

THE FAWN



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THE WILD SIDE

Doc Bailey – NMFWA President
(Jim.Bailey@nmfwa.org)

Comments and concerns were gleaned from the 2004 Department of Defense Conservation Conference, Integrating Natural and Cultural Resources with Readiness, August 22-27, 2004 in Savannah, GA. Statements made at a conference like this can be viewed in many different ways by the different viewers and the following opinions are strictly my own.

The military is changing *again*..... but this time back to the way some of us older timers remember from before. The new policy is to manage the land as a good steward. You could assume that would mean we could count on funding stewardship-type projects with environmental dollars, but you would be assuming wrong. As of yet all environmental dollars must be scheduled for class 0 or 1 projects. You could assume that you could depend on getting environmental dollars to continue to fund your must-fund projects, but you might be assuming wrong. In fact, the Army

environmental budget was cut by \$20M, meaning that some must-fund projects might not be funded. In the Army breakout session, Mr. George Carellas from Mr. Fatz's office explained that the funding strategy for this shift in policy has not been developed yet. But Col. Thomas from the environmental office said the total amount of money for natural resources programs was still there in the system but more was located in the Sustainment, Revitalization and Maintenance (SRM) account and it is up to the Installation Commander's discretion as to how the SRM money is to be spent. I know my commander will be very sympathetic when I ask him for SRM money that is needed to repair roofs and fix roads. He will be sympathetic, but he will say that his priorities dictate his spending requirements.

Briefly, there are several kinds of dollars that can be used to support natural resources: mission dollars, facility dollars (SRM), environmental

Now is the time to submit your articles on events or field studies taking place on your installation.

See **FAWN** deadlines on page 12

The Wild Side — continued

dollars, and reimbursable dollars. It is our responsibility as natural resource managers to locate all potential money sources and leverage the money to our advantage. We know this; we do it all the time. But when the military, in their infinite wisdom, decide to change the rules, excuse me, re-interpret funding policy it takes a while for us to learn the new rules; some programs slip until we get a solid funding source. It is this program slippage that causes the problems, especially when contract continuity is broken and personnel must be laid off or a new contract must be let. It takes a long time to develop a relationship with your partners and your regulators; when you can't meet your obligations because of funding policy changes at headquarters level, your relationships suffer.

I understand the need to change policy, nothing should remain static, but drastic changes in funding are not in anybody's best interest. Phased changes give everyone a chance to change strategies and still maintain program continuity.

An example of disruption of programs is the failure to fund completely INRMP implementation at many installations. This could disturb the program and our relationships with the USFWS and state agencies. Because of the importance of the support of the Sikes Act and the continuity of natural resource management on our installations through INRMPs, I will sign a letter written to Secretary Rumsfeld expressing our concern about funding inconsistencies and the Sikes Act. This letter was written in conjunction with other non-profit conservation organizations like the Wildlife Management Institute, The Wildlife Society and The Nature Conservancy.

INRMP and ICRMP review and evaluation procedures were discussed at length at the Conservation Conference. All four services are evaluating INRMP format and metrics to determine compliance, but little or no standardization is coordinated between the services. Guidance for determining when INRMPs need review and when they need revision will be issued as well as a process to determine if sufficient headway is being

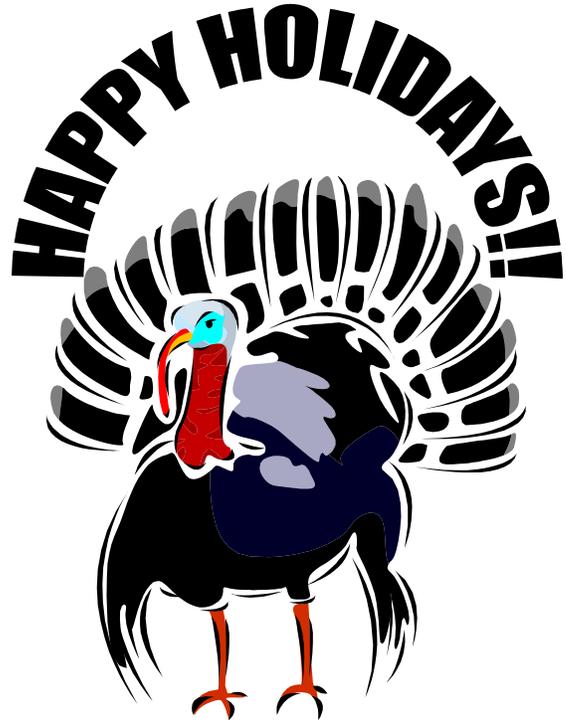
made for implementation of the INRMP.

CAUTION! There may be a significant gap in what you consider progress in implementing your INRMP and what your HQ tells you. All guidance that I've seen recently refers to measures we can take to reduce spending, consequently reducing management options. It seems as though the guidance we get obscures our management paths rather than clarifying them.

In addition to guidance from HQ level, we need a champion. In my opinion, our natural resources leadership has become complaisant, willing to slug through the daily grind but not inspired to buck the system and try to gain back some of the prestige the Natural Resources Program has lost. The training program has a champion. It has become a byword to "train as we fight" and to maintain a "sustainable" training program. What about "keeping a land worth fighting for" or protecting a "natural heritage?" Maybe this is a job for you young guns out there and let all of us old fogies fade away into retirement. One of the first questions you are asked when you reach my age is how much longer until you can retire. The measure of morale is can you make it to retirement before you "go postal."

Enough of the dark side of government service. We also have an issue that extends beyond government service, that being, the right of contractor's voting privileges. Language has been drafted and included in this FAWN to modify the bylaws of our constitution to allow contractors who actually work on natural resource management of DoD lands the right to vote in the National Military Fish and Wildlife Association. If you remember, I asked you in the last FAWN to visit our bulletin board and express your right to discuss this topic. I thank those of you who did, and I hope those who didn't say anything still had a chance to review the discussion. We will continue to have open discussion concerning the issue and specifically the language of the proposed bylaw change. Instructions will be given as to when and how you can vote on the bylaw amendment.

As many of you may know, our website was besieged by a spammer(s) who dealt in some despicable pornography. In order to stop this problem we had to close down the website, clean up the mess, and reopen the website with a logon and a password. The logon is “nmfwa” and the password is “sikes”. Hopefully we will be able to make visiting the bulletin board and jobs website easier in the future. But until then, please visit the bulletin board as often as you like using the above information. We need to be able to communicate quickly and easily to discuss concerns like contractor voting.



With the beginning of the new fiscal year, be sure to plan your travel for the next NMFWA conference in Crystal City this year. We look forward to a bumper crop of papers as well as the reuniting of old friendships and the development of new friendships. Remember the stewardship of our military lands has made those lands worth fighting for; so KEEP UP THE GOOD FIGHT.

**NMFWA NEEDS YOU --
BECOME AN OFFICER !!**

NMFWA needs you and it's time for you to accept the challenge. A new slate of nominees is presented for selected positions on the NMFWA Board of Directors prior to each annual meeting. Offices that are up for grabs this year are as follows:

President Elect, Vice President, Secretary, At-large Director (1 position), Regional Director-East (1 position), Regional Director-West (1 position)

The Nominations Committee is eager to receive nominations at this time for any of these offices. We are especially interested in hearing from members who have not previously run for an office - new faces and fresh ideas are needed to keep our association vibrant and directed toward addressing diverse natural resource issues. Nominees should not be concerned about being overwhelmed by tasks assigned to new Board members – ample guidance and assistance will be provided by members who have previously held the various offices. Prospective nominees should also realize that serving as officers and committee chairs of a professional organization such as NMFWA will provide leadership training and should help with an individual's professional development.

Anyone interested in serving on the NMFWA Board of Directors in any of the positions listed above should contact Chester Martin at: Chester.Martin@nmfwa.org.



In case you don't know, our 2005 meeting will be held in Crystal City (Arlington), Virginia (Washington, D.C.); March 14-17. Make plans now to attend the only training tightly focused on resource management on military lands. And check the website for regular updates...

Our line-up of sessions and speakers looks outstanding. We'll have two "Special Sessions"

- NGO Views of Military Land Management and INRMP's; and
- INRMP Renewal Issues

And nine (count 'em...nine!) Technical Sessions:

- * Invasive Species Management
- * Habitat Restoration
- * The Chesapeake Bay Ecosystem
- * Wildlife Research Supports the Military Training Mission
- * Bird Conservation and INRMPs
- * Reptile and Amphibian Biology and Management
- * Invertebrate Species Biology and Management
- * Use of Technology in Resource Management
- * "Mixed Bag" Session—Saving the best for last

There will also be five Working Group meetings (see below), the Annual Member's Forum (something new this year to encourage more participation) and more. This tight schedule of sessions will include concurrent sessions on Tuesday – you'll have to select which of two interesting sessions to attend, but they'll be right next door to each other, so you can switch around a bit in the middle, too.

We'll of course have our traditional "Show and Tell," Silent Auction and Photo Contest. Sabrina Kirkpatrick has volunteered to lead the Show and Tell effort; her e-mail is (sabrina.kirkpatrick@ar.ngb.army.mil). Our photo contest will once again be coordinated by Dr. Terry Bashore (terry.bashore@langley.af.mil). The Silent Auction is being coordinated by Jim Copeland. Thomas Wray (twray@nswc.navy.mil) is the Host Committee Chair.

There will also be opportunities for a few brief, 3-5 minute presentations during the Working Group Meetings. These are not intended to compete with the 15-minute Technical Session presentations, but to provide updates, "field notes" or otherwise very brief coverage of an appropriate subject. Contact the Working Group Chair (listed on our website) if you're interested. Working Group Meetings scheduled include: Bats; Amphibians and Reptiles; Invasive Species; Bird Air Strike Hazard; Partners in Flight.

I was able to visit Washington DC in early May, and I had time to visit the Marriott Crystal City Gateway. Let me be the first to warn you that there are two Marriott hotels in the area! The facilities are outstanding, with two very large meeting room complexes on the second floor. We don't know yet which specific rooms will be occupied by NMFWA. We've got a great event planned for the off-site Monday evening mixer, and the banquet site on Thursday night is outstanding.

There are a few things that are quite nice about the site: If you fly into Washington National Airport (DCA), you won't need a rental car. It's one easy subway stop away from Crystal City. And the Washington DC Metro will quickly get you almost anywhere in town. Dulles Airport (IAD) won't be as convenient. You can also consider Baltimore (BWI).

Let me finish this message off with news some folks are not going to like. Washington DC is an expensive city. The Wildlife Management Institute (WMI) has informed us that they are raising their registration fees, and the logistics and facilities fee we pay to them will also increase. The Board of Directors, in cooperation with the Program and Host Committees, has agreed to raise our registration fee to \$300. Students will still receive a deep discount, and retiree registration will remain the same. The increased registration fee will allow us to throw you a few perks, and remember that our fees include the Show and Tell and banquet as well as all WMI fees (except their banquet). It remains outstanding training, that is directly related to our association's objectives and the support of training and readiness; \$300 for four intense days of training is still a bargain, and if you can extend for a few days of WMI sessions, that's even better.

2005 is already coming together as an outstanding training opportunity. DON'T MISS IT!

Rhys Evans; Vice President & Program Chair
(Rhys.Evans@nmfwa.org)

NMFVA Board of Directors Meeting March 14, 2004

Attendees:

Board members:

Chester Martin
 Jim Bailey
 Michael Passmore
 Raphael Corral
 Jim Copeland
 Dick Gebhart
 Jim Beemer
 Rhys Evans
 Tammy Conkle
 Coralee Cobb
 Tom Warren
 Jim Hessel

Other attendees:

Dennis Herbert
 Junior Kerns
 Brian Morell
 Rick Griffiths
 Joe Hapner
 Daisan Taylor-Glass
 Kim Mello

President Chester Martin opened the meeting by acknowledging everyone's help throughout the year.

He stated that among his responsibilities for the year he provided testimony to congressional committee regarding reauthorization of the Sikes Act. He noted his appreciation for support from Rhys Evans, Junior Kearns, Jim Bailey and others. He focused on funding and staffing for INRMP implementation.

An official complaint was lodged by Navy to other services about website activity and use of government time to do NMFVA work. Rhys Evans worked with our web-master to improve communications and be careful of content. He suggested that the Navy complaint would have been better addressed if provided directly to NMFVA vs. legal staffs.

The following motions were passed at NMFVA general business meeting or by email:

Approved new credit card machine
 Appointed secretary (Scott Belfit)
 Approved funding for Bert Bivings' legal action

Officer reports:

There was no secretary's report available.

Treasurer Report (Tammy Conkle)

Tammy reported that 195 have registered for the conference and that since this is the first time online registration was used some confusion was encountered.

Also confusing was the registration cost of \$250 for NMFVA, but \$275 for WMI. At least 140 will be attending the show-and-tell session; 131 attending the banquet, and 118 attending the icebreaker.

The Reserve Account has been changed to a money market account. NMFVA just received \$2945 sent back from a lawyer; left over from a retainer.

Jim Beemer said ironwood carvings cost \$175 and we have ear-marked \$2,220 for other awards.

Committee reports:

Awards (Jim Hessel)

For the Special Achievement awards, we had 6 of 7 categories with nominations. We received two nominations for lifetime achievement awards (Dennis Herbert and Doug Ripley). The nominee and winner for the Lawrence Jahn Award was Dick McCabe.

Jim Hessel is working on the president's award.

Estimated cost for all awards was \$674.64.

Continued... page 6

FUTURE NMFVA MEETING SITES:

2006 ——— **Columbus, OH**
2007 ——— **Portland, OR**
2008 ——— **Phoenix, AR**

BOD Minutes — continued

Jim Bailey made a motion (seconded by Rhys Evans) to fund actual cost of awards (~\$674.00). **Passed by unanimous vote of board members present.**

Host Committee Opening ceremony will include color guard and national anthem Our plan is to present the award to Dick McCabe at the WMI banquet.

Program Committee (Jim Copeland).

Jim said they received a lot of support from membership. This year's program has a strong emphasis on DoD and INRMPs. Peter Boice will follow Dr. Mamie Parker and Dr. Benjamin Tuggle of the USFWS in the DoD session. The WMI plenary session speaker, Army Historian General Brown, will be speaking on Lewis and Clark and the military.

Show and Tell Committee (Jim Copeland for Dennis Herbert)

Planned for 150 people for refreshments (140 said they were attending). Extra tables are reserved in case of more people attending.

Archives (Tom Warren)

Tom will make copies of legal proceedings available to the board.

As the point of having archives is to maintain historical document, the newsletters may be good enough not to need archives. Rhys Evans says not all of the older FAWNs have been scanned in and they are not consistent in volume numbers. Tom Warren has the unofficial version of where the organization has been; not everything goes into newsletter, hence we need the archives. He doesn't want it all electronic, but the paper does get old.

Newsletter and Membership (Mike Passmore)

Mike requested that members check information in the membership directory and noted that there was no cost to NMFWA to print the directory. He also included a FAWN article encouraging members to encourage others to join. 114 new members have been added and the total is now

over 1100. Mike has 20 copies of old FAWNs that he put out for WMI members and at the Show and Tell. He has changed print shops so now all costs of the newsletter go on one bill; we saved \$89 and the quality has improved.

Law Enforcement (Michael Dunning)

Mike held refresher training at Vandenberg AFB for 37 participants, including FWS and BLM participants. Heidi Hirsh has set up a meeting about LE standards. Fort Hood will host a law enforcement class on Jun 14-18 2004. Mike wants to step down as chair.

Outreach/web site content (Rhys Evans)

According to Rhys, website visitation is down but the jobs board has highest visit rate ever. Because Rhys is program chair next year he will relinquish role as outreach chair. Junior Kerns acknowledged need to rebuild list server and Rhys Evans said that spam is a problem. Need a moderator for email; maybe the new outreach chair (Robbie Knight) would have this role.

Reserve Account (Doc Bailey)

Doc selected the following people to be on the committee (Dave Tazik, Scott Smith, Junior Kerns, Rick Griffith, and Tom Poole). We need to increase the balance in this account.

WMI (Thomas Wray)

Thomas requested input on session topics for WMI in 2005. This is the third year WMI invited NMFWA to co-sponsor sessions, but NMFWA has failed to support it. Water resources and large carnivores have been suggested as potential topics.



M. Passmore

Nominations (Jim Beemer)

According to Jim we had 2 candidates for each of the 6 offices. Solicitation of nominations through the FAWN was not enough; we need to do email requests. Chester Martin says we need new blood and need to have nominations further in advance. There were only 88 actual votes.

Government Affairs Committee (Junior Kerns)

Junior said an amendment concerning Guam was added to Sikes Act because three Guam representatives were present at the hearing. Coordination between several agencies was necessary to put the testimony together. There was no time that week for the open house to talk to government affairs committee. Tammy Conkle asked if “25 million acres of DoD land” is still true as well as “300 endangered species.” The board agreed that was still true. Chester said testimony was the result of everyone’s contributions

Unfinished business:

Jim Bailey asked about space at the DoD Conservation Conference in August. He concluded that NMFWA would likely have exhibit space at the DoD Conservation Conference in August, but not at TWS meeting in September.

Voting member requirements (no motion made)

Tom Warren suggested having people say whether or not they are voting members. He noted that 55% of NMFWA members are voting members.

Jim Bailey asked if we could find out how many members are affiliated with installations.

Rhys Evans said that the Western Section of The Wildlife Society is open to contractors and they really don’t care about being a board member.

Junior Kerns wants to allow all members to be a voting member; this needs to be presented to entire membership. This would involve a change in the bylaws, and therefore, must be published on the web and provide for 30 days of discussion.

Co-sponsorship of WMI was put off last year; Jim Beemer noted that it would increase NMFWA recognition.

Jim Beemer made a motion that NMFWA sponsor WMI with \$2500 (depending on funding availability). Raphael Corral seconded the motion.

Tammy Conkle did not think it’s necessary, since we already have recognition by WMI; Rhys Evans agreed. Thomas Wray feels strongly that we should sponsor. He said that NMFWA is not recognized as a contributor to WMI; NMFWA buys services but hasn’t donated.

Tom Warren thinks having name on the sponsorship list is very important as our partnership with WMI in the 1980’s led to nationwide recognition for NMFWA.

Results:

Voted 4 in favor of sponsorship and 4 against with 1 abstention.

Motion to contribute \$2500 to WMI in 2005 did not pass.

Dan Meyers is no longer the PEER representative to NMFWA. Rhys Evans suggested sending a letter of commendation to him.

Junior Kerns stated that the DoD conservation award may be given every other year now. He proposed that to keep it in hands of real Natural Resource workers, the award should be presented by NMFWA. No resolution was determined.

Chester Martin commented that disabled Veteran’s Sportsmen Act is becoming an issue again. NMFWA could support them by getting equipment installed on installations not currently hosting them. National Wild Turkey Federation and DoD partnered for the wheeled sportsmen program. At least 3000 disabled vets are returning from Iraq so this is a matter of importance. Chester Martin is interested in being chair of a committee dealing with disabled sportsman issues.

Work groups will prepare written reports for board meetings.

NMFWA New Board of Directors Meeting March 19, 2004

The meeting was called to order by President Jim (Doc) Bailey. The meeting was well attended by a very vocal group. A huge variety of subjects were brought up for discussion. I, Doc Bailey, apologize for the discontinuity of the meeting. Following is an effort to include all the topics. Only those with a motion made and passed or failed need be included in the record, but I feel it is important that you see the wide variety of concerns that NMFWA deals with each year. Also, all meetings are open to any member of NMFWA so you too can join in this bedlam next year.

Rhys Evans moved to increase maximum amount of awards to \$300 with any cost above this amount subject to committee approval. Tammy Conkle seconded. This spending limit will be put in our policy as a guideline.

Unanimously approved

Next the board agreed to cover this year's WMI increase in per capita cost to \$150 with the provision that WMI will inform us of future increases in a timely manner.

Jim Bailey questioned if NMFWA should follow price changes based on WMI prices. Tammy Conkle doesn't think it fair to change the price just based on WMI. Junior Kerns brought up the fact that NMFWA is cheap already including a provision for students and retirees to pay less. This question will be opened again in April when we find out about WMI's 2005 prices. Preliminary indications suggest WMI will probably raise their registration to at least \$275.

Jim Omans recommended the Officer Club at Ft Meyer for next year's banquet to reduce costs.

Show and Tell coordinator will be Sabrina Kirkpatrick.

Terry Bashore incurred photo contest expenses of \$175. The board agreed to reimburse Terry for his costs.

Rhys Evans made a motion that photo contest prizes be a maximum of \$200.

Jim Copeland seconded

Unanimously approved.

Raphael Corral audits our financial records.

Scott Belfit needs to get all new board members' contact information.

Junior Kerns raised the following item:

Pewter pins with new or updated logo can be ordered for \$2 each and can be sold for a profit.

Tammy Conkle made a motion that Junior Kerns investigate purchasing pins for the 2005 meeting. Seconded by Chester Martin.

Discussion: This year's state pins reduced to 200
Jim Copeland will get extra pins into registration pack. Junior Kerns will have information in 30 days. **Unanimously approved.**

Reserve Account Committee

Suggestions concerning the reserve account included:

Need separate charter for this account apart from NMFWA general account. Make reserve account that is 501 (C)(3) organization similar to that developed by PEER. Include in the duties of the committee a mechanism to add funds to the reserve account. Reserve board will be independent of NMFWA board. Need to appoint people to reserve committee. President of NMFWA appoints reserve members.

An Ad Hoc committee called: Disabled Sportsmen Act Committee was appointed with Chester Martin chairing.

Law Enforcement Committee

The chair of the Law Enforcement Committee indicated that program standards developed by Marines are applicable to other services.

An Ad Hoc Committee was appointed on voting procedures with Mike Passmore chairing. Among the issues to be discussed are: who can vote, the use of electronic voting, determine by-laws language change.

Gene Stout suggested we determine how to get cultural resources personnel to attend the NMFWA meetings. Gene Stout will be asked to chair an ad-hoc committee to decide, especially since the DoD conference in August 2004 may be the last one, was not acted on. Junior Kerns says cultural resource managers have discussed inclusion with NMFWA. Will the association need a name change? From Government affairs standpoint, it would be simple to include “and cultural” into the Sikes Act. Gene Stout will investigate and get back to board. Rhys Evans will chair a Committee to investigate including cultural people. Rhys Evans will help coordinate cultural resources day at NMFWA. He estimates probably 25% of NMFWA members do both cultural and natural resources. Junior Kerns suggests maybe WMI should include cultural resources.

IMA (Jim Bailey)

The Army is changing natural resource management. In Army breakout session, several people had IMA questions so we need to make sure there is an IMA person present at next year’s breakout. Junior Kerns is looking for an IMA person to be on the Army panel. Tammy Conkle suggested talks in 2005 on mission changes and natural resources. Stu Cannon and Gene Stout would be good choices to talk to about it. Rhys Evans already suggested papers on this for the session.

Jim Bailey said there were difficulties in getting the services to send out notices about this year’s NMFWA meeting in a timely manner. Peter Boice may send a letter to services about our future conferences, encouraging people to go.

Rhys Evans said we are going to start a list server. Mike Passmore has member email addresses so we can send out information on email.

Tammy Conkle said people asked if we could put presentations on a disc for future meetings. Rhys Evans said we should publish abstracts of presentations and speaker bios in the FAWN and on the web. Rhys cautioned that we could lose the right to have a web site. He says that we can’t post information on the web in the same manner as a presentation. Maps and other potentially sensitive material need to go through PAO/security reviews.

Robbie Knight is transitioning to be the Outreach Committee chair.

Tammy Conkle suggested thank-you notes be sent to presenters and people with displays at the show and tell.

Peter Boice had to pay all expenses himself since his boss didn’t approve his travel. Junior Kerns suggested reimbursing Peter’s expenses.

Tammy Conkle made a motion that the association reimburse Peter Boice’s registration fee and provide a thank you letter for his effort
Seconded by Rhys Evans.

Unanimously passed.

Chester Martin says WMI attendees should be allowed at show and tell; only concern is the quantity of food. Tammy Conkle suggests getting more installations to present at show and tell. Junior Kerns says maybe solicit corporate sponsors for show and tell. Suggested contractors host like at ITAM...contractors make own arrangements for space etc.

Next year everything will be inside the Marriott in DC. Actively looking at banquet offsite.

Rhys Evans recommended a coffee cart that people pay for snacks in between sessions.

Mike Passmore asked if photo contest could be held during technical sessions so photos could be then donated for the silent auction.

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New BOD Minutes — continued

There was talk about an art contest as well but concluded it was probably not a good idea.

Complaints about business meeting were discussed:

Didn't give members a chance to make motions or vote... Has to be ten voting members in audience. Need to give members an outline of rights, resolutions, etc. (Need to include in January FAWN). Membership can override board. Need to put members rights in FAWN and in registration packet... give some incentive to get people to come ..maybe offer a free beer ticket.

What should be in the business meeting?
In the past some conflict has occurred and members have not supported board resolutions. Suggested it be called a "business meeting and member's forum." Junior Kerns suggested having door prizes at business meeting.

Rhys Evans said we need stickers to designate new attendees. Suggests a "new members brunch" that includes new members and more experienced members...many people agree. Mike Passmore suggested a game or something to get people interacting; a survey event was used successfully at last year's TWS meeting in Vermont.

Rhys Evans said we need people to turn cell phones off during sessions.

Mike Passmore is looking for input on member directory.

Brian Morrell is interested in getting involved with the newsletter and working on the sportsman disability issue.

Rhys Evans discussed concepts for next year's program: Recommends 12 sessions with identified chairs with a draft by December; trying to achieve a mix of biology and policy issues. Should be a stricter limit on time scheduled for question/answer and breaks.

Mike Passmore suggests up front meeting with session chairs to make sure logistics (like time) are taken care of. If session chair should stop people from speaking too long...should be standardized.

No overhead transparencies; if need slides, notify us in advance. Assume most will use PowerPoint. Not our cost if identified before December, as WMI will arrange for us.

As of now, invasive and herp working groups will have their own technical sessions, so general working group meetings will be shorter.

Jim Omans wants to chair brown bag lunch of NGO's etc. If not enough space people can listen over lunch etc.

Peter Boice suggested inviting high-level HQ people to do a welcome, since it will be in DC. Maybe keynote address from HQ Army, Navy etc. If we invite 5, maybe 2 will attend.

Format not 100% set for next year. Need it by end of April so we can start planning.

These were the best-attended sessions and service breakouts. Junior Kerns suggests 2 hours for the DoD session next year.

Maybe do an icebreaker before breakout sessions; but most people liked having a free afternoon on first day...maybe change sessions to next morning.

WMI has suggested going to Canada or Mexico. If this happens, NMFWA may go to Shepherdstown, WV.

Chester Martin made a motion to adjourn
Raphael Corral seconded
Passed unanimously



2004 Awards Committee Report

Committee Members: Dick Gebhart, Rhys Evans, Kim Mello, Dan Gonnering; Chair: Jim Hessel

Nine award nomination packages were received, representing six of the seven categories for Special Achievement Awards. Nominations were divided among the following categories: Professional-Technical (1), Professional-Management (1), Professional Law Enforcement (1), Civilian Support of Natural Resources (1), Volunteer Education (1) and Volunteer Management (4). There were no nominations for the Military Support of Natural Resources award category. The committee voted on the nominees for each category to determine the award recipients. Award recipients will be presented acrylic awards in recognition of their accomplishments at the NMFWA Awards Banquet on March 18, 2004. The recipients are the following:

Daisan Taylor-Glass

Professional Management Special Achievement Award
For Her Outstanding Contributions to Natural
Resources Management at
White Sands Missile Range, NM

Dr. Deidre DeRoia

Professional-Technical Special Achievement Award
For Her Exemplary Efforts in Support of Natural
Resources Programs
at Aberdeen Proving Ground, MD

Heidi Hirsh

Professional Law Enforcement Special Achievement
Award
For Her Exceptional Contributions to DoD and USMC
Conservation Law Enforcement Programs

Bruce Rosenlund

Civilian Support of Natural Resources Special
Achievement Award
For His Exceptional Efforts in Support of Natural
Resources Stewardship at Fort Carson, CO

Care deLeeuw

Volunteer Management Special Achievement Award
For Her Outstanding Contributions at McChord Air
Force Base, WA

Kim Mello

Volunteer Education Special Achievement Award
For His Exceptional Contributions to DoD and Army
Invasive Species Management Programs

The Board of Directors (BOD) evaluated two nominations for Lifetime Achievement Awards. After reviewing the nominations, the BOD agreed to recognize **Dennis M. Herbert** and **Dr. Douglas J. Ripley** for their outstanding contributions to natural resources stewardship throughout their careers in DoD. The Awards Chair was responsible for procuring the two Lifetime Achievement Awards.

Unlike previous years when Gene Stout purchased the out-going President's Award, this year the Awards Chair was responsible for the Award. Therefore, the Awards Chair purchased one award for the out-going president.

This year NMFWA received its first-ever nomination for the Laurence R. Jahn Award. The nomination was reviewed according to NMFWA Guidelines and a unanimous decision determined, **Richard E. McCabe**, to be the first recipient of the Laurence R. Jahn Award.

The Awards Committee spent approximately \$674.64 on six Special Achievement Awards, one out-going President's Award, two Lifetime Achievement Awards and one Laurence R. Jahn Award. The final bill for the Laurence R. Jahn Award has not been received so the amount spent by the Awards Committee is only an estimate.

The Awards Chair will select several individuals from workshop attendees to judge for the Best Technical Presentation Award. The recipient of the award will be announced at the NMFWA Awards Banquet on March 18, 2004.

I would like to thank everyone who took the time to submit an award nomination and recognize folks making outstanding contributions to natural resources management on DoD lands. I would also like to take this opportunity to thank BOD and Awards Committee members for their efforts with this year's nomination process. It was a pleasure to serve with them.

Jim Hessel, Awards Committee Chair



A Heart-felt Thank You

I'm not much of a speech-maker under the best of circumstances, and worse when called upon impromptu. (Microphones are particularly intimidating.) So, on March 18th, when I received the Association's Special Achievement Award for Professional Management of Natural Resources on Department of Defense Lands at our 2004 banquet, I was surprised, delighted, and (naturally) speechless. I'm not even sure I managed to say thank you! But, I am thankful. I'd like to thank my nominator, the Awards Committee, and the Association. Especially the Association.

You see, this is a very special award--not just because of what it says about my career--but because it comes from a source that has often been my touchstone during my nearly 22-years as a DoD natural resources manager. In 1982, as the first environmental office employee at White Sands Missile Range (WSMR), I was pretty lonely. There was no one to teach me "the system"; there was no environmental budget (much less funds for natural resources), and I hadn't the foggiest idea how to create one; I had been assigned to write WSMR's first Natural Resources Management Plan, but I couldn't even get a security clearance to see the Range for the first eight months on the job; and I was surrounded by engineers, physicists, computer scientists, and mathematicians (did I mention engineers?) who generally thought of me and others in my profession as Lizard-Kissers... certainly not "real" scientists. Having no peers to talk to was the worst part; I truly missed that reality check that keeps one sane while working for DoD. Oh, the state and other federal agency people I dealt with were fine, but they weren't working for DoD and really couldn't understand--or help.

Then, I heard about the National Military Fish and Wildlife Association. I joined in 1983, shortly after its formation. I'm still not sure how they knew I existed (I don't even think there was a list of DoD natural resources managers back then), but I got a flyer announcing the new organization and an invitation to join. I leapt on it! I remember calling (was it Gene? Tom?) and gushing my

thanks to the hardy souls with the foresight to create such an organization. I no longer felt alone, and haven't since.

So began my association with the Association. I've tried to keep up with the changes as we mature (can you believe we number more than 1,100?) and have done my best to be an active member (I can be a bit outspoken when no mic is involved...). Most of all, I've been proud to be a member. So, may be it was only the Awards Committee who voted on the nominees, but I feel like the award came directly from my peers: the Association.

Thank you, NMFWA!

Daisan E. Taylor-Glass

Editor's Note: *This "Thank You" note from Daisan was received shortly after the 2004 Meeting in Spokane. Unfortunately, because of space limitations, I was unable to publish it in the June issue. My apologies for its delay.*



DEADLINES FOR SUBMITTING ARTICLES TO EDITOR FOR UPCOMING FAWN EDITIONS:

**31 DECEMBER for JANUARY
2005**

Articles on installation activities or other issues relevant to the association may be submitted through your respective Regional Directors (Eastern Region—Scott Smith and Tim Beatty; Western Region — Sabrina Kirkpatrick or Rafael Corral) or sent directly to me.

Electronic files should preferably be in MS Word®, Times New Roman font (12). One or two clear pictures (JPG) may be beneficial (more may be negotiated) and will be used, barring space constraints.

Mike Passmore
(michael.f.passmore@erdc.usace.army.mil)

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NOTE: *Titles and affiliations are for informational purposes only and do not present the individuals as spokespersons of the Department of Defense or agency/installation*

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