



Management Committee Meeting Minutes

Friday, April 7, 2023

Participants:

Management Committee Members:

April Croxton, Cecil Jennings, Miguel Garcia Bermudez, Gary Whelan, Leanne Roulson, Eric Fetherman, Julie Carter, Brian Nerbonne, Heather Stewart, Laurie Earley, Jeff Heindel, Randy Shultz (Constitutional Consultant, non-voting), Doug Austen (Executive Director, non-voting)

Guests: Troy Brandt

AFS Staff: Dan Cassidy, Rachel Bruce, Kelly Kotche, Lauren Maza, Laura Hendee, Mia Ferguson, Ashley Berniche

Key Tasks:

1. Complete draft officer and AFS staff travel policy proposed language for consideration at next Management Committee meeting.
2. Finalize Development Committee charter and fill committee membership including possible Division representatives.

Minutes of the Meeting:

1. **Welcome/Determination of Quorum** – Meeting called to order at 11:05 a.m. EDT by April Croxton and quorum established by Randy Schultz
2. **Approval of Agenda** – Agenda reviewed and approved by consent.
3. **Review of February 17, 2023, Management Committee minutes** – accepted by unanimous consent with no revisions. April Croxton and Doug Austen reviewed the key tasks from the February meeting.
4. **Constitutional Consultant Report** - Randy Schultz – No proposed actions
5. **Officers Reports**
 - a. April Croxton (President) – Attended the annual meeting of the Japanese Society of Fisheries Science in Tokyo. Representatives from the Korean and British Societies also attended. April noted the importance of AFS maintaining regular participation in international partner meetings and also recommended that the Officers develop appropriate protocols for gift presentation and related matters. April also attended the first meeting of the Society of Canadian Aquatic Sciences (SCAS) in Montreal. This was the first meeting of this group since the merger of the Society of Canadian Limnologists and the Canadian Conference For Fisheries Research (CCFFR). April continues to be heavily involved in planning for the AFS Grand Rapids meeting.

- b. Cecil Jennings (President Elect) – Attended the meeting of the Alaska Chapter where there was a major focus on indigenous knowledge integration into fisheries research and management. In addition a significant dialogue on racial equity included about 100 participants and was highly successful. Cecil continues to work with Tim Grabowski (USGS Coop Unit in Hawaii) and Jim Beets (Hawaiian Conservation Alliance) on planning activities for the AFS 2024 Honolulu meeting. The Latin American and Caribbean Fisheries Congress (LACFC) continues with planning activities and CASS discussions focused on funding for policy and DEI work by the consortium. Cecil is working on finalizing the selection committee for the Sullivan Award.
- c. Miguel Garcia Bermudez (1st Vice President) – Primary focus has been on the LACFC and also attended the AFS Southern Division meeting in Norfolk, VA.
- d. Gary Whelan (2nd Vice President) – Attended the Ontario Chapter meetings and noted that this may have been the first time that an AFS officer has attended at least in recent memory. Attended the North American Wildlife and Natural Resources Conference (along with Austen and AFS staff Kurt West). Participated in the AFS Journals Retreat which was the 2nd major retreat (first was in 2017) and also represented AFS at the Midwest Fish and Wildlife Conference in Overland Park, KS
- e. Leanne Roulson (Past President) – Has been heavily involved in the AFS Hutton review process with Ashley Berniche and Lauren Maza (as well as many other reviewers). Continues to lead the Special Committee on AFS Awards to revise the process and develop new guidance. Attended the Montana chapter and the Oregon chapter meetings.
- f. It was broadly noted by all officers that attendance and participation in chapter, division and international meetings has been extremely beneficial and should be continued. This participation has engaged members, connected them with national activities, provided key opportunities to hear about issues, and has led to new partners and expansion of membership. Austen noted that the booths that AFS hosted at three of the national and division events was funded through the Multistate Conservation Grant Program in support of gaining participation in the Grey Literature Database, the Web Research Tool and other MSCG funded projects.

6. Financial Update

- a. Update on AFS financial position (Dan Cassidy and Troy Brandt; Attachment A)
 - i. AFS eligible for Employee Retention Credit of approximately \$340,000. This will likely take up to one year for processing by the Internal Revenue Service.
 - ii. Final status of FY2022 is approximately \$50,000 net revenue. This has resulted from several increases in revenue while expenses have continued to decrease. Recent recovery of the stock market will also improve the current financial position of AFS after the significant losses of 2022.
 - iii. The Latin America and Caribbean Fisheries Congress (LACFC) continues to be projected as a loss of nearly \$100,000 due to the new market and challenges of fundraising in the region.
- b. Status of AFS building potential sale or lease – currently in a holding pattern with the Homeowners Association with regard to the easement.
- c. Planning for Operational, Programmatic and Financial Review.
 - i. Review draft process with Officers (last week of April)

- ii. May 3 GB meeting – present overall design of discussions (sequence, timeline, specific deliverables)
- iii. MC meetings over summer (June, July, August) – continue to build out plan and documentation of program reviews:
 - 1. Development of new committee leadership and charges
 - 2. Build out of AFS Programmatic Reviews
 - 3. Governing Board breakouts into working groups
- iv. Grand Rapids Leadership Retreat on Operational and Financial Planning – We are tentatively planning on combining the Management Committee and the Governing Board into a single 1 ½ day working retreat.
- v. Build out of 2024 AFS budget

7. Committee Report Update

- a. Membership Committee (Kelly Kotche) – Attachment C
 - i. Membership down from last year at this time by about 9% (481 members), mostly this is in the regular member category.
 - ii. Ongoing extensive membership renewal campaigns have been helpful. These are targeting key groups but there is also a sense that the dues increase and the transition of members from early career profession to regular has had some impact.
 - iii. Nonetheless, dues revenue is up about 2% due to the rate increase.
 - iv. Possible work with Responsive Management (Mark Duda) for potential assistance on surveys or other methodology to better understand membership challenges.
- b. Publications Oversight Committee (Laura Hendee) – brief report on results of the 2nd journals retreat which was recently completed in Alexandria, VA, with a full report expected from the facilitation team in several weeks.
 - i. Increase engagement of the Aquaculture and Fish Health journals in the EIC process and other possible changes.
 - ii. Exploring new options for Fisheries magazine including dropping print option.
 - iii. Open Access was a key focus of discussion and will dominate our thinking over the coming months to year as we engage in new contract research and enactment.

8. Executive Director and Other AFS staff reports

- a. Development Committee establishment (Jenna Hanks) – Planning for getting the committee formed and active. Request for each Division to appoint a representative with possible 3 year terms to allow for continuity and building of group knowledge and process understanding. Working on a draft charter for the committee and focus on strategic goal setting rather than “boots on the ground” fundraising. Initial emphasis will be on the commercial/business side of the fishing industry.
- b. Update on AFS 2nd VP election, extension of several award nominations. Election open until April 28. If anyone has issues with voting, please have them contact Kelly Kotche.
- c. Awards (Lauren Maza) nominations have closed but some have requested extensions. See the recent AFS newsletter for listing of final deadlines for submission.
- d. 2023 Hutton class and Summit (Ashley Berniche) – Over 536 applications submitted this year (last year 256). On track to place 44 students (2022 Hutton class was 30 students).

Expansion of state support and federal partners support. Summer Hutton Summit is being planned for University of Arkansas-Pine Bluffs.

- e. Meetings Update and specific tasks to be addressed:
 - i. LACFC – Five weeks away and planning moving forward quickly. Any assistance with fundraising is appreciated.
 - ii. Grand Rapids Annual Meeting – Abstracts open through April 14. Note that proposed registration rates are included as Attachment C.
 - iii. World Fisheries Congress – March 3-9, 2024. Anticipating an excellent event with Seattle being a very attractive host. Planning team currently in Seattle meeting with partners. Currently 60 sessions submitted but more expected as the contributed papers are received. This is a revenue generating event with profit shared equally between WCFS, AFS-IFS, and AFS
 - iv. Honolulu Annual Meeting – Working the Hawaiian Conservation Alliance as local are very critical partner in the region. Cecil Jennings and Eric Fetherman will be attending the HCA meeting.

9. Additional Topics and New Business

- a. MC meeting schedule for 2023
- b. Governing Board meeting – 11:00 a.m. EDT, May 3, and initial plans for Grand Rapids

10. Adjournment – at 12:30 p.m. EDT

Attachment A – Financial report

Compiled April 4, 2023

To: Management Committee and Financial Planning and Procedures Committee

Attached are the latest December 2022 financial reports that were presented to the auditors this month as they began work on the 2022 financial audit. Here is additional financial information you need to know:

Fiscal year 2022

1. Year-end, pre-audit financial results indicate unrestricted operating net income will be about \$50,000 positive, after removing all investment account losses and the portion of investment income assignable to restricted funds.
2. The 2022 financial audit began in mid-March and is expected to be completed and draft reports issued in May.
3. The Bank credit line balance was \$350,000 on December 2022 and it has not changed. The interest rate is prime+1% or 9% now with about \$2650/month in interested expense. AFS is working with its investment advisor identifying assess for potential loan payoff through the sale of unrestricted investments.

Fiscal year 2023

1. AFS qualifies for the Employee Retention Credit (ERC), a refundable, federal tax credit for businesses that continued to pay employees during covid-19. AFS's credit totals \$340,000 and amended payroll tax returns have been filed with the IRS for it to process the refund. Payment may take up to a year to be issued, given how far behind the IRS is these days. This refund brings AFS's total federal government covid support to over \$1,024,000.
2. Latin American and Caribbean Fisheries Congress registration continues to grow and last count 253 registrants (10% in-person) as of April 3. Registration is expected to exceed 300 and staff are actively pursuing additional sponsorships and working with the Cancun convention center to lower onsite meeting costs. Still, the breakeven attendance level is multiple times higher and as such, the meeting budget is anticipated to fall short by about \$100,000.
3. Overall membership counts are trailing last year by 9% and 2019 by 21%. The regular dues category is off by 10% from last year and 21% from 2019 while students are down by 8% against last year and 32% from 2019. 2023 dues income is actually ahead of last year and only marginally behind 2019 levels, due to two dues increases over this time period. The Membership Committee will hold a presentation on the 2022 member / nonmember survey findings at an MC/GB meeting this Spring.
4. Grand Rapids registration opened last weekend and the meeting sponsorship committee has been meeting regularly. Sponsorship commitments total about \$77,000 and the committee is actively pursuing additional meeting support. AFS is also in talks with commercial companies about long-term meeting (and Hutton) support. Exhibit sales are picking up as well. Last week, the planning committee held its onsite visit and staff were able to negotiate free airport shuttle busing for attendees, a value of over \$20,000.
5. Early this year, the cash balance projection was indicating a deficit by early April but that forecast has changed. The cash balance now stands at about \$100,000, with AFS negotiating its \$58,000 Cancun convention center deposit down to \$9,000 and with increased sales of eBooks subscriptions and with a pickup in Cancun meeting registrations. Still, over the next quarter, AFS will need about \$240,000 of meetings and other income to cover its operating and program costs. This projection includes Wiley's quarterly royalty payment of \$237,000 expected later this month.

6. AFS Office Condo and Glascock Building. No progress on discussions with the surrounding HOA seeking its approval of the building use and property easement for County filing purposes, as that HOA awaits legal counsel advice.
7. Apart from the Latin Congress, it's a bit early to project where the 2023 budget will end this year. Recall it was projected to be marginally above breakeven.
8. I'm expecting February 2023 financial reports from our accountants soon and will share them with the Committee's.

**AFS Restricted and Unrestricted Funds Summary
(with detailed balances on following page)**

	Fund Balances a/o Dec 2022	Fund Balances a/o Dec 2021	Change
Restricted Funds	2,209,121	3,428,250	(1,219,129)
Board Restricted	936,154	375,137	561,017
Grants	0	152,559	(152,559)
Unrestricted	308,225	527,255	(219,030)
Unit Investments	298,308	358,498	(60,190)
			-
Totals	\$3,751,808	\$4,841,699	\$1,089,891
Restricted	59%	74%	-15%
Board /Unrestric.	33%	19%	15%
Unit investments	8%	7%	1%
	100%	100%	0%

Notes:

*The 2022 balances are after allocating investment results and before the closing change in program activities

* Effective Jan 2022, \$750,000 of Pubs Endowment was transferred to the Obligated Reserve and

the AFS 2000 Fund was consolidated there too

* AFS has not transferred its \$60,000 JASM 2022 income share into the Equitable investment acct

American Fisheries Society			
TRNA Schedule			
12/31/2022		YTD actual	YTD actual
		change this	change this
		period	period
		Alloc to TR	Alloc to TR
		12/31/2021	
		ENDING	
		BALANCES	
		PER AUDIT	
		REPORT	12/31/2022
AFS Description	Acct Code		
Skinner Memorial Fund *	30101	531,966	428,680.43
Publications Endowment Fund	30102	1,137,236	322,449.49
J. Francis Allen Scholarship Fund	30103	347,684	287,084.50
Snieszko Endowment Fund	30104	94,996	79,046.62
Sully Fund	30105	12,509	10,463.79
* CRS/International Fisheries Endow. Fd	30106	414,059	344,050.46
Shelby Gerking Education Fund	30108	114,599	95,473.38
Hutton Fund (not restricted; released 1/1/2022 see below)	30109	-	-
Joan Duffy (move to non-restricted)	30110	477	-
* Developing Countries	30112	1,618	1,706.55
World Council of Fisheries	30116	1,636	2,731.07
Past president's Endowment Fund	30117	70,076	58,455.58
Steve Berkeley Fellowship	30118	472,641	386,809.81
Mote Scientific Foundation	30122	53,787	41,756.39
Adelman Big	30123		100,413.03
DJV National Park Foundation	30140	17,199	-
			-
Total Donor Restricted Funds		3,270,483	2,159,121.10
AFS 2000 Fund	30107	173,210	-
Obligated Reserve	30115	201,927	936,153.59
Total Board Restricted Funds		375,137	936,153.59
TOTAL RESTRICTED FUNDS		3,645,621	3,095,274.69
Unrestricted Unidentified Net Assets	30000	527,255	308,225.41
Hutton Fund (not restricted; released 1/1/2022 see above no investment alloc)	30109	157,767	50,000.00
Disaster Relief Fund	30114	-	-
Combined Federal Campaign/ Disaster Relief	30119	-	-
Puerto Rico Fund	30121	-	-
Grants & Contracts-Multi State Grants/Cont	30145	39,029	-
Grey Literature	30146	35,772	-
Web Tool	30147	61,874	-
Research	30148	884	-
Climate Change	30150	-	-
Licensed Anglers	30151	15,000	-
Books Contributions FY 2017 -2021	30910		-
		837,581	358,225.41
GRAND TOTAL NET ASSETS		4,483,202	3,453,500.10
UNIT INVESTMENTS LIABILITY			
TN Chapter	24000	16,329	13,587.16
North Central Division (NCD)	24001	24,496	20,383.11
ICTALURID Tech Committee	24002	24,983	20,788.16
Nebraska Chapter	24003	8,328	6,929.39
MS Chapter	24004	16,968	14,119.26
Wisconsin Chapter -***	24005	39,791	33,110.62
IL Chapter- ***	24006	15,914	13,242.51
NY Chapter	24007	15,918	13,245.41
MN Chapter	24008	39,795	33,113.55
GA Chapter	24009	31,836	26,490.84
MI Chapter	24010	15,918	13,245.41
Education Sec	24011	31,836	26,490.81
Indiana Chapter	24012	15,896	13,227.35
Paddlefish	24013	-	-
Southern Division	24014	13,921	11,583.81
Walleye Technical Committee	24015	10,632	8,846.99
AL Chapter	24016	12,307	10,240.87
Kansas Chapter	24017	12,263	10,204.16
Invasive and Introduced Species Section	24018	11,367	9,458.42
Total Other		358,498	298,307.84
Totals Net Assets plus Unit Liability		4,841,700	3,751,807.94
		+	-

**American Fisheries Society
Balance Sheet**

	<u>12/31/2022</u>	<u>12/31/2021</u>	
	Actual	Actual	Variance
ASSETS			
Current Assets			
Cash and cash equivalents	\$113,058	\$253,578	(\$140,520)
Accounts receivable	\$378,828	\$106,136	\$272,692
Inventory	\$170,843	\$189,563	(\$18,720)
Deposits on events	\$55,388	\$7,300	\$48,088
Prepaid expenses	\$99,406	\$44,798	\$54,609
Total Current Assets	\$817,523	\$601,374	\$216,149
Other Assets			
Investments	\$4,519,560	\$5,316,457	(\$796,898)
Property and equipment, Net	\$322,395	\$348,144	(\$25,750)
Total Other Assets	\$4,841,954	\$5,664,602	(\$822,647)
Total Assets	\$5,659,477	\$6,265,976	(\$606,499)
LIABILITIES AND NET ASSETS			
Current Liabilities			
Accounts payable	\$167,755	\$225,214	(\$57,459)
Accrued expenses	\$168,989	\$235,165	(\$66,176)
Accrued salary and benefits	\$120,038	\$179,976	(\$59,938)
Other current liabilities	\$363,285	\$358,551	\$4,733
Subunits dues payable	\$49,480	\$102,974	(\$53,494)
Subunits book profit sharing	(\$2,071)	\$12,315	(\$14,386)
Deferred revenues	\$442,109	\$543,578	(\$101,469)
Loan payable	\$350,000	\$125,000	\$225,000
Total Current Liabilities	\$1,659,583	\$1,782,773	(\$123,190)
Net Assets			
Net assets - unrestricted or Board restricted	\$527,256	\$1,545,904	(\$1,018,648)
Net assets - donor restricted	\$3,955,947	\$2,206,849	\$1,749,097
Retained earnings			
Change in unrestricted net assets - CY	(\$483,309)	\$730,449	(\$1,213,758)
Total Net Assets	\$3,999,894	\$4,483,203	(\$483,309)
Total Liabilities and Net Assets	\$5,659,477	\$6,265,976	(\$606,499)

	Year to Date - Actual			Budget		2021 Annual
	2022	2021	Var \$	2022 BUDGET	vs YTD Actual	Actual
Revenue						
Administration	(\$869,291)	\$497,353	(\$1,366,644)	\$39,000	(\$908,291)	\$497,353
Web	6,290	7,810	(1,520)	5,000	1,290	7,810
Continuing Education	15,980	3,500	12,480	18,000	(2,020)	3,500
Certification	3,351	4,020	(670)	4,000	(650)	4,020
Other Education	30,000	0	30,000	4,000	26,000	0
Hutton	200,386	154,310	46,076	150,000	50,386	154,310
USFS	0	12,000	(12,000)	10,000	(10,000)	12,000
NOAA	16,585	0	16,585	0	16,585	0
Multi State Grants	30,100	33,904	(3,804)	172,000	(141,900)	33,904
Grey Literature	46,555	26,734	19,821	0	46,555	26,734
Standard Sampling-Multi-State (Phase 2)	30,444	43,177	(12,733)	0	30,444	43,177
Blue Book	56,445	15,435	41,010	0	56,445	15,435
Web Tool	0	26,900	(26,900)	0	0	26,900
Web Agenda	71,136	19,736	51,401	0	71,136	19,736
Climate Change	111,870	0	111,870	0	111,870	0
Licensed Expansion	30,290	128,322	(98,032)	0	30,290	128,322
Piper Manual	7,217	0	7,217	0	7,217	0
Other Grants & Contracts	340,114	684,629	(344,515)	353,000	(12,886)	684,629
Annual Meeting	1,155,858	689,113	466,745	1,300,000	(144,142)	689,113
Latin America Meeting	1,752	0	1,752	0	1,752	0
JASM	1,472,927	0	1,472,927	0	1,472,927	0
Membership	466,094	523,805	(57,711)	523,000	(56,906)	523,805
Awards	1,026	2,494	(1,468)	3,000	(1,974)	2,494
Mem Other	14,369	20,731	(6,363)	9,500	4,869	20,731
Jobs	60,630	37,495	23,136	30,000	30,630	37,495
Policy	0	750	(750)	0	0	750
Advocacy	23,073	13,857	9,216	0	23,073	13,857
Books	10,576	28,175	(17,599)	157,000	(146,424)	28,175
Journals	1,178,265	1,160,120	18,145	1,228,000	(49,735)	1,160,120
Fisheries	0	20	(20)	0	0	20
Total Revenue	4,512,042	4,134,390	377,651	4,005,500	506,541	4,134,390
Expenses						
Administration	375,245	298,267	(76,979)	296,000	(79,245)	298,267
Staff Costs	1,901,601	2,028,908	127,307	1,938,000	36,399	2,028,908
Technology	46,978	46,034	(944)	45,000	(1,978)	46,034
Communication	1,508	814	(694)	8,000	6,492	814
Web	25,969	20,897	(5,071)	30,000	4,031	20,897
Development	3,034	0	(3,034)	3,000	(34)	0
Continuing Education	18,224	12,792	(5,431)	11,000	(7,224)	12,792
Certification	0	381	381	500	500	381
Other Education	2,162	0	(2,162)	2,000	(162)	0
Board	30,799	9,930	(20,868)	31,000	201	9,930
Hutton	170,360	99,910	(70,450)	126,000	(44,360)	99,910
NOAA	6,000	27,000	21,000	0	(6,000)	27,000

Multi State Grants	0	45,366	45,366	0	0	45,366
Grey Literature	3,438	19,924	16,486	0	(3,438)	19,924
Blue Book	26,269	19,057	(7,212)	0	(26,269)	19,057
Web Agenda	35,625	18,851	(16,774)	0	(35,625)	18,851
Grey Literature 2	3,600	0	(3,600)	0	(3,600)	0
Climate Change	66,472	7,417	(59,056)	0	(66,472)	7,417
Licensed Expansion	60,390	113,322	52,932	0	(60,390)	113,322
Piper Manual	4,250	0	(4,250)	0	(4,250)	0
Other Grants & Contracts	325	0	(325)	0	(325)	0
Annual Meeting	783,991	343,392	(440,599)	900,000	116,009	343,392
Other Meetings	1,014	0	(1,014)	0	(1,014)	0
WCF World Council of Fisheries	0	1,033	1,033	0	0	1,033
JASM	1,252,304	0	(1,252,304)	0	(1,252,304)	0
Membership	90,393	127,530	37,137	115,000	24,607	127,530
Awards	10,996	1,495	(9,502)	16,000	5,004	1,495
Mem Other	2,301	807	(1,494)	1,000	(1,301)	807
Jobs	26,416	22,107	(4,309)	16,000	(10,416)	22,107
Policy	4,939	2,735	(2,204)	7,000	2,061	2,735
Books	14,094	18,643	4,549	56,500	42,406	18,643
Journals	111,852	102,298	(9,554)	100,000	(11,852)	102,298
Fisheries	12,800	13,139	339	15,000	2,200	13,139
Other Publications	0	6,662	6,662	0	0	6,662
Total Expenses	5,093,349	3,408,711	(1,684,640)	3,717,000	(1,376,350)	3,408,711
Net Change from Operations	(581,307)	725,679	(1,306,989)	288,500	(869,809)	725,679
Non Operating (shown on a net basis)						
Restricted contributions	85,159	4,770	80,389	(12,000)	97,159	4,770
Total Non Operating	85,159	4,770	80,389	(12,000)	97,159	4,770
TOTAL NET CHANGE	(496,148)	730,449	(1,226,600)	276,500	(772,650)	730,449
Summary Adjusted Operating Results						
	(581,307)	Operating net income				
	-\$962,739	Remove all investment losses				
	\$65,414	Remove restricted investment income				
	\$340,000	Remove accrued ERC payroll tax credit				
	\$71,000	Pending reclass entries				
	\$47,018	Adjusted net income				

Attachment B – Membership Report

Below is a membership report as of 4/3 for the years 2019 through 2023 – one chart illustrates membership counts and one represents membership dues income.

AFS Membership Count 5-Year Comparison Report 2019 thru 2023 as of April 3 each year:

Membership Counts for Years 2019 through 2023 - as of April 3 of each year													
Membership Type Description	Memb Code	2023	2022	Diff between 2023 and 2022	% Change 2023 vs. 2022	2021	Diff between 2022 and 2021	2020	Diff between 2021 and 2020	2019	Diff between 2020 and 2019	Diff between 2023 and 2019	% Change 2023 vs. 2022
Regular Membership Dues	REGULAR	2,483	2,753	(270)	-9.81%	2,909	(156)	3,108	(199)	3,155	(47)	(672)	-21.30%
Retired Membership Dues	YPROF	393	410	(17)	-4.15%	416	(6)	464	(48)	430	34	(37)	-8.60%
Early Career Membership Dues	ECP	693	827	(134)	-16.20%	803	24	864	(61)	787	77	(94)	-11.94%
Student Membership Dues	STUDENT	969	1,056	(87)	-8.24%	1,016	40	1,207	(191)	1,421	(214)	(452)	-31.81%
Low Middle Income Countries Membership Dues	DEV	104	80	24	30.00%	60	20	63	(3)	82	(19)	22	26.83%
Skinner Fund for Paying Dues	SKINDUES	15	11	4	36.36%	-	11	-	-	-	-	15	-
INTL FISH for Paying Dues	INTLFISHDUES	9	10	(1)	-10.00%	-	10	-	-	-	-	9	-
Hutton Scholars	HUTT	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL:		4,666	5,147	(481)	-9.35%	5,204	(57)	5,706	(902)	5,875	(169)	(1,209)	-20.58%

AFS Membership Dues Income 5-Year Comparison Report 2019 thru 2023 as of April 3 each year:

Membership Dues Income for Years 2019 through 2023 - as of April 3 of each year												
Membership Type Description	2023	2022	Diff between 2023 and 2022	% Change 2023 vs. 2022	2021	Diff between 2022 and 2021	2020	Diff between 2021 and 2020	2019	Diff between 2020 and 2019	Diff between 2023 and 2019	Percentage Change 2023 vs. 2019
Regular Membership Dues	\$282,960.00	\$274,700.00	\$8,260.00	3.01%	\$289,540.00	-\$14,840.00	\$294,500.00	-\$4,960.00	\$299,020.00	-\$4,520.00	-\$16,060.00	-5.37%
Retired Membership Dues	\$21,485.00	\$20,350.00	\$1,135.00	5.58%	\$20,800.00	-\$450.00	\$22,950.00	-\$2,150.00	\$21,190.00	\$1,760.00	\$295.00	1.39%
Early Career Membership Dues	\$37,395.00	\$41,025.00	-\$3,630.00	-8.85%	\$39,900.00	\$1,125.00	\$42,750.00	-\$2,850.00	\$39,280.00	\$3,470.00	-\$1,885.00	-4.80%
Student Membership Dues	\$28,306.00	\$25,990.00	\$2,316.00	8.91%	\$25,325.00	\$665.00	\$30,100.00	-\$4,775.00	\$35,270.00	-\$5,170.00	-\$6,964.00	-19.74%
Low Middle Income Countries Membership Dues	\$780.00	\$800.00	-\$20.00	-2.50%	\$600.00	\$200.00	\$630.00	-\$30.00	\$845.00	-\$215.00	-\$65.00	-7.69%
Skinner Fund for Paying Dues	-\$450.00	-\$260.00	-\$190.00	73.08%	\$0.00	-\$260.00	\$0.00	\$0.00	\$0.00	\$0.00	-\$450.00	-
INTL FISH for Paying Dues	-\$90.00	-\$100.00	\$10.00	-10.00%	\$0.00	-\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	-\$90.00	-
Hutton Scholars	\$0.00	\$0.00	\$0.00	-	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	-
TOTAL:	\$370,386.00	\$362,505.00	\$7,881.00	2.17%	\$376,165.00	-\$19,660.00	\$390,930.00	-\$14,765.00	\$395,605.00	-\$4,675.00	-\$25,219.00	-6.37%

We are currently down 481 memberships from where we were at this time last year. We have executed multiple renewal campaigns and newsletter notices that started much earlier this year than they did last year, yet we are still behind in numbers.

In summary:

When comparing 2023 to 2022, the member count is down down 9%; however, we are up slightly in overall dues income. Out of the past five years, 2019 was the most outstanding in terms of member count and dues income. Comparing 2023 to 2019, the membership count is down 21% and dues income is down 6%.

Two factors that could be impacting the decrease in renewals this dues cycle:

1. We increased the membership dues; whereas this was not a significant increase, it could possibly be having an impact on renewal decisions.
2. Many Students were automatically converted to Early Career Professional types, and some Early Career Professional types were upgraded to Regular Members, thus doubling these individuals' dues. They may possibly have decided to not renew due to this change.

IMPACT OF COVID PANDEMIC: We cannot discern with 100 percent certainty if the pandemic had anything to do with the decreasing membership trend. 2019 was pre-pandemic and it was the best

year in the past five...we can also look to the decline in membership trend across the board for all associations and societies. With information and resources being readily available online, everyone living in a social media bubble, travel being restricted and budgets being cut...association/society membership continues to experience a declining trend.

RENEWAL EFFORTS WILL CONTINUE! AFS will continue its efforts to get members to renew and get interested people to join or lapsed members to rejoin. Targeted emails tailored for specific member types are planned. Additionally, we are hoping for an uptick in membership once registration for the annual meeting is launched.

Attachment C – Proposed registration rates for AFS Grand Rapids annual meeting

<https://afsannualmeeting.fisheries.org/registration/>

Registrant Type	Early Reg Fee	Regular Reg Fee	Differential	Virtual
Professional	\$625	\$775	\$150	\$395
Non-member	\$825	\$1,025	\$200	\$530
Early-career	\$469	\$619	\$150	\$300
Non-member	\$825	\$1,025	\$200	\$530
Student	\$375	\$525	\$150	\$240
Non-member	\$575	\$775	\$200	\$370
Retired	\$375	\$525	\$150	\$300
LMIC	TBD	TBD	-	\$25
Non-member	TBD	TBD	-	
Daily	\$375	\$475	\$100	
Non-member	\$475	\$575	\$100	
Guest	\$200	\$200	\$0.00	