



# American Fisheries Society

## Minutes of the Winter 2023 Joint Management Committee and Governing Board Meeting

(Online) Friday, December 15, 2023

### Executive Summary and Action Items:

The following motions were passed, some with additional actions required for completion:

1. The CASS MOU was approved. It will be signed by President Cecil Jennings along with the presidents of the other nine CASS member societies.
2. The name change for the ***Invasive Fish Section*** to the ***Invasive and Introduced Species Section*** along with bylaws revisions was approved. For full approval of a section name change, which is in the AFS Rules, a vote of the AFS membership is required.
3. The name change of the ***Fisheries Information and Technology Section*** to the ***Data and Technology Section*** was approved. As with #2, this is a Rules change and will require a membership vote.
4. Approved a letter to US EPA pertaining to Great Lakes ballast water focusing on the issue of ballast water in “Lakers”, which are the commercial shipping vessels that only travel within the Great Lakes.
5. President Cecil Jennings reviewed accomplishments related to his Presidential Plan of Work. As part of this work, four special committees have been established:
  - a. New Strategic Planning Committee, chaired by Julie DeFilippi Simpson, charged with developing the 2025-2030 AFS Strategic Plan.
  - b. Executive Director Search Committee, chaired by Dennis DeVries, is fully active and completing a fully revised position description.
  - c. Chat GPT – Developing guidelines for content generation for fisheries books with due date in the spring.
  - d. AFS Archives – History and archiving with Chris Moffitt and other Past-Presidents –
6. The Nominating Committee reported that four finalists for 2<sup>nd</sup> VP Candidates were selected from a large group of potential nominees. From the final group two candidates for 2<sup>nd</sup> VP will be presented to the membership this spring for a vote; Marlis Douglas (University of Arkansas) and Laurie Martin (Colorado Parks and Wildlife).
7. Climate Change Committee ask that any Chapter or Sections that has a Climate Change Committees, please let Karen Murchie or Abby Lynch know.
8. As part of a renewed effort to build a larger donor community for AFS, Development Director Jenna Hanks asked that all Governing Board members consider at least a minimal donation. Having society leadership fully on board as donors is an important message to send to the larger membership community and potential outside donors.

# Participants

## Governing Board Members

### Society Officers

President	Cecil Jennings
President-Elect	Miguel Garcia Bermudez
First Vice President	Gary Whelan
Second Vice President	Margaret Murphy
Past President	<i>Not present</i>
Constitutional Consultant (non-voting)	Randy Schultz
Executive Director (non-voting)	Doug Austen

### Division Officers

Western Division President	Eric Fetherman
Western Division President Elect	Julie Carter
Southern Division President	<i>Not present</i>
Southern Division President Elect	Jessica Baumann
North Central Division President	Sara Thomas
North Central Division President Elect	Dan Iserman
Northeastern Division President	Heather Stewart
Northeastern Division President Elect	<i>Not present</i>

### Section Presidents

Bioengineering	Patrick O'Rourke
Canadian Aquatic Resources	Fielding Montgomery (Proxy for Craig Purchase)
Cooperative Research with Stakeholders	Jocelyn Runnebaum
Early Life History	<i>Not present</i>
Education	Marty Hamel
Student and Early Career Prof. Subsection	Carrienne (Carrie) Pershyn
Estuaries	Justin Stevens
Equal Opportunities	Julie DeFilippi Simpson
Fish Culture	Dan Mosier
Fish Habitat	Michael Homer
Fish Health	Jesse Trushenski (Proxy for Wade Cavender)
Fish History	<i>Inactive</i>
Fisheries Administration	Lynn Quattro
Fisheries Information and Technology	Patrick Cooney
Fisheries Law	<i>Inactive</i>
Fisheries Management	Jeff Koch (Proxy for Julie Carter)
Genetics	Garrett McKinney
Imperiled Aquatic Species Section	<i>Not present</i>
International Fisheries	Martin da Silva Luiz Gustavo
Invasive and Introduced Fisheries	Wesley Daniel
Marine Fisheries	<i>Not present</i>
Native Peoples Fisheries	<i>Inactive</i>
Physiology	<i>Not present</i>
Science Communications	Karen Murchie
Socioeconomics	<i>Not present</i>
Water Quality	<i>Not present</i>

### Proxies

1. Fish Health Section - Jesse Trushenski (President Elect) for Wade Cavender (President)
2. Fish Habitat Section - Michael Homer (President Elect) for Gary Whelan (President)
3. Fisheries Management Section – Jeff Koch (Past President) for Julie Carter (President)
4. Canadian Aquatic Resources Section – Fielding Montgomery (President Elect) for Craig Purchase (President)

### Emerging Leaders

Matt Wipf, Western Division

Drew Holloway, North Central Division

### Guests

Drue Winters, AFS Policy (contractual)

Leanne Roulson, Chair, Resource Policy Committee

### AFS Staff

Beth Beard, Ashely Berniche, Jenna Hanks, Kelly Kotche, Lauren Maza, Laura Hendee

## Minutes of the Governing Board Meeting

1. **Welcome/Determination of Quorum** – Quorum determined by Constitutional Consultant Randy Schultz and meeting called to order by President Cecil Jennings. Proxies declared as listed above.
2. **Approval of Agenda**- Reviewed by Cecil Jennings. Motion to approve by Gary Whelan; 2<sup>nd</sup> by Patrick Cooney. Approved by unanimous consent.
3. **Review and Approval of Management Committee and Governing Board Minutes**
  - a. Minutes of the October management Committee (vote only by MC members); Motion to approve by Lynn Quattro; 2<sup>nd</sup> by Gary Whelan. Minutes approved by unanimous consent. Question regarding status of submission of bylaws revision from the Potomac Chapter. Randy Schultz responded that they are in the process of final review and should be on the agenda for January 2024 Management Committee meeting. Note that there was no November meeting of the Management Committee.
  - b. Minutes of the August AFS Governing Board meeting – Austen reported that these are still being finalized and will be sent to the Governing Board members in January 2024.
4. **Constitutional Consultant Report** - (Randy Schultz)
  - a. **Motion:** Approve Consortium of Aquatic Science Societies (CASS) MOU ([Attachment A](#))
    - i. The CASS MOU was approved by the CASS Leadership Committee at its December meeting. However, final reviews by Society for Freshwater Science and Coastal and Estuarine Research Federation are pending.
    - ii. Changes to the MOU include development of an annual budget and assessment of annual supporting payments by member societies, request for 3-year terms for liaisons, and establishment of a series of committees to address joint issues.

1. Membership liaison for 3 years – Will be a chair for coordinating Leadership Committee
  2. Annual budget to fund items such as policy, DEIJA – Will require \$0.50/member
  3. Establishes committees – Policy, DEIJA, Comm, Partnerships, Joint Meetings, Pubs
- iii. CASS currently has 10 member societies with 22-24K members with interest to become more active (e.g., possible mutual contracts for joint services such as conference management)
- iv. Motion to Approve – Dan Isermann; 2<sup>nd</sup> by Jesse Trushenski. Motion approved by unanimous consent.
- b. **Motion:** Approve proposed bylaw changes of the ***Invasive and Introduced Species Section*** of the American Fisheries Society (Attachment B)
- i. **Background:** The proposed bylaws were reviewed by the Constitutional Consultant and deemed consistent with the AFS Constitution and Rules. Notable changes:
    1. Section previously known as the ***Introduced Fish Section***.
      - a. The new name better describes a more inclusive aquatic species component the Section is focused on.
    2. Quorum established for business meetings.
    3. Allowing Section to conduct business and voting by electronic media.
    4. Revision of EXCOM duties.
  - ii. Contact: Marybeth Brey [mbrey@usgs.gov](mailto:mbrey@usgs.gov)
  - iii. Motions – Randy Schultz recommended that this proceed through two separate motions. The first for the approval of the bylaws change and the second for the name change. This was requested to clarify that the name change must be approved by AFS membership since it is a modification of the AFS Rules.
    1. Motion to approve the revisions to the bylaws of the Introduced Fish Section. Moved by Gary Whelan; 2<sup>nd</sup> by Lynn Quattro and Wesley Daniel. Motion approved with unanimous consent. It was noted that the section should double check wording with track changes and cleanup
    2. Name change motion to accept the new section name of ***Invasive and Introduced Species Section***. Motion by Dan Mosier; 2<sup>nd</sup> by Gary Whelan. Motion approved with unanimous consent. This will be moved to the AFS membership for a vote.
- c. **Motion:** Approve the name change of the ***Fisheries Information and Technology Section*** to the ***Data and Technology Section*** (Attachment C)
- i. Note that this vote only addresses the section name change. The by-laws change was previously approved by the Management Committee.
  - ii. If approved, this action needs to be presented to the AFS Membership since it involves a change to the AFS Rules.
  - iii. Motion to approve by Dan Mosier; 2<sup>nd</sup> by Patrick Cooney. Motion approved with unanimous consent.

- d. **Motion:** Approve Great Lakes ballast water letter to US EPA (Attachment D1 and D2). Presented by Leanne Roulson and Drue Winters.
- i. Joint letter by Great Lakes Fisheries Commission (GLFC) and AFS in response to EPA proposed rule that exempts existing “Lakers” from installation of ballast water management systems.
  - ii. Discussion:
    1. Uniform rules for Great Lakes vessels – Regulatory action by USEPA
      - a. AFS Policy Action to support this effort was a direct request to AFS.
      - b. Alliance for the Great Lakes is also calling for action - [https://greatlakes.p2a.co/jJpJ2cr?\\_ga=2.144051570.654216643.1702668749-1732063802.1700159515](https://greatlakes.p2a.co/jJpJ2cr?_ga=2.144051570.654216643.1702668749-1732063802.1700159515)
    2. CASS members have not likely been shared as CASS is not currently doing any policy activities. Doug will share with CASS.
    3. Other letter on wetland and stream habitat rehab permitting coming from Resource Policy Committee coming from Leanne.
  - iii. Motion to approve letter by Gary Whelan; 2<sup>nd</sup> by Karen Murchie. Motion approved with unanimous consent.
  - iv. Leanne Roulson also informed the Management Committee about an ongoing review of letter addressing Nationwide Permit 27 with the U.S. Army Corps of Engineers. She has reviewed the letter and found it to be well written and appropriate for AFS support but would like to develop a small working group of additional experts to provide further review prior to seeking approval for AFS to sign. Leanne will circulate the letter to the MC members for them to evaluate and identify others to be involved.

## 5. Officers Reports

### a. Cecil Jennings, President –

- i. Status update on Presidential Plan-of-Work (Attachment E). Key comments summarized:
- ii. Advance and enhance Fisheries Science:
  1. Honolulu annual meeting planning continues and is progressing smoothly. Meeting chairs are in place, session call has been published, and potential plenary speakers identified (4 total). A strong effort is in place to address DEI considerations, including a specific effort focused on traditional Hawaiian culture and other indigenous people’s participation.
  2. Growth of AFS Pacific Island Chapter – Staffed a booth at Hawaii Conservation Alliance Meeting, engaging chapter leadership, advertised and promoted AFS meeting.
  3. CASS – working with Miguel as liaison and exploring opportunities with CASS to expand working groups and other options for business collaboration and efficiency.
  4. World Fisheries Congress – Will be in the opening plenary providing a welcome message on behalf of AFS.
- iii. Evaluate Society messaging:
  1. Short survey to new or early career members on message perception
  2. Use current membership survey information from the Membership Committee.
  3. Develop and market a narrative on AFS mission to include breadth of fisheries and who is a fisheries professional.

4. Communication Committee – A evaluation of current and future work from April was done but not written up yet. Cecil is looking for recommendations on how best to solve issues.
- iv. Standard Operating Procedures for Executive Director for planned and unplanned transitions:
  1. Procedures for planned transitions existed and being implemented.
  2. The search committee appointed and charged along with exploration of Executive Search firms to provide assistance. Utilized position description (PD) from TWS as model for revising AFS ED position description. Draft PD is out for review by the committee. When reviewed, it will be provided to the MC/GB for approval.
  3. Have a draft timeline for the search and onboarding. A decision rubric will be developed when appropriate.
  4. Procedures for unplanned transitions do not exist but exist for planned ED changes with minor editing to ensure that data and records are available.
  5. Strategic Visioning is underway.
- v. Communications efficiency
  1. Evaluate member survey.
  2. Working on communication planning.
  3. Survey of partner agencies being done at this time.
  4. Improve messaging.
- vi. DEI
  1. DEI benefits, nothing yet but Fisheries column coming.
  2. Hutton Program collaboration – Announcements out with applications open. Trying to include a group of Indigenous Alaskan students. Hutton Summit at GA DNR Charlie Elliott Wildlife Center (Mansfield, GA)
  3. Targeted outreach to include HI meeting – Logo design will be a native HI artist, respectful guest, opening ceremony, racial equity dialog, TEK session, community outreach activity – fish ponds, hosting about 10 AK students at HI at meeting.
  4. Plenary session about HI TEK using native Hawaiian speakers.
  5. Other efforts with CASS members – No progress yet
- vii. Establishment and updates for committees on Strategic Planning Committee, ED search committee update, and Chat GPT
  1. New Strategic Planning Committee and chair appointed. Will include assessment.
  2. ED Search – previously discussed.
  3. Chat GPT – Developing guidelines for content generation for fisheries books with due date in the spring.
  4. AFS Archives – History and archiving with Chris Moffitt and other Past-Presidents – Virtual Museum option being considered.

b. Miguel Garcia Bermudez, President Elect

- i. Participated in the AFS Officer Retreat on November 27-29
- ii. Development of his Presidential Plan of Work in progress
- iii. Attended the Gulf and Caribbean Fisheries meeting to get them to collaborate with AFS.
- iv. Starting work with San Antonio, TX, conference planning team

c. Gary Whelan, 1<sup>st</sup> Vice President

- i. Involved with Strategic Positioning and Membership Committees
  - ii. Working on scheduling upcoming meeting attendance – NCD, MI and OH Chapters, WFC, AFWA, MAFWA, and investigating other meetings
  - iii. Starting the renovation of AFS Fish History Section
  - iv. Attended the Officer Retreat
- d. Margaret Murphy, 2<sup>nd</sup> Vice President
- i. Working with officers to plan participation in AFS units meetings.
  - ii. 2027 meeting location somewhere NED with Canada a target but too expensive
- e. April Croxton, Immediate Past President (shared by Cecil Jennings)
- i. Attended mid-Atlantic Chapter meeting, promoted Honolulu.
  - ii. Attended Australia-NZ Fisheries Meeting – Indo-Pacific Fisheries Conference – AFS, WFC and Annual Meeting in Honolulu.

## 6. Executive Director and AFS staff reports

- a. Financial Report (Attachment F) – Doug Austen
- i. Finances are stable with new income sources being developed.
  - ii. Cashflow is good as WFC and memberships better this year.
  - iii. Full budget proposal due in March with Obligated Reserve Fund output proposal to be discussed.
- b. AFS Development Program (Jenna Hanks) – Building a culture of giving at AFS.
- i. Help develop a culture of giving and ask all GB members to donate some amount.
  - ii. Want to get 100% participation from GB to help attract other donors.
  - iii. Go to: <https://fisheries.org/about/support-afs/>
- c. AFS Journal Publisher RFP Update (*note close hold on these discussions*) – Laura Hendee
- i. RFP went out on 12/1 and today is the last day for questions from publishers to be submitted.
  - ii. Expect new contract will look different from the current contract. In particular, we expect this to focus on Open Access, no upfront payment, financial model will be based on pages published.
  - iii. Proposals are due in February 2024.
  - iv. Money from Publication Endowment Fund was approved by the Management Committee for Clark-Esposito consulting firm to be hired to assist in RFP and contract development process.
  - v. Do not share information with membership.
  - vi. In March-April we expect a contract for approval by GB.
- d. Annual and Other Meetings – Doug Austen
- i. Grand Rapids annual meeting final report (for a copy of this, please contact the AFS office)
    - 1. Shawn did an excellent and highly professional job for AFS to make it successful.
  - ii. World Fisheries Congress – Google forms is out to GB on attendance – 1300 presentations and likely attendance between 1500-2000 from 70+ countries.
  - iii. Honolulu – previously addressed by President Jennings.

- iv. San Antonio (note inclusion of Black Bass 2025 Symposium)
  - v. Columbus Meeting – Likely habitat emphasis and the 20<sup>th</sup> Anniversary of the National Fish Habitat Partnership
  - vi. JASM2028 – Third joint aquatic sciences meeting with preliminary CASS working group in place.
    - 1. RFP being developed and we need to figure out if we want to join JASM with our Annual Meeting
  - vii. TWS is interested in another joint meeting
- e. Hutton Program 2024 and Summit – Call for mentors and applicants – Lauren Maza
- f. Professional Development – Laura Maza
- i. Workshop coming in April – Focus will be on developing a proactive and collaborative future for AFS in providing professional training for our members and the professional. The workshop will include about 22-25 participants representing all components of AFS and partners such as the AFWA Management Assistance Team, National Conservation Leadership Institute, The Wildlife Society, NAUFWP, state and federal agency representatives. and others.
  - ii. Section Webinar Challenge – to have them make recommendations for speakers and if all have speakers, we will have 2 years’ worth of webinars.
    - 1. AFS can host webinars through GoToMeeting and can tie to member database.
    - 2. Can have 500 seats with record to date 350.
  - iii. Webinars future – Society wide webinar program into the future
  - iv. New webinar archive - <https://fisheries.org/webinar-recordings/>
  - v. Fish Mgt Section survey – Want more webinar format items.
- g. AFS Program Reviews and Strategic Positioning Update – In progress at this time with updates after the holidays

## 7. **New Business and Additional Reports**

- a. Nominating Committee Report and 2<sup>nd</sup> VP Candidates (by Eric Fetherman, Vice Chair, Nominating Committee).
  - i. Four individuals were identified as finalists with the committee selecting two candidates for 2<sup>nd</sup> VP; Marlis Douglas (UAR) and Laurie Martin (CO PWD).
- b. Climate Change Committee
  - i. Any Chapter or Sections that have Climate Change Committees, please let Karen Murchie or Abby Lynch know.
- c. Office Sale Update
  - i. No movement as there are issues with zoning yet to be resolved via Montgomery County Board
- d. Logos - Please make sure that your unit is working on updated logos if you aren't already. We have seen some very nice new logos so far! Contact Beth Beard or Julie DeFilippi Simpson if you have any questions.

## 8. **Adjournment** – by President Cecil Jennings at 4:05 p.m. EST.



# Attachment A – CASS MOU

MOU Revision 12-11-23



## MEMORANDUM OF UNDERSTANDING

### AMONG THE FOLLOWING ORGANIZATIONS:

**American Fisheries Society (AFS)**  
**Association for the Sciences of Limnology and Oceanography (ASLO)**  
**Coastal and Estuarine Research Federation (CERF)**  
**Freshwater Mollusk Conservation Society (FMCS)**  
**International Association for Great Lakes Research (IAGLR)**  
**North American Lake Management Society (NALMS)**  
**Phycological Society of America (PSA)**  
**Society of Canadian Aquatic Scientists (SCAS)**  
**Society for Freshwater Science (SFS)**  
**Society of Wetland Scientists (SWS)**

*To form a Consortium of Aquatic Science Societies (CASS)  
to broaden the reach and strengthen the impact of aquatic sciences.*

*CASS will foster collaboration and coordination among its members to promote:*

- *the advancement of aquatic sciences*
- *scientifically sound policy*
- *education and outreach for an informed public*
- *professional development opportunities*
- *engagement across disciplines*
- *international scientific partnerships*

The parties agree to the following:

### I. Purposes

1. To jointly promote scientific research on aquatic ecosystems, from headwaters to the oceans, to better understand the hydrology, ecology, biogeochemistry, ecosystem services, and socio-economic values of these natural resources.
2. To leverage our collective scientific knowledge of aquatic ecosystems and their watersheds to help inform management and policy decisions.
3. To jointly promote global awareness of the wide range of important functions and values carried out by aquatic ecosystems, and the significance of large-scale changes to these systems.
4. To organize and host joint meetings and symposia of the member organizations, with such meetings to have separate MOUs outlining responsibilities, terms, and budgets for each event.
5. To promote expanded participation of each organizations' members, chapters, and national committees through membership and attendance at each other's symposia, workshops, and annual and regional meetings.
6. To seek opportunities for sharing of expertise and professional standards among CASS members, and training of aquatic scientists, particularly in developing countries.
7. To promote active participation in scientific meetings and international memberships and to improve accessibility, inclusion, and diversity in all CASS organizations, particularly among scientists from underrepresented communities and developing countries.
8. To develop joint proposals for funding, when possible, to advance the shared objectives of the member organizations.
9. To share exhibit or booth space at select events of interest to multiple CASS members.
10. To promote awareness of CASS member organizations among their respective memberships through regular sharing of information of common interest (such as conferences, publications, and activities) at regular CASS meetings and with other communication channels.
11. To share scientific information on aquatic ecosystems with external users.
12. To share knowledge regarding governance, conference planning and other best practices to improve the efficiency and effectiveness of individual organizations.

## **II. Functions**

### **To achieve our intended purposes, the parties to this MOU agree to participate in the following provisions:**

1. **CASS Liaison:** To facilitate the actions outlined above and provide continuity and effective functioning of the consortium, each organization is encouraged to select one person to serve a three-year term as their CASS Liaison; these liaisons can work in conjunction with their organization's leadership to provide representation at CASS meetings. If liaisons serve for one-year terms, it is the responsibility of the organization to ensure that the new representative is familiar with CASS functions prior to their

participation as the organization's liaison. Multiple representatives participating in meetings is encouraged, as this will facilitate communications. The CASS liaison responsibilities include:

- Regular attendance in CASS meetings, and finding a proxy to represent them if they are not able to attend a meeting.
  - Voting on behalf of your organization or ensuring your organization responds to votes promptly (e.g., approval of new CASS member organizations, approval of policy statements)
  - Providing coordination on communications from CASS to member organizations (by working with your organization's communications staff)
  - Recruiting members from your organization to serve on CASS working groups and projects (e.g., participation in events such as the National Diversity in STEM Conference, writing of policy statements, Joint Aquatic Sciences Meeting planning)
  - Keeping your organization's leadership informed of CASS activities.
2. **CASS Leadership Committee:** The individual liaisons from each CASS member organization will constitute the CASS Leadership Committee (CLC).
  3. **Coordination:** The CASS Leadership Committee will select a CASS Coordinator to assist with effective operation and leadership of CASS. The CASS coordinator will develop meeting agendas and minutes and archive important documents such as MOUs. Their responsibilities may include providing oversight of and direction for any administrative support.
  4. **Meetings:** CASS will hold regularly scheduled meetings by phone call, videoconference, or in person. All member organizations will receive a draft agenda at least five days in advance. A two-thirds majority of the member organizations shall constitute a quorum for the transaction of business at a CASS meeting.
  5. **Voting:** All parties must diligently and conscientiously attempt to make decisions by consensus with full and careful consideration of minority views. When a consensus cannot be achieved, each member organization shall have one vote and decisions will be made by a majority vote, including approval of an annual budget.
  6. **Activities Requiring a Specific MOU:** Joint meetings and other events or activities deemed of sufficient significance by the CASS Leadership Committee will require MOU's to be developed to govern that activity, including responsibilities, terms, and budgets that all participating parties agree to. Fiscal agents will be identified for each project and specified in the MOU, and regular project updates will be provided at CASS meetings.
  7. **Fiscal Management:** In order to provide support for identified operations and activities, CASS will develop an annual budget and request contributions from each member organization. The contribution of each organization will be proportional to its membership (three-year average) for all regular, individual membership categories except for highly reduced membership categories. The CASS Leadership Committee can also designate an alternative minimum assessment amount as needed to address differences in organization membership structures. The assessment will be determined by the CLC with two-thirds majority of the member organizations required for approval. This assessment will be reviewed annually.

Any additional contributions needed for supporting activities above and beyond those in the approved budget must be voted on.

The CASS Leadership Committee will designate one organization to act as the fiscal agent for CASS. That responsibility includes providing a budget report at least quarterly as well as an end-of-year financial report. The fiscal agent is authorized to establish a bank account for CASS funds.

**8. CASS Standing Committees/Working Groups:** CASS provides an opportunity for organizations to share interests and experiences and develop synergies that benefit our members and further our science. There is no requirement for member organizations to provide participants for every working group or discussion group. Each working group is responsible for designating one or more leads to coordinate its meetings and provide communications to the larger CASS group. Working Group topics may include the following as well as others CASS members deem appropriate:

- Policy
- Diversity, Equity, and Inclusion (DEI)
- Communications
- International Partnerships
- Joint Meetings
- Publications

**9. New Members:** Additional organizations will be considered for CASS membership by first participating in a CASS meeting to describe their organization's interests related to aquatic sciences, and then providing a written letter of intent to CASS describing their organization, the reasons for wanting to join CASS, and their willingness to agree to the terms of this MOU. A membership decision will be made by a two-thirds majority vote of CASS members during a regular meeting and then conveyed to the interested organization by a CASS representative.

**10. Withdrawal from CASS:** Any party to this MOU may withdraw from CASS upon ninety (90) days prior written notice.

**11. Removal from CASS:** If an organization fails to fulfill its CASS obligations, the representatives will be notified in writing of the intent to revoke membership. The organization has 30 days to make an appeal, after which it may be removed from CASS membership after a vote of two-thirds (or greater) of the membership.

**12. MOU Revisions:** Any changes to the CASS MOU will be reviewed at one or more CASS meetings, and a draft will then be circulated to the executive committees of each organization for their approval. Any further changes will be reviewed by the CASS Leadership Committee, and a final approved MOU will then be signed by each organization.

**13.** No party to this MOU shall have any legal or financial obligations to CASS or to any other party to this MOU, unless agreed to in writing and signed by the relevant party or parties.

**14. Effective Date:** This MOU shall become effective upon the signature of all parties and may be amended from time to time (including when other organizations join CASS), by written consent of all parties hereto.

Signed on behalf of their respective organizations:

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President, AFS

Date

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President, ASLO

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Date

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President, CERF

Date

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President, FMCS

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Date

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President, IAGLR

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Date

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President, NALMS

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Date

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President, PSA

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Date

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President, SCAS

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Date

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President, SFS

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Date

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President, SWS

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Date

# Attachment B – Bylaws Revision and Name Change of Introduced Fish Section to Invasive and Introduced Fish Section

[Adopted 9/1981](#)

[Revised 9/1984](#)

[Revised 3/2004](#)

[Revised 10/2019](#)



[Proposed revision Summer 2020 necessary due to approved name change \(previously Introduced Fish Section\) accepted by AFS Governing Board 2019](#)

## ~~Section~~ Article I. Name and Objectives

1. The name of this 501 (c)(3) tax exempt unincorporated organization shall be the INVASIVE AND INTRODUCED SPECIES SECTION of the organization shall be the INTRODUCED FISH SECTION of the American Fisheries Society, hereinafter referred to as the ~~Section~~SECTION and Society, respectively as provided for in the Constitution, Rules and Procedures of the Society. In this context, the name is taken to include fish, shellfish, crustaceans, and other aquatic organisms regulated by fisheries legislation or affecting the well-being of the fisheries resources. ~~Said section~~ This SECTION was previously known as the Introduced Fish Section, prior to the acceptance of the name change during the 2019 Annual Society meeting, Reno NV.

2. The SECTION is organized exclusively for charitable, educational, and scientific purposes, including for such purposes as, the making of distributions to organizations that qualify as tax-exempt organizations described under Section 501 (c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code. In this context the name introduced fish is taken to include fish, shellfish, crustaceans, and other aquatic organisms regulated by fisheries legislation or affecting the well-being of the fisheries resources.

23. In addition to the objectives of the Society as set forth in Article I of the Constitution, the objectives of the ~~Section~~SECTION ~~Introduced Fish Section~~ are to:

(a) Develop and maintain an association of persons interested and involved in the use of invasive and introduced fish and other aquatic organisms;

(b) Coordinate and develop programs to advance the knowledge and concerns related to invasive and introduced species;

(c) Provide a forum for identifying and bringing attention to bear on the beneficial and potentially harmful impacts of invasive and introduced species;

(d) Encourage communication among scientists, administrators, managers, educators, aquaculturists, and others interested in invasive and introduced species;

(e) Assist federal, state, and private groups in making informed decisions on the introduction of aquatic species; and

(f) Advise private industry in developing procedures for the safe handling of introduced species intended for closed system maintenance and culture.

## Section Article II.

### Membership

1. Membership in the SECTION INTRODUCED FISH SECTION shall be open to all members of the Society in good standing and having an interest in Invasive and Introduced species.

2. Only active members of the Society may vote, hold office, or chair a committee of the American Fisheries Society.

## Section Article III.

### Meetings and Voting

1. The SECTION shall hold at least one business meeting annually at a time and place designated by the Executive Committee. Special meetings may be called by the President with the advice and consent of the Executive Committee.

2. Decisions at SECTION business meetings ~~of the SECTION shall be in accordance with the Constitution of the Society and on behalf of the Society shall be in accordance with the Society's Constitution, Rules, and Procedures, and the SECTION Bylaws.~~

3. Each SECTION member is entitled to one vote on all matters requiring the approval of membership.

4. A quorum at business meetings shall be 15 members of the SECTION.

5. Meetings shall be conducted according to the latest edition of Roberts Rules of Order.

6. Decisions at meetings are by simple majority of Active Members voting, except 2/3 majorities are required in special cases, such as amending the Bylaws and suspending a Rule. Other less frequently used voting requirements are described in Robert's Rules of Order.

## Section Article IV.

### Officers

1. ~~4.~~ The officers of the SECTION shall be the President, President-Elect, immediate Past President, Secretary, and Treasurer.

2. All officers must be in good standing with the Society.

3. The SECTION Officers shall serve for a period of two years in each office, and shall be eligible for re-election to a second consecutive term, provided that the current President is nominated by the nominating committee and re-elected by the membership. If a second term involves the President, then the President,

Past-President and President-Elect will all stay in the same office. Terms of newly elected officers shall commence at the Society's annual meeting.

~~34.~~ The President-Elect shall succeed to the office of President at the expiration of the President's term of office.

~~45.~~ Officers shall serve without salary or other compensation for their services from the SECTION. Expenses of officers may be defrayed from funds available to the SECTION when authorized by the SECTION Executive Committee.

~~56.~~ Candidates for office shall be nominated by a Nominating Committee chaired by the immediate Past-President. Voting shall be completed at least one month before the annual meeting of the SECTION. Officers shall be elected by a majority of ~~the returned mail or email~~electronic ballots ~~ballots cast by the SECTION membership.~~ Elections may be conducted electronically or by other methods determined by the Executive Committee.

7. Terms of newly elected officers will begin at the annual SECTION business meeting.

~~68.~~ In the event of a vacated position, the Executive Committee shall appoint a qualified replacement for the unexpired term.

~~Section Article IV.~~  
Duties of Officers

1. The President shall:

(a) Serve as Chair of the Executive Committee of the SECTION;

(b) Preside at the ~~business-all~~ meetings of the SECTION;

(c) Appoint all committees except Membership and Nominating, and may serve as an ex-officio committee member;

~~(d) Serve as an Ex-Officio member thereof; and~~

~~(e) R~~ shall represent the SECTION and perform other duties and functions as authorized and necessary, including representing the SECTION as a member of the Society's Governing Board.

(e) Perform other duties as may be requested by the Executive Committee.

2. The President-Elect shall

(a) Serve on the Executive Committee

(b) Perform the duties of the President in the absence of the President;

(c) Assume the office of the President in the event the office is vacated;

(d) Accede to the Presidency upon completion of the term of President-Elect;

~~(e)~~ Serve as SECTION Membership Committee chairperson; and

~~(e)f~~ Serve as ~~editor of the SECTION~~ newsletter ~~editor to the members~~ in the absence of an appointed Newsletter Editor.



(g) Serve as chairperson of the SECTION awards committee.

~~(dh) Shall Pperform other duties as may be requiredappropriate and assigned by the Executive Committee.~~

~~(e) Serve as chairperson of the SECTION awards committee.~~

3. The Secretary shall

(a) Serve on the Executive Committee;

(b) Keep official records of the SECTION.

~~(cb) Maintain a current list of theSECTION membership;~~

(e) Present a semi-annual report to the SECTION~~ection~~ Executive Committee;

~~(d) Assist the President in preparing the annual report Submit a report of meeting minutes and membership status to the SECTION and Executive Director of the SOCIETY~~Society within 30 days after the annual meeting of the SECTION or as requested by the Executive Committee.

~~(d) Present an annual report to the membership; and to the Executive Director of the Society within 30 days after the annual meeting of the Section, and at other times as requested by the Executive Committee; and~~

~~(f) Perform other duties as may be required by the Executive Committee.~~

4. The -Treasurer shall:

~~(a) Maintain a current list of the membership;~~

(a) Serve on the Executive Committee;

~~(ab) Receive all funds~~Collect and be the custodian of SECTION funds;

~~(bc) Pay all bills~~Disperse funds as authorized by the Executive Committee;

(ed) Keep an itemized account of all receipts and disbursements;

~~(e) Present a semi-annual report to the SECTION Executive Committee;~~

~~(f) Present an annual report to the membership; and~~

~~(edg) Submit a treasurer's report (income and of receipts and disbursements) at the annual meeting of the SECTION, (minutes of the annual business meeting, treasurer's report and membership status) to the SECTION and Executive Director of the Society within 30 days after the annual meeting of the SECTION, and/or asat other times as requested by the Executive Committee; and-is held and at other times as requested by the Executive Committee of~~

~~(fe) File all appropriate tax forms at the end of each calendar year to retain state and federal tax--exempt status (990-n form) of the SECTION. the Society.~~

(e) Perform other duties as may be requiredrequested by the Executive Committee.

4. The Past-President shall:

(a) Serve as the chairperson of the SECTION Nominating Committee;

~~and~~ (b) Assist the other officers as needed; ~~and~~;

(c) Perform other duties as may be required assigned by the Executive Committee.

5. Newsletter Editor shall:

(a) Prepare the SECTION Newsletter;

(b) Be appointed by the President for renewable terms of one year; and

(c) Serve as a non-voting member of the SECTION Executive Committee.

#### ~~Section Article VI.~~

##### Executive Committee

1. Voting members of the Executive Committee shall consist of the current elected officers and the immediate Past-President of the SECTION. The Newsletter Editor will serve as a non-voting member of the Executive Committee.

2. The Executive Committee shall have authority to determine policies and conduct business consistent with the objectives of the SECTION.

3. Meetings of the Executive Committee may be held at the call of the President when ~~a majority of the committee members~~ at least a quorum, as defined in Article V (5). -can meet and conduct business.

4. Business and voting by the Executive Committee may be conducted by ~~mail,~~ email-electronic media, or conference call.

5. A quorum is required for transaction of official business at an Executive Committee meeting. A quorum for an Executive Committee meeting shall consist of three of the four members. Executive Committee members can appoint a proxy.

6. Each member of the Executive Committee shall have one vote on Executive Committee decisions. In the event of a tie, the ~~President's vote shall be the deciding vote~~ President may cast the deciding vote.

#### ~~Section VIII.~~

##### ~~Dues and Fees~~

~~1. The Executive Committee may assess registration fees for annual meetings.~~

~~2.~~ 7. The Executive Committee shall establish annual dues subject to the approval of SECTION members voting at the annual meeting.

#### ~~Section VIII.~~

##### ~~Dues and Fees~~

~~1. The Executive Committee may assess registration fees for annual meetings.~~

~~2. The Executive Committee shall establish annual dues subject to the approval of members voting at the annual meeting.~~

#### ~~Section Article IXVII.~~

##### Bylaws and Rules

1. The Bylaws are the defining document for the SECTION and take precedence over all other rules and procedures of the SECTION. The Bylaws cannot be suspended and cannot be changed without prior notice to members.

(a) The SECTION Bylaws may be amended by a 2/3 majority of Active-SECTION Members-members choosing to vote voting on the ammendment, provided that the proposed amendment(s) are circulated in writing to the membership at least 30 days prior to voting.

(b) In accordance with the Society Constitution, an ~~adopted~~-amendment shall be reviewed by the Society's Constitutional Consultant prior to the SECTION's vote for conformity with the Constitution, Rules and Procedures of the Society. The Constitutional Consultant presents the adopted amendment to the Society Governing BoardManagement Committee for approval.

(c) Amendments take effect when the SECTION receives written notice of their approval by the Governing BoardManagement Committee from the Executive Director.

2. Rules are the next highest level of documentation of SECTION operations. They are generally established to facilitate the conduct of SECTION business, and describe duties and responsibilities of officers and committees. They may be suspended or amended as follows:

(a) The Rules may be suspended during an Executive Committee meeting until the next annual or special SECTION meeting by a 2/3 majority of the Executive Committee.

(b) The Rules may be suspended for the duration of a meeting by a 2/3 majority of Active-SECTION Members voting at an annual or special SECTION meeting.

(c) The Rules may be amended by a simple majority of SECTION Active-Members voting at an annual or special SECTION meeting.

## Section XVII.

### Dissolution Clause

~~1. Upon dissolution of the section, assets shall be distributed for one or more exempt purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code, or in a corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose.~~

1. Upon dissolution or other termination of the Invasive and Introduced Species Section, all remaining assets of the SECTION, after payment in full of all its debts, obligations, and necessary final expenses, or after the making of adequate provision therefore, shall be distributed to the Society.

# Attachment C - Approve the name change of the Fisheries Information and Technology Section to the Data and Technology Section

## BYLAWS OF THE AMERICAN FISHERIES SOCIETY ~~FISHERIES INFORMATION TECHNOLOGY SECTION~~ **DATA AND TECHNOLOGY SECTION**

Approved by Section membership ~~January 26<sup>th</sup>, 2014~~

Approved by AFS Management Committee ~~March 17, 2014~~

### Article I. Name and Objectives

1. The name of this organization shall be the ~~FISHERIES INFORMATION AND TECHNOLOGY SECTION~~ **DATA AND TECHNOLOGY SECTION**, hereafter referred to as the Section, of the American Fisheries Society as provided for by the Constitution of the Society. In this context the Section will consist of all individuals interested in the use of advanced electronic digital equipment, software, and information management in fisheries.

2. The objectives of the Section are to:

- A. Develop and maintain an association of persons interested and involved in promoting an understanding of the interrelationship between information, electronic technology and fisheries;
- B. Provide an opportunity for exchange of data, information, techniques, and public domain software for electronic equipment;
- C. Provide a forum for fisheries scientists, fish culturists, management biologists, fisheries biometricians, administrators, educators, and other fisheries professionals to communicate with other electronic equipment users;
- D. Coordinate and develop programs to disseminate current information on the use of electronic and digital equipment in fisheries;
- E. Provide a source of consulting advice or names of qualified individuals who can provide information on the use, techniques, and available fisheries software;
- F. Promote consumer analysis of digital equipment, software, or related equipment for use in fisheries; and
- G. Develop and provide training in the use of electronic equipment and associated programming.

### Article II. Membership

1. Membership in the Section shall be composed of Society members in good standing who apply for membership after payment of annual dues.

2. Only Active Members of the Society may vote, hold office or chair a committee in the Section.

### Article III. Officers

1. The Officers of the Section shall be the President, President-Elect, Secretary, Treasurer, Immediate Past-President, Communications and Outreach Coordinator, Newsletter Editor, and Webmaster.
2. All officers must be members in good standing of the Society.
3. The Webmaster, Communications and Outreach Coordinator and Newsletter Editor shall be appointed by the President of the Section. All other officers will be elected.
4. Officers shall serve without salary or other compensation for their services. Expenses may be defrayed from funds available to the Section when authorized by the Executive Committee (see Article V).
5. Terms of Officers.
  - A. The Webmaster, Newsletter Editor and Communications and Outreach Coordinator will be appointed for two years. All other officers shall be elected for a term of two years, or until a successor is elected.
  - B. The President-Elect shall, upon completion of his/her term, accede to the Presidency.
  - C. Terms of newly elected officers shall begin at the Section's Business Meeting that is held in conjunction with the Society's Annual Meeting or, if the Section fails to hold a meeting, at the Society's Annual Business Meeting.
  - D. The President may not hold consecutive terms.
6. Candidates for office will be nominated by a nominating committee appointed by the Immediate Past-President. **Having at least two candidates for any open position is preferred, but nominees** ~~Nominees may run unopposed, except for the President-Elect.~~
7. Ballots will be tallied by the Secretary-Treasurer. Elections will be completed at least one week before the annual Section Business Meeting. Officers shall be elected by a majority of the returned ballots, and will be announced and installed at the annual meeting.
8. In the event of a vacated position, the Executive Committee shall appoint a qualified replacement for the unexpired term.
9. If the Section fails to hold a valid election, officers shall serve until a successor is duly selected in accordance with these Bylaws.

### Article IV. Duties of Officers

1. The President shall serve as chairperson of the Executive Committee and shall preside at the business meeting of the Section, appoint all committees and serve as a non-voting member of these committees, and make ad-hoc appointments to carry out the business of the Section. The President shall represent the Section, participate in Governing Board

meetings or appoint a proxy, and perform other duties and functions as authorized and necessary.

2. The President-Elect shall perform the duties of the President in the absence of the President and assume those duties in the event the office is vacated for any reason. The President-Elect shall serve as chairperson of the nominating committee. The President-Elect will ensure that Section Bylaws are not violated in the course of Section activities, and will act as chairperson of the Section Bylaws Committee.

3. The Secretary shall maintain a current list of section membership, an updated e-mail list, all written records and account information, and shall tally all election results. The Secretary shall assist the President with annual business meeting arrangements, establish quorum at all business meetings, record meeting minutes for all Executive Committee and annual business meetings, and coordinate past officer awards to present at business meetings. The Secretary shall also work with the Treasurer to draft a semi-annual report to the Executive Committee and an annual report to the Section membership, assist in drafting an annual business meeting summary to be distributed to the Section membership, and assist with the submission of any reports requested by the Governing Board of the Society.

4. The Treasurer shall receive all funds, pay all Section bills, keep an itemized account of all receipts and disbursements, and maintain electronic or written financial records for review by the Section or Society officers and staff as needed or required. This includes contacting the AFS bookstore each January to request a summary of software sales from the previous year, and invoicing the AFS bookstore for those sales. Net proceeds of the previous year's online software sales must be obtained from the AFS publications director. Once payment has been received, commissions to the software developers must be remitted according to the software distribution agreements. The Treasurer shall establish banking arrangements for the Section and prepare and file all tax returns or other official documents needed to keep the Section in good legal and financial standing. The Treasurer shall also assist the President with annual business meeting arrangements and work with the Secretary to draft a semi-annual report to the Executive Committee and an annual report to the Section membership

~~The Secretary Treasurer shall maintain a current list of the membership, receive all funds, pay all bills, keep an itemized account of all receipts and disbursements, maintain electronic or written financial records for review by Society officers and staff as needed or required, present a semiannual report to the Executive Committee and an annual report to the membership, and tally all election results. He/she shall establish banking arrangements and prepare and file tax returns and other official documents needed to keep the Section in good legal and financial standing. He/she shall submit a report to the Executive Director of the Society within 30 days after the annual meeting of the Section is held, and at other times as requested by the Governing Board of the Society.~~

4. 5. The Immediate Past-President shall appoint a nominating committee to select candidates to run for open officer positions and shall perform the duties of the President in the absence of the President and President-Elect. ~~He/she~~ The Immediate Past-President

shall assist the Newsletter Editor by soliciting and collecting newsletter items and assist the Communications and Outreach Coordinator in the development of an engaged membership.

~~5.~~ **6.** The Communications and Outreach Coordinator shall oversee and manage the communications and outreach to Section and Society members. ~~He/she~~ **The Communications and Outreach Coordinator** shall interact regularly with Section members, inform Society members as to the role of the Section in the Society, develop/monitor Section social media outlets such as Facebook, web blog, and web based inquiries. ~~He/she~~ **The Communications and Outreach Coordinator** shall coordinate with the Webmaster to ensure Section communications are consistent across all web-based outlets. The President may appoint additional Section members to assist with communication and outreach efforts.

~~6.~~ **7.** The Newsletter Editor shall serve as chief editor of the Section newsletter. The Newsletter Editor shall be in charge of producing the newsletter, soliciting and collecting newsletter items, and coordinating timely publication of the newsletter. At least one newsletter will be published per year.

~~7.~~ **8.** The Webmaster shall have responsibility for the configuration and operation of the Section website. Duties include maintenance of the Section's Web Pages, and coordinating any required upgrades.

## **Article V. Executive Committee**

1. The Executive Committee shall consist of the President, President-Elect, Secretary-Treasurer, and Immediate Past-President of the Section.

2. The Executive Committee shall have the authority to determine policies and conduct business consistent with the objectives of the Section. These policies and objectives will be outlined in the Section's Procedures.

3. Meetings of the Executive Committee may be held at the call of the President when a majority of the committee members can meet and conduct business. Business and voting by the Executive Committee may be conducted by mail, teleconference or electronic communications.

4. A quorum is required for transaction of official business at an Executive Committee meeting. A quorum for an Executive Committee meeting shall consist of three of the four members. Executive Committee members can appoint a proxy. Each member of the Executive Committee shall have one vote. In the event of a tie, the President's vote shall be the deciding vote.

## **Article VI. Committees**

1. Committees and Chairs of Committees, except as listed in ARTICLE V of these Bylaws, shall be appointed and charged by the President. Except for Standing

Committees, these committees shall cease to function upon the discharge of the duties for which they were appointed or with the end of the term of the appointing officer.

2. Standing Committees help the President and the Executive Committee conduct the Section affairs, and the chairs shall report their committees' activities, findings, and recommendations at annual business meetings and interim meetings of the Executive Committee upon request. The Section has established the following Standing Committees:

~~A. The Software Review Committee shall provide timely reviews of fisheries information and technology related software products that are of interest to Section and Society members. These reviews will be posted in the Section's newsletter and website.~~

A. The Center for Fisheries Technology shall be maintained by a committee of members from the Section. All section members are eligible to serve on the Committee except for those who are employed in the private sector in order to avoid any conflict of interest in partner recruitment and retention, product listing and maintenance, and other committee functions. In addition, decisions regarding the Center for Fisheries Technology that pertain to partner eligibility and presentation on the Center, product presentation on the Center, and sharing of partner news or offerings shall be made by the Committee, rather than the Executive Committee of the Section. For any decision that requires input from the Executive Committee, any Executive Committee members with potential conflicts of interest will abstain from those decisions.

B. The Nominating Committee shall be appointed by the Immediate Past-President. Members shall include the President-elect as chairperson, the Immediate Past-President, the Secretary Treasurer, and may include two additional Members of the Section, with the exception of the President. The Committee shall identify candidates for each vacant office and present these names to the Secretary Treasurer for inclusion on the election ballot.

## **Article VII. Voting and Quorum**

1. Decisions at Section business meetings shall be in accordance with the Constitution of the Society. A quorum at business meetings shall be 10 members of the Section which may include members attending in person or participating via conference call or other electronic media.



2. Business and voting may be conducted via mail or electronic media if approved by the Executive Committee.
3. Unless otherwise specified in these Bylaws or the Constitution of the Society, business shall be conducted according to the latest edition of Robert's Rules of Order.
4. Decisions at meetings are by simple majority of Active Members voting, except 2/3 majorities are required in special cases such as amending the Bylaws and suspending a Rule. Other less frequently used voting requirements are described in Robert's Rules of Order.

### **Article VIII. Fees**

1. Any annual membership fee shall be determined by the Executive Committee and approved by the membership by ballot or at a regular business meeting. The Executive Committee may assess those attending a meeting of the Section a registration fee.

### **Article IX. Bylaws, Rules and Procedures**

1. The Bylaws are the defining document for the Section and take precedence over all other rules and procedures of the Section. The Bylaws cannot be suspended and cannot be changed without prior notice to members.

A. The Bylaws may be amended by a 2/3 majority of Active Members choosing to vote, provided that the proposed amendment(s) are circulated in writing, including in electronic form, to the membership at least 30 days prior to voting.

B. In accordance with the Society Constitution, all amendments shall be reviewed by the Society's Constitutional Consultant for conformity with the Constitution, Rules and Procedures of the Society. The Constitutional Consultant presents the adopted amendment to the Society Governing Board for approval.

C. Amendments take effect when the Section receives written notice of their approval by the Governing Board from the Executive Director.

2. Rules are the next highest level of documentation of Section operations. They are generally established to facilitate the conduct of Section business, and to describe duties and responsibilities of officers and committees. They may be suspended or amended as follows.

A. The Rules may be suspended during an Executive Committee meeting until the next annual or special Section meeting by a 2/3 majority of the Executive Committee.

B. The Rules may be suspended for the duration of a meeting by a 2/3 majority of Active Members voting at an annual or special Section meeting.

C. The Rules may be amended by a simple majority of Active Members voting at an annual or special Section meeting.

3. Procedures are the lowest level of documentation of Section operations. They are generally established to provide continuity in the conduct of Section business. The Procedures may be suspended or amended by a simple majority vote of the Executive Committee.

\* \* \* \*

# Attachment D1 – Motion memo to approve Great Lakes ballast water letter to US EPA

To: Cecil Jennings, AFS President

From: Leanne H. Roulson, Chair, Resource Policy Committee

Date: December 13, 2023

The Resource Policy Committee respectfully submits the following motion for consideration at the December 2023 Governing Board Meeting:

## I. Motion Report:

**(A) Recommended Motion:** Move that the American Fisheries Society (AFS) sign on to a comment letter with the Great Lakes Fishery Commission on the US Environmental Protection Agency's (US EPA) proposed ballast rule, published on October 18, 2023 pursuant to the Vessel Incidental Discharge Act (VIDA). The comment letter recommends that the rule could be strengthened by:

- a) applying requirements uniformly across state and international boundaries;
- b) removing the exemption for all Lakers from having to treat ballast water; and
- c) acknowledging and applying the best available science which has demonstrated that Lakers move species throughout the system, either by expediting the expansion of their range or by bringing species to areas where they would not have arrived without human means of transport.

**(B) Minority View:** Not Applicable

**(C) Background for Motion:** See the attachment to this motion report, a copy of the letter written in collaboration with the Great Lakes Fishery Commission and reviewed by the Aquatic Invasive Species Workgroup convened by Drue Winters, AFS's policy program contractor. We encourage the Governing Board to approve a motion for AFS to sign on to this joint letter and submit it to the EPA as part of the record for the review of the proposed rule. We suggest that this is an appropriate way for AFS to show support for the use of best available science in the control and management of aquatic invasive species in the Great Lakes Region.

# Attachment D2 - Great Lakes ballast water letter to US EPA



December 18, 2023

Mr. Jack Faulk  
Oceans, Wetlands, and Communities Division, Office of Water (4504T)  
Environmental Protection Agency  
1200 Pennsylvania Avenue NW  
Washington, DC 20460

In re: EPA-HQ-OW-2019-0482 (EPA standards of performance under the Vessel Incidental Discharge Act)

Dear Mr. Faulk:

The American Fisheries Society and the Great Lakes Fishery Commission together provide the following comments about the EPA's proposed ballast water rule (Proposed Rule), published on October 18, 2023 pursuant to the Vessel Incidental Discharge Act (VIDA).

Founded in 1870, the American Fisheries Society (AFS) is dedicated to improving the conservation and sustainability of fishery resources and aquatic ecosystems by advancing fisheries and aquatic science and promoting the development of fisheries professionals. The Great Lakes Fishery Commission (Commission) was established by treaty between Canada and the United States in 1955 to improve and perpetuate fish stocks of common concern between the two nations. Since the 1980s, both AFS and the Commission have been strong proponents of ballast water regulations, laws, and best management practices that protect the Great Lakes and North American waters because ship ballast is a primary vector for injurious invasive species that hurt the economy and alter and damage the ecology. AFS and the Commission support effective ballast water standards and practices for vessels—new and old—that operate in the Great Lakes. The practices should be uniform across state and international boundaries.

Many of the region's most damaging invasive species—like zebra and quagga mussels, European ruffe, *Bythotrephes*—have been brought to the Great Lakes via oceangoing vessels ("Salties"). Several of those species have made the Great Lakes home and have spread throughout the system, mainly by "Lakers," which are vessels that do not leave the Great Lakes-St. Lawrence system yet remain a significant vector for the spread of invasive species. These comments relate to the portions of the Proposed Rule that exempt the Lakers from meaningful action to prevent the spread of invasive species.

As the economic and cultural powerhouse of the region, the Great Lakes generate almost \$6 trillion annually in economic activity. The fishery alone generates more than \$7 billion each year. The lakes contain 84% of North America's surface freshwater, supplying tens of millions of Canadians and Americans with drinking water supplies. This natural wonder attracts millions of tourists, enhances property values, and accounts for an unrivaled quality of life.

Invasive species threaten all that is valued about the Great Lakes. Whether accidentally or intentionally introduced, the lakes harbor more than 185 non-native species, many of which are harmful. Once a new invasive species enters the lakes and establishes a population, the ability to control, let alone eradicate, the species is virtually impossible. It is imperative that policymakers take the necessary steps to stop new introductions and prevent the spread of those that are present.

EPA is now considering whether an equipment standard for new Lakers may be technologically available, be economically achievable, and have acceptable non-water quality environmental impacts. In 2018, Congress enacted the Vessel Incidental Discharge Act of 2018 (VIDA) and directed the EPA to establish national standards for vessel discharges, such as ballast water. In October 2020, EPA released its proposed draft VIDA rules that regulate oceangoing vessels but exempted all Lakers from having to treat ballast water. The Proposed Rule would now require “new” Lakers to install, operate, and maintain ballast water management systems. The existing Lakers would be exempt under the Proposed Rule, leaving a major pathway for invasion open. The Proposed Rule inadequately addresses the significant vector of invasive species from Lakers and, in fact, is a step backward in attempts to protect the Great Lakes from interlake movement of harmful species.

Studies are clear and compelling. Recent sampling and analysis research,<sup>1</sup> conducted by Fisheries and Oceans Canada, builds upon considerable research to confirm that ballast water management systems (BWMS) reduced the abundance of living organisms in Great Lakes ballast water by more than 98%. Based on this assessment, Lakers using BWMS would represent a significant reduction in the risks posed by Great Lakes ships for spreading invasive species. Lakers move and discharge a considerable amount of ballast water<sup>2,3</sup>. Lake Superior, for instance, has received eleven new species from other Great Lakes, Lake Michigan five, Lake Huron seven, Lake Erie four, and Lake Ontario three<sup>4</sup>. Laker ballast water contains zooplankton and phytoplankton, including invasive species. A Canadian-government assessment<sup>3</sup> conducted in 2014 demonstrates the considerable risk Lakers pose by moving species throughout the Great Lakes system and Adebayo et. al.<sup>5</sup> demonstrate that the St. Lawrence River is a gateway to the Great Lakes; Salties leave exotic AIS in the river and Lakers pick them up and bring them to the Great Lakes. According to Casas-Monroy et. al.,<sup>3</sup> Lakers, on a per-discharge basis, carry more non-indigenous zooplankton than other shipping pathways, such as Atlantic and Pacific transoceanic voyages and east coast of Canada coastal domestic voyages. Moreover, Rup et. al.,<sup>5</sup> note that the relatively short

<sup>1</sup> Bailey, S. A., Casas-Monroy, O., et. al., (2023). Efficacy of ballast water management systems operating within the Great Lakes and St. Lawrence River (2017 - 2022). *Can. Data Rep. Fish. Aquat. Sci.* 1376: vii + 24p.

<sup>2</sup> Cangelosi, A; Anders, O.; et. al., (2018). Great Waters Research Collaborative: Great Lakes Ship Ballast Monitoring Project Technical Report. Lake Superior Research Institute. Available at [https://minds.wisconsin.edu/bitstream/handle/1793/78497/LSRI-GWRC-TR-GLSBM-1\\_FINALv2\\_31May2018.pdf?sequence=1&isAllowed=y](https://minds.wisconsin.edu/bitstream/handle/1793/78497/LSRI-GWRC-TR-GLSBM-1_FINALv2_31May2018.pdf?sequence=1&isAllowed=y)

<sup>3</sup> Casas-Monroy, O., Linley, R.D., Adams, J.K., Chan, F.T., Drake, D.A.R., and Bailey, S.A. (2014). National Risk Assessment for Introduction of Aquatic Nonindigenous Species to Canada by Ballast Water. *DFO Can. Sci. Advis. Sec. Res. Doc.* 2013/128. vi + 73 p.

<sup>4</sup> Environment and Climate Change Canada and the U.S. Environmental Protection Agency. 2021. State of the Great Lakes 2019 Technical Report. Cat No. En161-3/1E-PDF. EPA 905-R-20-044. Available at [binational.net](https://www.epa.gov/great-lakes/state-of-the-great-lakes-2019-technical-report).

<sup>5</sup> Adebayo, A.A., A. Shan, S. A. Bailey, H.J. MacIsaac. (2014). Domestic ships as a potential pathway of nonindigenous species from the Saint Lawrence River to the Great Lakes. *Biol Invasions*. 16, Pp. 793-801.

<sup>5</sup> Michael P. Rup, M.P.; Bailey, S.A.; Wiley, C.J.; Minton, M.S.; Miller, A.W.; Ruiz, G.M.; MacIsaac, H.J. (2010). Domestic ballast operations on the Great Lakes: potential importance of Lakers as a vector for introduction and spread of nonindigenous species. *Canadian Journal of Fisheries and Aquatic Sciences*. 67, 256-268.



nature of interlake voyages accounts for the release of a high volume of healthy organisms, and Casas-Monroy et. al.,<sup>3</sup> assert that the environmental similarity between Laker ports means the likelihood of survival once an organism is discharged is quite high. The literature about the Laker risk is more extensive than cited here.

While AFS and the Commission sympathize with domestic shippers in that they did not transport invasive species into the St. Lawrence River and Great Lakes region, the fact remains that Lakers move species throughout the system, either by expediting the expansion of their range or by bringing species to areas where they would not have arrived without human means of transport. Both outcomes hasten and exacerbate the economic and ecosystem losses.

The Vessel Incidental Discharge Act was quite clear in expecting that Lakers be regulated. Indeed, it bears stressing that US law has not exempted Lakers from ballast water regulation and, as such, the proposed rule should require steps to ensure Lakers treat their ballast before discharge into the Great Lakes.

Canada is confident enough in BWMS that it intends to require BWMS on Lakers in the near future. We applaud this requirement and note that, to be effective on the Great Lakes, all vessels operating on both sides of the border—or transcending the border—must adhere to uniform rules and practices. The only thing more frustrating than trying to manage a system as large as the Great Lakes is trying to manage half of a system. Now is not the time to back away from considerable research and development into ballast water systems that could work on *all* Great Lakes vessels.

AFS and the Commission are encouraged that this Proposed Rule will require new Lakers to install BWMS. That is an essential step in the right direction. However, new Lakers are rarely constructed, and AFS and the Commission contend that continuing to exempt existing Lakers from BWMS will cement the Laker risk for generations to come.

AFS and the Commission are far from alone in calling for more robust ballast water management by Lakers. In 2022, key members of the outdoor recreation industry formed The Aquatic Invasive Species Commission to help stop and reverse the introduction and spread of AIS in the United States. The AIS Commissioners served on a voluntary basis and over the course of several months conducted a series of listening sessions and meetings, during which they received input from experts, including state and federal agency personnel, leading scientists, congressional staff and members, and the fishing industry on various topics to inform this report. AFS and the Commission actively participated in the AIS Commission. The recommendations in the AIS Commission's report<sup>6</sup> stated clearly that ballast water management efforts should be strengthened by ensuring that all vessels that engage in ballast water discharge be required to adhere to U.S. law and consistent international standards. A revised EPA rule that applies to all Lakers—old and new—is consistent with this recommendation.

The Proposed Rule acknowledges that additional research is needed to explore options and points to Congress' acknowledgement that practicable ballast water management solutions are needed for Lakers. AFS and the Commission support aggressive research into effective BWMS to ensure such technologies and actions are appropriate. AFS and the Commission endorse, for instance, the AIS Commission's recommendation that Congress establish a grant fund to encourage installing, using, and maintaining type-approved BWMS to meet regulations. The United States should also participate in national or

<sup>6</sup> <https://www.trcp.org/wp-content/uploads/2023/02/Aquatic-Invasive-Species-Report-3-28-2023.pdf>

binational scientific or monitoring programs that report on discharge sample collection and analysis following monitoring requirements, as indicated by the EPA's Vessels General Permit. In addition, AFS and the Commission endorse the Great Lakes and Lake Champlain Invasive Species Program, with the express purpose of identifying and piloting BWMS for Great Lakes vessels. The EPA is incorrect, in AFS and the Commission's view, to exempt Lakers from ballast water management while we wait for more research; such an approach would make Great Lakes protection a perpetually elusive endeavor.

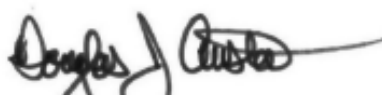
Finally, AFS and the Commission are not persuaded by the argument that costs prohibit the application of BWMS on Great Lakes vessels. The spread of invasive species is costly to everyone, and continually expecting society to absorb the costs of invasive species damage by Lakers is irresponsible public policy. The Lakers already enjoy considerable benefits from a taxpayer-subsidized network of shipping channels and locks. Taxpayers should not have to bear the costs of invasive species spread by Lakers.

The EPA's goal of protecting the Great Lakes from harmful invasive species falls short by exempting Lakers from meaningful action that can be taken at present. Thank you for considering these comments.

Sincerely,



Robert Lambe  
Executive Secretary  
Great Lakes Fishery Commission



Douglas J. Austen, Ph.D.  
Executive Director  
American Fisheries Society

# Attachment E – Status report on the Jennings Presidential Plan of Work

## President's Plan of Work

Cecil A. Jennings  
August 2023 – September 2024

Governing Board Meeting: 15 December 2023  
(Virtual)

*Life is what happens when you are busy making  
plans. (Anonymous - undated)*

*Messrs. Murphy and O'Toole.*



*Life is what happens when you are busy making plans. (Anonymous, undated)*

**Thankfully, nothing crazy yet!!**

Jennings POW: Objectives 1 – 3.

Advance and enhance Fisheries Science, including engagement with other aquatic societies.

Evaluate how Society messaging is perceived by agencies and potential members and adjust messaging breadth, as appropriate.

Prepare/update standard operation procedures for: recruiting an Executive Director under various (planned and unplanned) scenarios and for preparation of strategic plans.

## Jennings POW: Objectives 4 – 5.

Increase efficiency of communications about unit activities among AFS units at all levels and better convey the value of the Society to its members and their employers.

Build on strong foundation of diversity initiatives within the Society as well as improve message to membership about the value of diversity of all kinds.

## Jennings POW: Specifics – Objective 1 (Advance fisheries science)

*In conjunction with the Pacific Islands chapter and the Western Division, plan the 2024 annual meeting, which will be held in Honolulu, HI in September 2024. Meeting planning include identifying plenary themes and speakers to highlight the unique natural, biological, and cultural history of the region.*

Many initiatives being planned for the HI meeting:

- meeting announced at GR meeting/website launched
- meeting chairs identified/various committees being staffed
- call for sessions open
- potential plenary speakers identified
- DEI considerations being included in planning (discussed later)

(2020-2024 Strategic Plan – Objective 1)  
advance fisheries science

## Jennings POW: Specifics – Objective 1 (Advance fisheries science)

*Facilitate the growth of the new Pacific Islands (formerly Hawai'i) Chapter to serve fishery professionals as well as increase the Society's presence and influence in the area beyond the 2024 annual meeting.*

- Staffed a booth at the HI Conservation Alliance Meeting (June 2023) in Honolulu.
- advertised the chapter (Collected names for chapter mailing list)
- continuing to engage with chapter leadership
- advertised and promoted AFS 2024 at HCA in Honolulu

(2020-2024 Strategic Plan – Objective 1)  
advance fisheries science

## Jennings POW: Specifics – Objective 1. (Advance fisheries science)

*Continue to engage with CASS on the future of the organization, including organizational structure, business model, and planning future joint meetings.*  
Underway, via our CASS Rep., President Elect Garcia.

*Explore the feasibility and willingness of smaller CASS societies joining AFS and becoming their own unit (e.g., section). Nothing yet (delicate conversations).*

(2020-2024 Strategic Plan – Objective 1)  
advance fisheries science

## Jennings POW: Specifics – Objective 1. (Advance fisheries science)

*Represent the Society at the World Fisheries Congress to be held Seattle WA in the spring of 2024. Collaborate with and support the Executive Director in the hosting of the World Fisheries Congress, as appropriate. Will offer opening “Welcome” to the Congress on behalf of AFS. Host/attend receptions for selected guests.*

*Collaborate with and support the Executive Director and AFS staff on myriad Society activities and new initiatives as appropriate. Underway... “keeping the lights on!”*

(2020-2024 Strategic Plan – Objective 1)  
advance fisheries science

## Jennings POW: Specifics – Objective 2. Evaluate Society messaging

*Ascertain how young professionals and potential employers perceive AFS and its role in fisheries conservation and management and determine if that perception is consistent with what the Society intends. Spoken with Kelly Kotche and membership committee about conducting short survey on new or early career members to address this question. Some of this information be contained in the current membership survey, which will be evaluated for utility. Messaging will be amended or revised as appropriate.*

*Develop and market, as appropriate, a narrative of the Society’s mission that is appealing to young professionals and their potential employers. This messaging should include broadening the perception of what is considered “fisheries” work and who is a “fisheries” professional. The results of the surveys outlined above will be used to achieve this objective.*

(2020-2024 Strategic Plan – Objective 2)  
develop fisheries professionals

### Jennings POW: Specifics – Objective 3. SOP admin/strategic transitions

*Work with current Executive Director to identify primary and secondary duties associated with the position as well as evaluate opportunities to restructuring job duties as appropriate. Develop a viable position description that can be used effectively to solicit potential candidates for the vacant position.*

- procedures for planned transitions existed; being implemented
- search committee appointed and charged
- draft position description has been created and submitted for comments
- transmittal to the MC/GB for approval pending

(2020-2024 Strategic Plan – Objective 5)  
effective Society governance

### Jennings POW: Specifics – Objective 3. SOP admin/strategic transitions

*Work with current Executive Director to identify primary and secondary duties associated with the position as well as evaluate opportunities to restructuring job duties as appropriate. Develop a viable position description that can be used effectively to solicit potential candidates for the vacant position.*

Procedures for unplanned transitions don't exist formally, but procedures for planned transitions will be amended to include data and records archiving procedures that would allow continuity of AFS activities until such time as a new Executive Director can be recruited and onboarded.

(2020-2024 Strategic Plan – Objective 5)  
effective Society governance



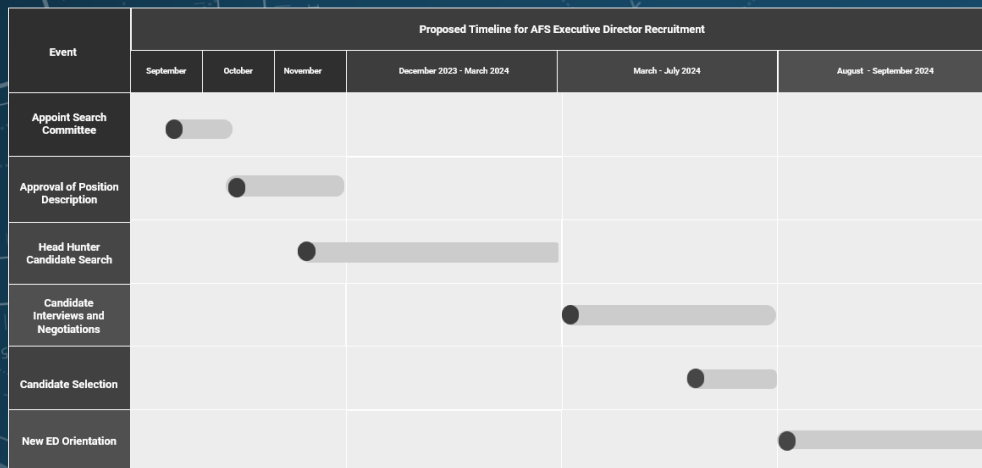
### Jennings POW: Specifics – Objective 3. SOP admin/strategic transitions

*Develop an advertisement strategy, including hiring an executive search firm, to identify potential candidates for the vacant position as well as establishing a timeline for recruiting, evaluating, and hiring the next Executive Director.*

- search committee has compiled list of executive search firms (variety of sources – e.g., TWS)
- draft timeline created (some flexibility built in)

(2020-2024 Strategic Plan – Objective 5)  
effective Society governance

### Jennings POW: Specifics – Objective 3. SOP admin/strategic transitions



(2020-2024 Strategic Plan – Objective 5)  
effective Society governance

Jennings POW: Specifics – Objective 3.  
SOP admin/strategic transitions

*Work with the current Strategic Visioning Committee (Marlis Douglas, Joe Conroy: Co-chairs) to evaluate our current strategic planning process. Do we need one? Are the goals identified therein adequate? Can strategic position be a more effective approach to achieving the Society's mission? Met with Marlis and Joe to discuss their ideas about strategic visioning/positioning vs strategic planning. Discussed this issue with Officers, then met with Marlis and Joe to share Officers' concern. A new strategic planning committee independent of the SPC will be charged shortly and will coordinate with the SPC. New aspects of the updated SP would include assessments at specific intervals with the plan period.*

(2020-2024 Strategic Plan – Objective 5)  
effective society governance

Jennings POW: Specifics – Objective 3.  
SOP admin/strategic transitions

*Work with Strategic Visioning Committee to ascertain who we were, who we are, who we want to be, and how we get there. Underway.*

*Work with Executive Director and Strategic Visioning Committee and others to create a new strategic plan/strategic positioning strategy, as appropriate, for 2025-2029. Special Committee for Strategic Planning will be charged shortly. A willing chair has been identified. The committee size and composition has been determined and potential members being solicited.*

(2020-2024 Strategic Plan – Objective 5)  
effective society governance

### Jennings POW: Specifics – Objective 3. SOP admin/strategic transitions

*Create a search committee to evaluate candidates as well as an assessment rubric for consistency in comparing and scoring the dossiers of the potential candidates.*

**Nothing yet. Will occur when appropriate given ED recruitment timeline.**

*Establish procedures for records and data management to ensure accessibility of appropriate personnel and financial files to the leadership team (Executive Director, Deputy Director, (and others, as appropriate) to ensure a seamless transition between Executive Directors. These procedures should include periodic audits with corrective actions as needed.* **Nothing yet. Will occur when appropriate given ED recruitment timeline.**

(2020-2024 Strategic Plan – Objective 5)  
effective society governance

### Jennings POW: Specifics – Objective 4. Increase/improve communication

*Evaluate results of membership surveys or inquiries to Units and AFS staff aimed at identifying gaps in internal communication efforts.* **Discussed previously under Objective 2. Underway.**

*Evaluate efficacy of communication strategy proposed or implement by previous presidents to ensure that it is relevant, flexible, and continues to promote forward-thinking approaches to sharing information with and among units of the Society.* **Discussed previously Objective 2. Underway.**

*Continue to support and promote AFS Policy efforts through targeted Unit engagement.* **Nothing yet, but will engage opportunistically.**

(2020-2024 Strategic Plan – Objective 3)  
Communicate importance of fisheries



## Jennings POW: Specifics – Objective 4. Increase/improve communication

*Initiate surveys of partner agencies (e.g., USGS, USFWS, state agencies) to determine how they view the services provided by AFS and identify opportunities to better serve constituents. Discussed previously under Objective 2.*

*Devise communication strategies to remediate any misconceptions about what AFS does and better inform partners about the value the Society provides to the agencies and their employees. Discussed previously under Objective 2.*

(2020-2024 Strategic Plan – Objective 3)  
Communicate importance of fisheries

## Jennings POW: Specifics – Objective 5. Maintain/improve diversity

*Communicate with membership on the links between DEIA and the benefits of reflecting societal diversity in our fisheries research and management staff and programs. Nothing yet, but I have a Presidential Column planned around this topic.*

*Continue collaboration between the Hutton Program and university fisheries programs (possibly through the Education Section and NAUFWP) to provide information to all Hutton applicants regarding university fisheries programs and careers in fisheries science. Hutton announcements out, applications now open. May include a group of Indigenous AK students mentioned previously. Hutton Summit planned at Charlie Elliott Wildlife Center (Mansfield, GA)*

(2020-2024 Strategic Plan – Objective 4)  
improve diversity of fisheries professionals

Jennings POW: Specifics – Objective 5.



American Fisheries Society  
September 15-19, 2024  
Honolulu



# AMERICAN FISHERIES SOCIETY

September 15 - 19, 2024 | Honolulu

*Conserving Fishes and Fishing Traditions Through Knowledge Co-Production*

(2020-2024 Strategic Plan – Objective 4)  
improve diversity of fisheries professionals

Jennings POW: Specifics – Objective 5.  
Maintain/improve diversity

*Organize a plenary session about Hawaiian Traditional Ecological Knowledge (TEK) in the management of regional fisheries resources for the 2024 annual meeting in Honolulu.*

Discussed potential plenary speakers with various members of the planning team, including members from HI. There are four potential speakers on the list. All are native Hawaiians. Would like to have at least two from the list. Also would be good to have perspective beyond HI or Polynesia.

*Seek opportunities to partner with other organization (e.g., CASS partners) on DEIA initiatives. Nothing yet.*

(2020-2024 Strategic Plan – Objective 4)  
improve diversity of fisheries professionals

# President's Plan of Work

Cecil A. Jennings

August 2023 – September 2024

**UPDATE**

**Questions & Feedback Welcomed!!**

# Attachment F – Financial Report



425 Barlow Place  
Bethesda, MD 20814  
301.897.8616

fisheries.org

**December 4, 2023**

**Re: October 2023 Financial Reports**

**Overview.** Assets total \$5,210,000 lower by \$122,000 from September and \$195,000 from October 2022. Gross Income totals \$3,428,000 and is \$568,000 lower than 2022 YTD.

**Financial Position.** The main asset changes this month are:

- Cash and investment balances declined in October
- Prepaid expenses increased related to the 2024 events: WCF Congress and HI Annual Meeting
- The large Receivables balance is pending receipt of \$251,000 (\$340,000 in total) IRS Employee Retention Credit (ERC) covid-related program
- Deferred revenue increased by \$28,000 for 2024 membership dues
- \$19,000 was transferred from the Restricted Net Assets to the Obligated Reserve.

**Operating Results.** Program income is tracking ahead in many categories, except for the annual meeting (Grand Rapids this year and Spokane last), Hutton program support, member dues rates increase and contractual fee increases (Journals) or simply additional sales (Books). Still, individual member counts are down by 4% with last year and 14% from 2019 while book sales are less than half its peak in 2018 and journals no longer generate royalty income above the guaranteed amount (indexed annually).

For expenses, administrative and staffing costs are lower, attributable to ongoing admin cost reductions, lower accounting fees this year and reduced staffing levels. The main three program areas of meetings and membership showing similar expense levels to last year. Publications expenses higher as books fulfillment contract increase \$1,000 per month and journal editors payments issued earlier in 2023.

Below is a 3-year comparison of adjusted net operating change (after adjusting for restricted investment income and one-time events such as JASM2):

Net Change Comparison	2023	2022	2021
Net Change Beginning	149,186	(516,264)	789,877
Invest. Income Restricted	-	(42,587)	(33,877)
Invest. (Gain)/Loss Restricted	-	701,795	(356,663)
Federal PPP Support	-	-	(381,012)
JASM Meeting Gain	-	(265,691)	-
<b>Net Change Adjusted</b>	<b>149,186</b>	<b>(122,747)</b>	<b>18,326</b>

**Cash Balance.** The projected cash balance appears solid through the end of the year, especially with WCF Congress receipts collected to date and before receipt of the IRS ERC refunds. Net Congress receipts are +\$65,000 through November. The challenge will be funding Congress catering and other meeting deposits due in February 2024 if registration, sponsorships and exhibit sales remain low and the IRS processing delays continue into 2024, which is not unlikely.

**Investment Results September 30, 2023**



Trailing Returns*	3 Mo	1 Yr	3 Yr	5 Yr	10 Yr	Since Inception
Portfolio Return-Gross	-3.36	12.26	4.31	6.29	8.18	8.47
Portfolio Return-Net	-3.48	11.70	3.78	5.76	7.64	7.92
Benchmark Return	-3.36	13.87	5.05	4.79	6.54	6.93
Relative Return	-0.12	-2.17	-1.27	0.97	1.10	0.99

Portfolio Inception Date: 09-30-2013

**Office Condo Status:** The Glascock building's attorney has been in contact with the Montgomery County Council multiple times over the past few months and yet, it remains unclear whether a zoning text amendment (ZTA) is an option around the HOA's zoning objections and related demands.

## American Fisheries Society Balance Sheet

	10/31/2023	10/31/2022		9/30/2023	Month - Month
	Actual	Actual	Variance	Actual	Variance
<b>ASSETS</b>					
<b>Current Assets</b>					
Cash and cash equivalents	\$184,162	\$222,331	(\$38,169)	\$198,230	(\$14,068)
Accounts receivable	275,372	77,561	197,811	266,271	\$9,101
BI, Inc. receivable	35,633	21,099	14,535	36,204	(\$571)
Inventory	161,655	197,224	(35,569)	162,651	(\$996)
Prepaid expenses	94,175	62,485	31,690	64,162	\$30,013
Total Current Assets	750,997	580,700	170,298	727,518	\$23,479
<b>Other Assets</b>					
Investments	4,143,745	4,446,041	(302,296)	4,285,959	(\$142,214)
Deposits on events	7,500	55,388	(47,888)	7,500	\$0
Property and equipment, Net	307,984	323,013	(15,029)	311,152	(\$3,168)
Total Other Assets	4,459,229	4,824,442	(365,213)	4,604,611	(\$145,382)
<b>Total Assets</b>	<b>\$5,210,226</b>	<b>\$5,405,142</b>	<b>(\$194,916)</b>	<b>\$5,332,129</b>	<b>(\$121,903)</b>
<b>LIABILITIES AND NET ASSETS</b>					
<b>Current Liabilities</b>					
Accounts payable	\$91,432	\$96,005	(\$4,573)	\$73,955	\$17,477
Accrued expenses	15,284	2	15,282	15,284	\$0
Accrued salary and benefits	116,873	172,678	(55,805)	116,850	\$23
Subunits investments payable	307,722	357,745	(50,023)	307,722	\$0
Chapter and Section dues payable	56,145	132,620	(76,475)	53,464	\$2,681
Chapter and Section book profit sharing	18,097	14,838	3,259	18,097	\$0
Deferred revenues	373,403	469,205	(95,803)	345,332	\$28,071
Loan payable	0	100,000	(100,000)	0	\$0
Total Current Liabilities	978,956	1,343,093	(364,137)	930,704	\$48,252
<b>Net Assets</b>					
Net assets - Unrestricted	881,326	681,910	199,416	881,326	\$0
Net assets - Board Designated	936,154	375,137	561,016	936,154	\$0
Net assets - Donor Restricted	2,207,390	3,426,155	(1,218,765)	2,207,390	\$0
Total Net Assets Beginning Year	4,024,870	4,483,202	(458,334)	4,024,870	\$0
Change in Net Assets- Unrestricted	34,032	(539,967)	573,999	174,366	(\$140,334)
Change in Net Assets- Board Designated	61,105	0	61,105	41,923	\$19,182
Change in Net Assets- Donor Restricted	111,262	118,813	(7,551)	160,267	(\$49,005)
Total Net Assets	4,231,269	4,062,048	169,221	4,401,426	(\$170,157)
<b>Total Liabilities and Net Assets</b>	<b>\$5,210,225</b>	<b>\$5,405,141</b>	<b>(\$194,916)</b>	<b>\$5,332,130</b>	<b>(\$121,905)</b>

**American Fisheries Society  
Summary of All Units  
For the Ten Months Ending 10/31/2023**

	October - Actual			Year to Date - Actual			Budget		2022 Annual Actual	
	2023	2022	Var \$	2023	2022	2021	Var \$	2023 BUDGET vs YTD Actual		
<b>Revenue</b>										
Investment Income	(\$135,975)	\$226,895	(\$362,869)	(\$81,331)	(\$941,726)	\$557,912	\$860,395	\$40,000	(\$121,331)	(\$810,708)
Web	0	0	0	4,800	5,810	7,810	(1,010)	0	4,800	6,290
Continuing Education	0	325	(325)	4,030	350	2,400	3,680	15,000	(10,970)	15,980
Certification	650	(1)	651	3,550	2,201	3,070	1,350	3,000	550	3,351
Other Education	0	0	0	0	0	0	0	0	0	30,000
Hutton	0	91,845	(91,845)	273,635	185,386	129,310	88,249	190,000	83,635	180,386
NFWF/BLM	0	0	0	29,000	0	0	29,000	0	29,000	0
USFS	0	0	0	25,000	0	12,000	25,000	0	25,000	0
NOAA	0	16,585	(16,585)	60,611	16,585	0	44,026	0	60,611	16,585
Multi State Grants	0	0	0	0	30,100	33,904	(30,100)	0	0	30,100
Grey Literature	0	46,555	(46,555)	0	46,555	26,734	(46,555)	0	0	46,555
Standard Sampling-Multi-State	0	30,444	(30,444)	0	30,444	43,177	(30,444)	0	0	30,444
Blue Book	0	7,769	(7,769)	2,873	56,445	15,435	(53,572)	0	2,873	56,445
Web Tool	0	0	0	21,000	0	27,750	21,000	0	21,000	0
Web Agenda	0	0	0	0	71,136	19,736	(71,136)	0	0	71,136
Climate Change	0	66,450	(66,450)	0	111,870	0	(111,870)	0	0	111,870
Licensed Expansion	0	0	0	0	30,290	0	(30,290)	0	0	30,290
Piper Manual	0	0	0	6,319	0	0	6,319	0	6,319	7,217
Calcified Digital grant	0	0	0	80,884	0	0	80,884	0	80,884	0
Other Grants & Contracts	0	0	0	50	93	381,012	(43)	82,000	(81,950)	340,114
Annual Meeting	3,045	52,936	(49,891)	977,652	1,173,853	350,344	(196,200)	1,200,000	(222,348)	1,161,977
WCF World Council of Fisheries	22	0	22	22	0	0	22	0	22	0
Latin America Meeting	0	0	0	102,946	0	0	102,946	0	102,946	0
JASM	0	(364)	364	6,394	1,473,652	0	(1,467,258)	0	6,394	1,475,369
Membership	0	65	(65)	493,091	466,094	522,497	26,997	583,000	(89,909)	466,094
Awards	0	306	(306)	1,590	1,026	1,351	564	0	1,590	1,026
Mem Other	1,260	1,710	(450)	17,730	10,198	7,122	7,533	10,000	7,730	14,369
Jobs	2,166	0	2,166	37,151	43,182	24,011	(6,031)	50,000	(12,849)	60,630
Policy	0	0	0	4,210	0	750	4,210	0	4,210	0
Advocacy	0	20,573	(20,573)	0	23,073	13,857	(23,073)	25,000	(25,000)	23,073
Books	7,698	3,874	3,824	90,052	38,478	64,012	51,574	13,000	77,052	30,552
Journals	248,178	238,320	9,858	1,266,796	1,120,672	919,235	146,124	1,220,000	46,796	1,177,227
Fisheries	0	0	0	0	0	20	0	0	0	0
<b>Total Revenue</b>	<b>127,044</b>	<b>804,287</b>	<b>(677,242)</b>	<b>3,428,055</b>	<b>3,995,767</b>	<b>3,163,449</b>	<b>(567,712)</b>	<b>3,431,000</b>	<b>(2,944)</b>	<b>4,576,372</b>
<b>Expenses</b>										
Administration	30,919	41,226	10,307	209,958	367,932	243,034	157,974	252,500	42,542	365,340
Staff Costs	144,081	157,512	13,431	1,480,730	1,627,105	1,621,390	146,375	1,808,000	327,270	1,901,601
Technology	3,605	4,937	1,332	43,934	40,568	39,385	(3,367)	45,000	1,066	46,978
Communication	254	0	(254)	1,516	1,508	1,812	(8)	(4,000)	(5,516)	1,508
Web	614	169	(445)	24,436	20,269	17,101	(4,167)	30,000	5,564	25,969
Development	0	0	0	95	3,034	0	2,939	0	(95)	3,034
Continuing Education	(1,497)	12,323	13,820	4,933	18,224	2	13,291	10,000	5,067	18,224
Rotenone	0	0	0	4,148	0	0	(4,148)	0	(4,148)	0

**American Fisheries Society  
Summary of All Units  
For the Ten Months Ending 10/31/2023**

	October - Actual			Year to Date - Actual				Budget	2022 Annual	
	2023	2022	Var \$	2023	2022	2021	Var \$	2023 BUDGET	vs YTD Actual	Actual
Certification	0	0	0	134	0	381	(134)	500	366	0
Other Education	0	2,162	2,162	0	2,162	0	2,162	0	0	2,162
Board	5,757	3,423	(2,333)	45,135	16,406	8,597	(28,729)	30,000	(15,135)	30,799
Hutton	5,595	4,640	(955)	171,083	171,860	103,341	777	133,000	(38,083)	170,360
NFWF/BLM	0	0	0	29,000	0	0	(29,000)	0	(29,000)	0
USFS	0	0	0	9,000	0	0	(9,000)	0	(9,000)	0
NOAA	0	0	0	18,500	6,000	12,000	(12,500)	0	(18,500)	13,500
Multi State Grants	0	0	0	1,455	0	45,366	(1,455)	0	(1,455)	0
Grey Literature	274	343	69	3,430	2,290	20,198	(1,140)	0	(3,430)	3,438
Blue Book	1,375	3,875	2,500	1,375	23,769	12,685	22,394	0	(1,375)	26,269
Web Tool	0	0	0	21,684	0	0	(21,684)	0	(21,684)	0
Web Agenda	0	0	0	0	35,625	5,700	35,625	0	0	35,625
Grey Literature 2	0	0	0	0	3,600	0	3,600	0	0	3,600
Climate Change	2,757	5,600	2,843	3,243	63,522	0	60,279	0	(3,243)	66,472
Licensed Expansion	0	0	0	0	60,390	0	60,390	0	0	60,390
Piper Manual	0	0	0	0	0	0	0	0	0	4,250
Calorified Digital grant	0	0	0	80,883	0	0	(80,883)	0	(80,883)	0
Other Grants & Contracts	0	0	0	5,500	325	0	(5,175)	0	(5,500)	325
Annual Meeting	7,878	29,648	21,771	554,824	584,170	32,550	29,346	866,000	311,176	715,490
Other Meetings	0	195	195	0	1,014	0	1,014	0	0	1,014
Other Meetings	0	0	0	250,721	0	0	(250,721)	0	(250,721)	0
WCF World Council of Fisheries	0	0	0	1,136	0	1,033	(1,136)	5,000	3,864	0
JASM	0	302,044	302,044	0	1,207,961	0	1,207,961	0	0	1,252,304
Membership	12,230	20,036	7,807	77,678	82,618	86,208	4,940	115,000	37,322	150,155
Awards	38	1,500	1,462	2,682	22,934	1,382	20,252	0	(2,682)	10,996
Mem Other	0	0	0	29	600	804	571	1,000	971	2,301
Jobs	4,125	4,335	210	23,094	21,031	16,175	(2,063)	21,000	(2,094)	26,416
Policy	5,083	0	(5,083)	42,844	4,939	2,735	(37,904)	5,000	(37,844)	8,939
Books	33,183	282	(32,901)	40,723	13,409	13,424	(27,314)	0	(40,723)	37,164
Journals	8,796	7,295	(1,501)	122,808	95,966	69,718	(26,842)	106,000	(16,808)	122,052
Fisheries	0	0	0	2,158	12,800	11,889	10,642	12,000	9,842	13,425
Other Publications	0	0	0	0	0	6,662	0	0	0	0
<b>Total Expenses</b>	<b>265,067</b>	<b>601,545</b>	<b>336,483</b>	<b>3,278,869</b>	<b>4,512,031</b>	<b>2,373,572</b>	<b>1,233,163</b>	<b>3,436,000</b>	<b>157,131</b>	<b>5,120,100</b>
<b>Net Change from Operations</b>	<b>(138,023)</b>	<b>202,742</b>	<b>(340,759)</b>	<b>149,186</b>	<b>(516,264)</b>	<b>789,877</b>	<b>665,451</b>	<b>(5,000)</b>	<b>154,187</b>	<b>(543,728)</b>
<b>Non Operating (shown on a net basis)</b>										
<b>Restricted contributions</b>	<b>(537)</b>	<b>(2,706)</b>	<b>2,169</b>	<b>57,212</b>	<b>95,111</b>	<b>3,931</b>	<b>(37,899)</b>	<b>0</b>	<b>57,212</b>	<b>85,134</b>
Total Non Operating	(537)	(2,706)	2,169	57,212	95,111	3,931	(37,899)	0	57,212	85,134
<b>TOTAL NET CHANGE</b>	<b>(138,560)</b>	<b>200,036</b>	<b>(338,590)</b>	<b>206,398</b>	<b>(421,153)</b>	<b>793,808</b>	<b>627,552</b>	<b>(5,000)</b>	<b>211,399</b>	<b>(458,594)</b>
<b>Net Change Comparison</b>				<b>2023</b>	<b>2022</b>	<b>2021</b>				
Net Change Beginning				149,186	(516,264)	789,877				
Invest. Income Restricted				-	(42,587)	(33,877)				
Invest. (Gain)/Loss Restricted				-	701,795	(356,663)				

**American Fisheries Society  
Summary of All Units  
For the Ten Months Ending 10/31/2023**

	October - Actual			Year to Date - Actual				Budget	2022 Annual	
	2023	2022	Var \$	2023	2022	2021	Var \$	2023 BUDGET	vs YTD Actual	Actual
Federal PPP Support	-	-	-	-	-	(381,012)	-	-	-	-
JASM Meeting Gain	-	-	-	-	(265,691)	-	-	-	-	-
<b>Net Change Adjusted</b>	<b>149,186</b>	<b>(122,747)</b>	<b>18,326</b>	<b>149,186</b>	<b>(122,747)</b>	<b>18,326</b>	<b>18,326</b>	<b>149,186</b>	<b>(122,747)</b>	<b>18,326</b>