs and natural resources. We hosted five Zoom meetings for 40 total participants during the week of July 14 – 17, 2020. A report summarizing the discussions was prepared and distributed to NAFWS members, partners, and funders.

NAFWS moved to a virtual platform for trainings in 2020. The Fish and Wildlife Biologists developed and offered a series of online Webinars from August to December 2020. These webinars were conducted using Zoom and were advertised to contacts, members, and on the NAFWS website and social media accounts. A total of 5 Webinars were conducted on the following topics: How to Write a Wildlife Management Plan, Chronic Wasting Disease, Rabbit Hemorrhagic Disease Virus-variant 2 (RHDV-2), Invasive Plant Detection and Management, and Feral Hogs Distribution and Impacts. A total of 30 participants attended the Webinars. Although participant numbers were lower than expected, we attribute much of that to the Pandemic. In addition, we contracted with The Shipley Group to offer training on Understanding the 2020 Revised CEQ NEPA Implementing Regulations – Implications for Tribes. This course was held twice, November 12 and December 15, for a total of 34 participants from five NAFWS regions. All

participants received a certificate.

CLEO Training

Karen Lynch, Public Information Officer, continued to serve as the National Office Point of Contact for Conservation Law Enforcement Officer (CLEO) related tasks. In May 2020, we contracted with Robert Romero, former U.S. Fish and Wildlife Special Agent and member of the Pueblo of Laguna to provide technical assistance for CLEO programming and activities. Mr. Romero served as the lead of the NAFWS CLEO ad hoc group and coordinator for NAFWS CLEO training.

Mr. Romero collaborated with members of the CLEO sub-committee via Zoom conferences and/or phone calls and completed a draft Practical Pistol Competition Manual (PPCM) for presentation to and evaluation by the NAFWS Board of Directors. After a few revisions, the PPCM was approved by the BOD on August 20, 2020. The PPCM will be administered for CLEO pistol competitions at Regional and National conferences.

In 2020, NAFWS hosted six CLEO online training events for 424 participants. Trainings included paid trainings from the Dolan Consulting Group and Calibre Press and

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MESSAGE FROM THE EXECUTIVE DIRECTOR

no-cost trainings through partnerships with the Arizona State University, Indian Legal Program, the U.S. Forest Service, U.S. Fish and Wildlife Service and the Alabama Fire College.

Education Programs

The 2020 NAFWS youth programming posed a challenge due to the COVID19 Pandemic. Despite postponing the 2020 National Native American Environmental Awareness Summer Youth Practicum (National SYP), we were able to put together the 2020 National VIRTUAL SYP Challenges for our student participants to partake in to learn more about themselves, natural resources, and the NAFWS.

We awarded five (5) scholarships in two regions, Southwest and Southeast, to students seeking undergraduate or graduate college degrees in the field of nat-

ural resources, science and environmental careers. In addition, NAFWS partnered with the Environmental Services Associates to award two national scholarships of \$2,500 each.

Our goal for the year of 2021 is to hold a National Summer Youth Practicum and summer internship, whether it be in a virtual, hybrid or in-person format, pilot the mentor program, increase applications to regional/national scholarships and spread the knowledge of the NAFWS and NAFWS youth programs through our online platforms to be able to engage more Native youth and emerging professionals.

Moving Forward

The Board of Directors (Board) met virtually quarterly and continued to strengthen



our organizational structure and financial accountability. The Board approved six policies in 2020. We continued to refine the financial management process which included developing and approving a Financial Management Policy. The processes for monitoring regions more closely and assisting with their financial needs

has taken steps forward with the passage of a Region Policy. We received financial support from the Bureau of Indian Affairs, U.S. Forest Service, Alabama Fire College and BassPro Shop in 2020.

One of our primary duties is to provide technical assistance to our membership. We offered informational webinars, roundtable discussions, surveys, and trainings in 2020. I presented at several virtual events in 2020 to over a total of 1,000 participants. We continued our partnership with the National Wildlife Federation primarily coming together on the Recovering America's Wildlife Act and Tribal Wildlife Corridors Act. We developed and strengthened many partnerships in 2020 that will help serve our mission to assist Native American and Alaska Native Tribes with conservation, protection, and enhancement of their fish and wildlife resources.

We are due for a new Strategic Plan, as our current one is for 2017-2019. However, due to the uncertainties related to the current Pandemic it was decided to postpone the Strategic Plan and instead develop a one-year Strategic Operations Plan for 2021. We WILL have a National Annual NAFWS Conference in 2021; we just do not know if it will be an in person, hybrid or virtual event.

We continue to focus on revitalizing NAFWS and increasing not only our membership, but also our partners, funding, visibility, and services. As we move forward, please make sure your and/or your Tribe's NAFWS membership is current. Watch for our website redesign in early 2021, where you can find the latest happenings in Tribal fish and wildlife management along with information on our programming and membership.

I am very proud of the NAFWS team and how adaptable they proved to be. Despite not being able to offer our traditional member services in person, NAFWS provided membership value in 2020. We were forced out of our comfort zone, but I feel the challenges we faced and changes we made will only make us a stronger organization in the future. Thank you all again for your continued trust in NAFWS. I hope to see you in person in 2021 and shake your hand or hug you to celebrate all we have overcome in 2020.

Pilamaye ye,
Julie Thorstenson, PhD (Lakota)



OUR ACCOMPLISHMENTS

TRAINING

Training in 2020 increased and the COVID-19 Pandemic affected in-person events including training and conferences. However, the NAFWS managed to remain engaged and developed web-based trainings that attracted tribes and others to participate in 2020. The following are the online trainings:

- Pandemic Impacts to Tribal Fish and Wildlife Programs Virtual Roundtable Discussions. Five Zoom meetings took place with 40 participants in July 2020.
- Understanding the 2020 Revised CEQ NEPA Implementing Regulations - Implications for Tribes was held with the consultancy of The Shipley Group. It was attended by 34 representatives from five NAFWS regions.
- NAFWS Fish and Wildlife Biologists Webinars. Attended by 30 participants. Five webinars were held from August to December which are: Writing Wildlife Management Plans; Chronic Wasting Disease; Rabbit Hemorrhagic Disease Virus-variant 2; Invasive Plant Detection & Management; and Feral Hogs Distribution and Impacts.



CONSERVATION LAW ENFORCEMENT TRAINING

Two virtual trainings were held in 2020 for tribal conservation law enforcement officers. And three trainings were held for officers and tribal natural resource managers. All the trainings could be applied to the officers' yearly training requirement. All officers are required to register with the NAFWS. The trainings held were:

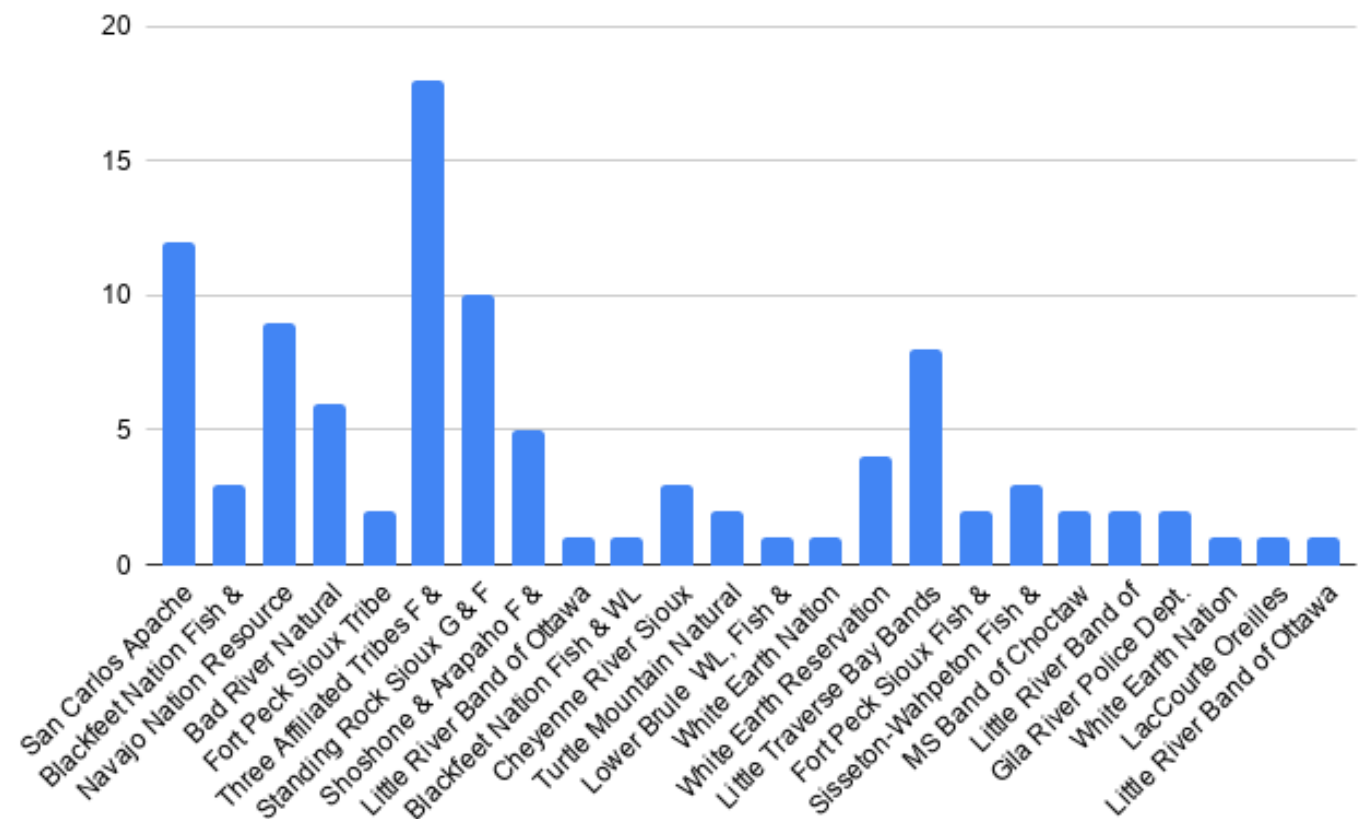
- Verbal De-Escalation Training for CLE: Surviving Verbal Conflict, August 25-26, 2020, attended/viewed by 109 officers. As a recorded session those who could not attend the initial session could watch it later on.
- The second training, Implicit Bias: Understanding its Impact on Actions and Decisions had 104 attendees and took place on September 2, 2020. It too, was recorded and officers could view it at a later date.
- Virtual trainings that involved others included: Herrera v. Wyoming Supreme Court Case held on October 28 and the McGirt v. Oklahoma case were attended by 150 including tribal officers and natural resource managers; Humane Euthanasia webinar was held on November 13 and presented by U.S. Forest Service and attended by 16 participants; Wildlife Disease, Biosecurity, and Biosafety training presented by U.S. Fish and Wildlife Service, was a 4-hour webinar and attended by 20 participants.

- The Alabama Fire College also scheduled a HAZMAT training on December 15-16 and was attended by five conservation law enforcement officers.

A Practical Pistol Competition Manual was developed with the assistance of the CLEO sub-committee and the NAFWS CLEO consultant. This document will serve as a guide for NAFWS pistol competitions.



TRIBES THAT ATTENDED CONSERVATION LAW ENFORCEMENT OFFICER TRAINING IN 2020



OUR ACCOMPLISHMENTS

SUSTAINING PARTNERSHIPS

Bureau of Indian Affairs

A primary partnership that funds our operations including:

- Resilience Program Grant
- Training funds for CLEOS
- Youth project
- Travel support for presenters at upcoming conferences, and
- Environmental Trust Disease/Invasive Species Resilience Project 2020 and 2021

U.S. Forest Service

- Funded a Navajo Nation Youth Hunt
- Rise to the Future Steering Committee

USDA-APHIS

Office of National Tribal Liaison

A long-standing partnership and provides funding for national conferences.

U.S. Fish and Wildlife Service

A long-standing partnership that included:

- Training for wildlife managers and CLEOs in Wildlife Disease, Biosecurity, and Biosafety Training; and
- Training provided in Alaska Native Relations webinars.

The funding for these programs were carried over from 2020 because of the pandemic.

U.S. Environmental Protection Agency

The NAFWS participates in Region 1 teleconferences and plans are to host a Northeast Region meeting in the future.

Alabama Fire College (AFC)

A long-time partnership since the 1990's continues in which the NAFWS shares AFC training events on the website and social media primarily for conservation law enforcement officers.

- In December, a Covid-19 related online training on BioSafety and Biosecurity

took place.

- Two 8-hour HAZMAT Refresher courses were held in February with 22 attendees.
- Covid Protection Training - a one-hour course with 11 attendees.
- One 8-hour online HAZMAT Awareness Course, December with 24 attendees.

The Wildlife Society

An ongoing partnership and consultations including local chapters partnering opportunities.

World Wildlife Fund

Ongoing partnership in the Great Plains.

Alliance for America's Fish and Wildlife

Ongoing partnership in support of Recovering America's Wildlife Act (RAWA).

Indian Land Tenure Foundation

Our investment from the former NAFWS Foundation was secured with ILTF and will be a long-term partnership.

Ecological Society of America (ESA)

An invitation to the executive director to speak at this ESA annual conference in August was honored.

Northwest Indian Fisheries Commission

(NWIFC) - Discussions are taking place to co-host an event in the Pacific Region.



Photo: Four-C Photography

OUR WORK

NEW PARTNERSHIPS

There are some new and developing partnerships:

- **Bass Pro Shops**

Granted \$10,000 for the 2020 National Conference. To be used for the 2021 event.

- **Environmental Science Associates (ESA)**

Granted two \$2,500 natural resource scholarships with the ESA partnership.

- **Association of Fish & Wildlife Associations**

A new partnership for engaging tribes in State Wildlife Action Plans and cooperation between States and Tribes on fish and wildlife management.

- **Climate Adaptation Science Centers (CASC)**

Sharing of information between the CASC Tribal Liaisons and the NAFWS is on-going.

We are looking forward to possibility of partnering with these organizations in the future:

- **The Nature Conservancy**

Indigenous Peoples Burning Network and Fire Science; Intertribal Agriculture Council; Upper Columbia United Tribes; University of Florida (Education opportunity); NOAA; Native American Rangelands Advisory Board (Executive Director and Education Coordinator are members); Oklahoma Tribal Environmental Group; The Wilderness Society; Planet Women, and Trees, Water, People.

CONFERENCES

No in-person conferences were held in 2020.

A national conference was in the planning stages to be held in Miami, FL and hosted by the Miccosukee Tribe of Indians in May 2020. As tribes issued travel bans because of the pandemic, we did not have a conference with a Board decision.

The NAFWS looks forward to the possibility of a national conference and regional conferences resuming in 2021.

ENVIRONMENTAL TRUST DISEASE/INVASIVE SPECIES RESILIENCE PROJECT

This new project allowed for the hiring of two NAFWS fish and wildlife biologists to work with tribes. Identification of invasive species, oversee any wildlife disease changes, generate partnerships, and establish a resource bank to assist tribes to protect their environmental resources and populations.

NAFWS JOHN HOPKINS UNIVERSITY PRESS TEXT-BOOK PROJECT

A textbook is being produced by John Hopkins University Press and this is the first official volume that will be about Tribal Wildlife Management. It is going to be published in 2023 and will feature more than 30 contributors. Two individuals have teamed up to produce this first volume to come out in 2021.

EDUCATION PROGRAMS

VIRTUAL SUMMER YOUTH PRACTICUM (SYP)

An online event took place in 2020 for four weeks that consisted of weekly virtual challenges for students. Three students applied to the practicum and two were non-summer youth practicum applicants.

With the COVID-19 Pandemic, things had to get a bit creative and a learning method was developed for students were challenged weekly to perform a specific task. The tasks included watching videos, reading an article about Traditional Ecological Knowledge, spending time outdoors, and sharing personal goals. Prizes helped to motivate the learning for the challenges and final prizes awarded.

LOGO for NAFWS SYP

A new first-time logo that captures the meaning and purpose of the SYPs was developed by a Native American graphic designer.

The logo's meaning represents "passing the feather" from the current natural resources professionals and leaders to the younger professionals "so that their sun and voice can shine."



SCHOLARSHIPS

Native American college students are eligible to apply for scholarships if they are working toward a field of natural resources, science, and environmental careers.

In 2020, two NAFWS regions, the Southwest and the Southeast provided scholarships. Five students from Southwest tribes were awarded and one student from a Southeast tribe was awarded.

Two national NAFWS scholarships were awarded in partnership with Environmental Services Associates of \$2,500 for two students.

INTERNSHIP

Will resume what was started in 2020 into 2021 as a result of the Pandemic.

MENTORSHIP

Connecting tribal leaders and professionals in natural resources with those who are up and coming professionals to assist with networking skills, professional development, educational and career support, and exposure to leaders in natural resources is a goal of the Mentorship Program.

PUBLIC INFORMATION

NAFWS WEBSITE

We continue to update and make changes to the www.nafws.org website. Our work with the Recovering America's Wildlife Act (RAWA) is still a feature on our site and the critical information with it which include:

- Information on RAWA from the National Wildlife Federation;
- The Bill H.R. 3742;
- A support letter for RAWA from Scientists;
- A support resolution from the National Congress of American Indians;
- The 49 Tribal Letters of Support; and
- Media Information.

In addition to updates to pages, our Membership link includes how to become a member of the NAFWS.

NAFWS MEMBERSHIP

\$50 Individuals

\$250 Native American Tribes

One year membership
www.nafws.org/membership

FROM THE EAGLE'S NEST NEWSLETTER

Our quarterly newsletters provide information to inform, educate, and make information available that tribes and tribal natural resource programs may find important as it relates to tribal natural resources management and supports our mission. The newsletters are disseminated to members of the NAFWS and posted to the website. Newsletters were published in January, April, July, and October of 2020. A feature of the newsletters are the tribal natural resource profiles of new member tribes.

SOCIAL MEDIA

Facebook, Twitter, YouTube, and Instagram media platforms provide the NAFWS a way to get our information out. An increase of 207 new followings have occurred on Facebook and 86 follow our Twitter page, 12 follow our YouTube, and 69 follow our Instagram.

MEMBERSHIP

There are 227 supporting member tribes. These tribes participate in the organization and receive our information. Individual members include professionals working at tribal natural resource programs and others. Our website includes a link where individuals and tribes can join the organization.

Our membership drive in 2020 began and slowed down. With the pandemic implications, many conferences and events were canceled and tribes also made changes to their operations. As a result, in 2020 the NAFWS had a limited increase in membership. We had 18 Member Tribes in 2020 with six new tribes and 34 individual members that joined the organization.

OUR WORK



TECHNICAL ASSISTANCE

In many ways our work includes technical assistance and sharing of information to tribes and members. When the NAFWS is contacted by members, tribes, students, non-governmental organizations, and federal and state agencies, technical assistance is provided in the way of:

EDUCATION

Responding to questions, panel participation, presentation to forestry class, and connecting student to bison organization;

EMPLOYMENT

Job advertisements are placed to our website from organizations that request our assistance.

DISSEMINATION OF INFORMATION TO TRIBES

This includes information on wildlife disease, strategies on invasive species, RAWA status, and funding opportunities.

NETWORKING TO CONNECT

Connecting requests for information to our contacts and partners assists all of us.

OUTREACH/TRIBAL ADVOCACY

Responded to requests in areas of land ac-

knowledge, "Indigenous Perspective" of Tribal work on wildlife migration, U.S. Fish and Wildlife Service transition plan for new administration for Tribal consultation and engagement; and provided quotes for professional publications.

FISH AND WILDLIFE BIOLOGISTS

Provided technical assistance to a Southwest tribe on RHDV-2, foot rot in elk, and northern pike invasion/illegal introductions to tribes in the Pacific Region.

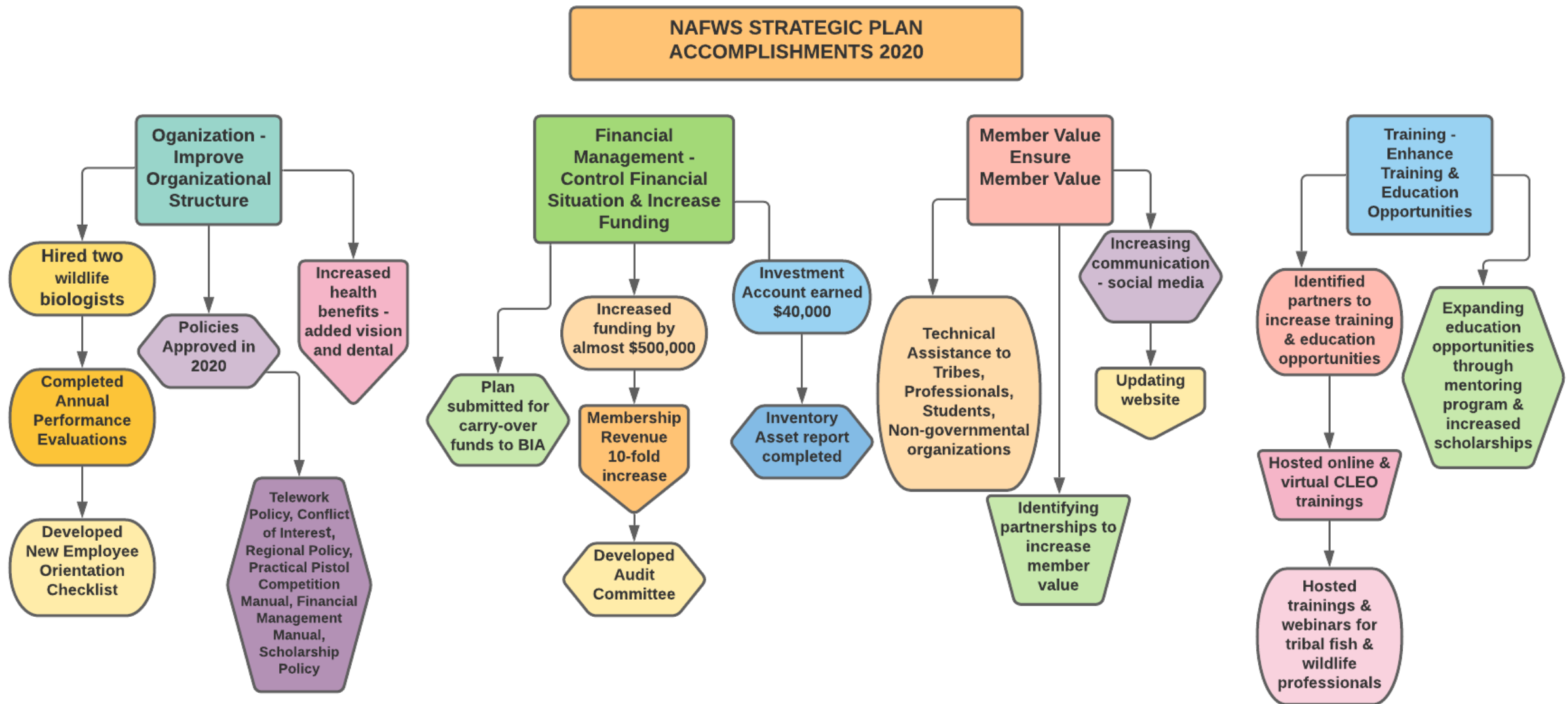
TECHNICAL ASSISTANCE PRESENTATIONS

By invitation, presentations were given by the executive director at virtual events in 2020 to 1,000 participants. The events were:

Western Regional Partnership Tribal Engagement Temporary Working Group; Ecological Society of America Annual Conference; CRST AISES Webinar; National Tribal & Indigenous Climate Conference; National Wildlife Federation Women in Conservation Leadership Summit; ASU/NAFWS Herrera v. Wyoming Webinar; University of Georgia and Southern Regional Extension Forestry Webinar Series for Native American Month; NAU Forestry 230 class; and Idaho Birds, Bats and Herps Working Group Partnership Meeting.

OUR STRATEGIC PLAN

Our strategic plan developed in 2016 and refined into a State of the Society document by the new NAFWS executive director in 2019 was presented to the Board of Directors. The State of the Society was updated in December 2020 and presented again to the NAFWS board.



BOARD DIRECTORS AND STAFF

NAFWS BOARD

The NAFWS Board of Directors held quarterly online meetings in 2020 in the months of March, May, August, and December. Board election were held in May 2020.

SOUTHWEST REGION

- Elveda Martinez, NAFWS President, Southwest Region, works with the Walker River Paiute Tribe as Water Resources Coordinator
- Darren Talayumptewa, Southwest Region, Hopi Tribe Wildlife & Ecosystems Management

SOUTHEAST REGION

- Mike LaVoie, NAFWS Vice-President, Southeast Region, Biologist, Natural Resources Program Manager for the Eastern Band of Cherokee Indians.
- Mitzi Reed, NAFWS Treasurer, Biologist, Southeast Region, Mississippi Band of Choctaw Indians

GREAT LAKES REGION

- Donald J. Reiter, Great Lakes Region, Menominee Indian Tribe of Wisconsin, Wildlife Biologist, Menominee Conservation Department.
- Terry Metoxen, Great Lakes Region, Oneida Nation, Conservation Law Enforcement Officer.

PACIFIC REGION

- Donna Nez, Pacific Region, Confederated Tribes of the Umatilla Indian Reservation, Fisheries Technician – II Mussel
- Laurel James, PhD(c), Pacific Region, Yakama Nation, Program Manager Wildlife, Vegetation and Range Management Programs

GREAT PLAINS REGION

- Charles Wilkinson, Great Plains Region, Game Warden, Three Affiliated Tribes Fish & Wildlife Division.
- Jeff Kelly, Great Plains Region, Standing Rock Game and Fish, Director

ALASKA REGION

- Orville Huntington, Alaska Region, Wildlife Biologist
- Darcy Peters, Alaska Region has served on the Board since 2018.

NORTHEAST REGION

- Dinalyn Spears, Northeast Region, Narragansett Indian Tribe, Community Planner/Natural Resources
- Robin Spears, Northeast Region, Narragansett Indian Tribe, Environmental Police



NAFWS STAFF

Julie Thorstenson, Executive Director, South Dakota

Heidi McCann, Membership Coordinator/Office Manager, Northglenn, CO

Ashley Carlisle, Education Coordinator, Northglenn, CO

Karen Lynch, Public Information Officer, Northglenn, CO

Sean Cross, Fish and Wildlife Biologist, Montana

Corey Lucero, Fish and Wildlife Biologist, New Mexico

CONTRACTUAL

Robert Romero, Conservation Law Enforcement Consultant

Management Partners - Accounting



In August 2020, the NAFWS staff met in Estes Park, CO for a two-day staff retreat and participated in an Insights(R) Discovery profiling for team building program.

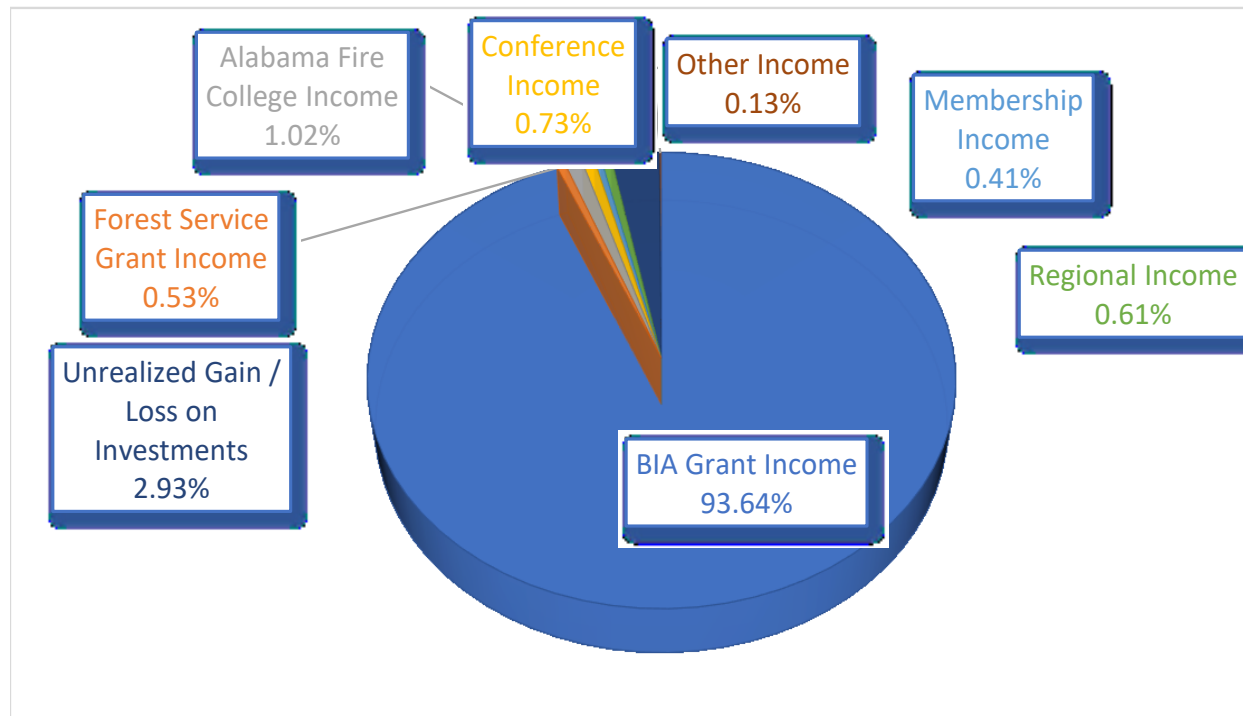
FINANCIAL

Native American Fish and Wildlife Society Statement of Activity

January - December 2020

Unaudited

	Total
Revenue	
BIA Grant Income	1,327,956.40
Forest Service Grant Income	7,500.00
Alabama Fire College Income	14,467.00
Conference Income	10,390.90
Membership Income	5,870.00
Regional Income	8,650.85
Unrealized Gain / Loss on Investments	41,514.10
Other Income	1,863.62
Total Revenue	\$ 1,418,212.87



Native American Fish and Wildlife Society Statement of Activity

January - December 2020

Unaudited

	Total
Expenditures	
Program	539,911.60
Admin	130,596.68
Total Expenditures	\$ 670,508.28

