



American Fisheries Society

June 20, 2024

Management Committee Minutes

Key Motions and Tasks:

1. Deferred actions until the July meeting for six requests for modifications to bylaws of various AFS units.
2. Approved the involvement of AFS in 2028 JASM:
 - a. Approval of MOU for AFS to participate in JASM2028
 - b. Approval of the 2028 AFS annual meeting to be with JASM2028 in May 2028 with final date and location to be determined.
 - c. Approval for AFS staff to submit bid for AFS to be the “managing society” for JASM2028.

Minutes of the Meeting:

Participants:

Management Committee Members:

Cecil Jennings, Gary Whelan, Margaret Murphy, Lynn Quattro, Julie Carter, Christian Waters (Proxy for Lynn Quattro), Jeff Kopaska, Andrew Bade, Heather Stewart, Laurie Earley (Proxy for Eric Fetherman), Dan Iserman, Randy Schultz (Constitutional Consultant, non-voting), Doug Austen (Executive Director, non-voting)

ELMA: Matt Wipf, Drew Holloway

Guests: Marlis Douglas

AFS Staff: Dan Cassidy, Kelly Kotche, Lauren Maza, Laura Hendee, Beth Beard, Jenna Hanks, Shawn Johnston

1. **Greetings, Recognition of Proxies, and Determination of Quorum** – Meeting called to order by Cecil Jennings at 1:03 p.m. EDT and quorum established by Randy Schultz.
Recognition of proxies: Christian Waters (Proxy for Lynn Quattro) and Christian Waters (Proxy for Lynn Quattro)
2. **Approval of Agenda-** Approved by unanimous consent.
3. **Review of April 2024 Management Committee Meeting**

- a. The Oxford University Press contract was the only agenda item at the April MC meeting. Minutes will be sent in the next week or two.

4. Constitutional Consultant Report – Briefly reviewed by Randy Schultz. Proposed by Cecil Jennings to defer to the July meeting due to limited time for the MC members to review the documents. Unanimous consent to defer items a-f below.

- a. **Motion:** Approve proposed bylaw changes of the Colorado-Wyoming Chapter 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.
 - i. Notable changes:
 - a. Bylaw updates with minor edits.
 - i. Clause to allow electronic voting;
 - ii. Addition of DEI Standing Committee.
 - ii. Contact: Steve Gale, CO-WY Chapter President cowy.afs.pres
- b. **Motion:** Approve proposed bylaw changes of the Oregon Chapter of the American Fisheries Society (Attachment C).
 - i. **Background:** The proposed bylaws were reviewed by the Constitutional Consultant and deemed consistent with the AFS Constitution and Rules.
 - i. Notable changes:
 - a. Bylaw updates with minor edits.
 - i. Student representative update;
 - ii. Quorum definition.
 - ii. Contact: Gary Vonderohe, Oregon Chapter President Gary.R.VONDEROHE@odfw.oregon.gov
- c. **Motion:** Approve proposed bylaw changes of the Mid-Canada Chapter of the American Fisheries Society (Attachment D).
 - i. **Background:** The proposed bylaws were reviewed by the Constitutional Consultant and deemed consistent with the AFS Constitution and Rules.
 - i. Notable changes:
 - a. Reestablishment & update of executive committee.
 - i. Created a broader EXCOM since membership covers 3 provinces and 2 territories;
 - ii. Last review greater than 10 years ago;
 - iii. Could not provide Track-changes.
 - ii. Contact: Benjamin Kissinger, PhD., Mid-Canada Chapter President bkissinger@friresearch.ca
- d. **Motion:** Approve proposed bylaw changes of the Tennessee Chapter of the American Fisheries Society (Attachment E).
 - i. **Background:** The proposed bylaws were reviewed by the Constitutional Consultant and deemed consistent with the AFS Constitution and Rules.

- i. Notable changes:
 - a. Bylaw updates with minor edits.
 - i. Officer duty updates;
 - ii. Standing Committee Updates.
 - ii. Contact: Sally Petre, Tennessee Chapter President Sally.Petre@tn.gov
- e. **Motion:** Approve proposed bylaw changes of the PennWest California Student Subunit, Pennsylvania Chapter of the American Fisheries Society (Attachment F).
 - i. **Background:** The proposed bylaws were reviewed by the Constitutional Consultant and deemed consistent with the AFS Constitution and Rules.
 - i. Notable changes:
 - a. Bylaw changes included a name change, along with some minor edits.
 - i. California University of Pennsylvania merged with Edinboro and Clarion Universities, forming PennWest (Pennsylvania Western University).
 - ii. Contact: Dr. David Argent, Professor, Wildlife and Fisheries Biology, PennWest University argent@pennwest.edu
- f. **Motion:** Approve proposed bylaw changes of the Teton (BYU-I) Student Subunit of the Idaho Chapter of the American Fisheries Society (Attachment G).
 - i. **Background:** The proposed bylaws were reviewed by the Constitutional Consultant and deemed consistent with the AFS Constitution and Rules.
 - i. Notable changes:
 - a. Name Change.
 - ii. Contact: Claire Davis, Teton Student Subunit Secretary, daviscla2020@gmail.com
- g. **JASM 2028** – Three items for consideration
 - i. **JASM2028 MOU** (Attachment H) – Document to commit AFS to participation in the JASM2028 joint meeting of the CASS partners. This meeting will be scheduled for mid to late May 2028.
Note one change to the MOU that is not shown in the document. The last sentence in the last paragraph in Section 2 should be modified from “majority vote” to “two-thirds majority vote of the participating societies”.
 - Proposed motion:** Move that AFS approve and sign the MOU for JASM2028
 - ii. **Host AFS annual meeting in conjunction with JASM2028**
This proposal has been introduced and discussed at the Seattle joint MC-GB meeting and received tentative support. However, this needed to be brought back to the Management Committee for a formal motion, discussion and decision. If AFS approves this, there will be no late summer or fall AFS meeting.

Proposed motion: Move that AFS hold its 2028 annual meeting in conjunction with JASM2028

iii. **AFS to submit bid to be the “Lead Managing Society” for JASM2028**

Section 3 of the JASM2028 MOU provides for the establishment of a lead planning society for JASM2028. This will be similar to what AFS did for the 2022 Grand Rapids JASM and will include managing finances and overall meeting logistics. AFS staff are prepared to take on this role, but only if the AFS annual meeting is held in conjunction with JASM2028 (approval of item g.ii above). This will also allow for AFS to recover staff costs for this work, which will include various other staff involved in registration, communications, meeting app management, website, etc.

Proposed motion: Move that AFS submit a bid to be the lead society for JASM2028

General Discussion: Austen reviewed all three proposed motions since they are linked. This proposal is based upon a CASS working group and has been approved by 7 of the 10 CASS member societies. Austen strongly supported AFS approving the MOU since this doesn’t obligate AFS to motions ii and iii. With regard to motions ii, it was discussed at the Seattle midyear GB meeting and strong support, but not approval, was provided. It was also proposed that item iii (AFS as lead management society) would be beneficial to AFS given the recent history of the 2022 JASM providing about \$275,000 of staff support as well as \$63,000 in revenue sharing. Shawn Johnston reported that joint meetings, with the Reno joint AFS-TWS meeting and our history with JASM2022, tend to be financially efficient since we can share costs and better negotiate contracts. Dan Cassidy reported that involvement in JASM2028 would push staff and our infrastructure since it would be such a large and complicated event. He suggested that review by FPPC would be appropriate but the timing problematic given their quarterly meeting schedule and the need to advance these motions. Their involvement in financial planning will be important.

Shawn Johnston further reported that timing is critical and CASS and AFS need to move quickly on this. Given the size and complexity of JASM 2028, we will need to move quickly on identifying location and date options. Some locations, such as San Francisco, are already booked for that time period.

Julie Carter asked about local AFS chapter involvement in JASM2028. Austen reported that JASM2022 would be the best model. For that event, several CASS member societies with local chapters worked collectively on providing local meeting support. How this would work for JASM2028 would need to be worked out. Austen also talked about JASM2028 MOU

details that address some of the organizational issues that we faced in 2022.

Laurie Earley – Asked how this would impact AFS revenue sharing with the “hosting” chapter and division. Austen reported that this detail has not been worked out. However, AFS would certainly gain revenue from this event like it did in 2022 with anticipated revenue being significantly larger if we held our annual meeting with JASM2028. AFS leadership would need to determine how it would share revenue, but this would be solely determined by AFS and not a CASS issue.

Austen – Reported that Item iii is solely contingent on approval of item ii (AFS hosting annual meeting at JASM2028). If we do not approve item ii, we should reject item iii.

Dan Iserman – Noted that for many agency staff in the northern states, May is in the middle of serious field season, and this would cause challenges for their participation.

Andrew Bade – Agreed with Iserman, that staff in Connecticut would also be challenged in attending a May meeting.

Jeff Kopaska – Asked what percentage of participants are state agency employees. Shawn Johnston reported that it varies greatly based on location and that we wouldn’t have any data on the May time frame.

iv. Move to approve MOU for AFS to sign the CASS MOU.

Motion by Jeff Kopaska; 2nd Gary Whelan.

Approved by vote 10 Yes and 0 No.

v. Move for AFS to host the AFS 2028 annual meeting with JASM2028.

Motion by Gary Whelan; 2nd by Margaret Murphy.

Discussion: Margaret Murphy suggested the May 2028 timing could also allow for new people to attend that wouldn’t be able to attend otherwise. Further, with a four year lead time, this allows people to plan accordingly for participation.

Jeff Kopaska suggested that the JASM meeting with the other CASS member societies will create substantial opportunities for collaboration and partnerships that otherwise would be missed.

Austen responded to a question in the chat from Marlis Douglas about the value of JASM and how to respond to member questions about the value of AFS meeting with CASS in JASM2028. Austen noted that the 2022 JASM event created immense opportunities for new partnerships across the entire spectrum of science. It also allowed for expansion of CASS and substantial learning opportunities among the science societies.

Approved by vote of 9 Yes and 1 No.

vi. Move for AFS to submit bid to be the “Managing Society” for JASM2028

Motion by Margaret Murphy; 2nd by Gary Whelan.

Approved by vote of 9 Yes and 0 No.

6. Officers Reports

- a. Cecil Jennings, President – Relatively quiet period after a very busy several months of travel in the early part of the year.
- b. Miguel Garcia Bermudez, President Elect – On travel in Spain.
- c. Gary Whelan, 1st Vice President – Working on Membership Committee and also meeting with the DEI Committee to explore roles. Also working to revive the AFS Fisheries History Section, exploring new officers and hope to have the Section active by the Honolulu meeting.
- d. Margaret Murphy, 2nd Vice President – Also working on the Membership Committee and working to support increased membership. Working with Kelly Kotche to expand unit engagement and work in more of a liaison role to build connection between AFS leadership and units. This would be a 3-year commitment and she would pass this on to the next 2nd Vice President when Margaret takes over as President.

7. Update on ED Search (Provided by Cecil Jennings)

- a. 35+ applicants with a good distribution of qualifications (applicants that are currently in executive positions in other societies to current Ph.D. students).
- b. A rubric was developed based upon 10 categories of assessment. All applicants were rated by the review team members. Five applicants were on everyone's top-10 list. Another three were on 9 out of 10 committee members' lists. As a result, interviews were scheduled for the next week with the top 5 candidates.
- c. Goal is to refer a short list of 2-3 to the Governing Board for final interviews and selection.

8. Executive Director and AFS staff reports

- a. Oxford University Press (OUP) contract update and transition (Laura Hendee) – Our contract with OUP starts January 1, 2025. First meetings with OUP have started and will continue twice each month for the remainder of the year. Formal announcement to the journal editorial boards will take place tomorrow. Announcement to all AFS members will take place in July. Explanatory article in Fisheries will also be developed (target August for early view in Fisheries). The Honolulu meeting will be more of a celebration of the OUP partnership and how to build excitement about the new arrangement.
- b. Status of AFS headquarters building (Dan Cassidy; Attachment 2) -
 - i. 2023 Audit is about to be completed. AFS Audit Committee will do their review and provide a report to the Management Committee likely at the July or August meeting.
 - ii. Total assets have been somewhat stable but continue to rely upon investment increases. Operating cash flow has generally been negative for several years, but returned to positive in 2023.
 - iii. Compared to 2023, AFS is marginally similar to 2023. However, lost revenue from the World Fisheries Congress will likely hurt our final budget result. AFS is still waiting on the Employee Retention Fund payment from the federal government.

- iv. AFS building has moved to explore residential development of the AFS office complex. This includes engaging a new real estate broker. This seems to be a more productive route that also allows for use of the current zoning of the property.
- v. Program Reviews continue for Membership, Meetings, Development and Policy. Final reviews are being completed for Books and Hutton.
- vi. 2024 Operating loss of \$75-140K anticipated for AFS predicated upon the final WFC2024 meeting budget. This also may be modified by the Honolulu meeting final results, which are trending positive but unpredictable.
- vii. 2025 financial projections will be challenging. The income from the OUP contract will be substantially less than we previously received from Wiley and this will demand that AFS look closely at all program areas and actively grow new areas. The building sale is unpredictable and should not be considered in budget planning as any sort of certainty.

Discussion:

Jeff Kopaska asked about Honolulu meeting registration. Shawn responded that we have 433 paid registrants. Early registration ends July 19 and we will see a big rush at that time. This is a typical registration pattern. Austen suggested that with 2,000+ abstracts, we should see at least that many registrants if not more.

Margaret Murphy – Asked about business opportunities and models that might be worth exploring. Dan Cassidy responded that professional development is an exciting opportunity. The retreat on this topic earlier this year provided some guidance, but it will take some time to fully develop. All options should be on the table including reviewing AFS meeting revenues, organizational memberships, individual members, external meetings (e.g. JASM), and grants. AFS should continue to explore other meeting opportunities as part of an expanded portfolio of events and income.

Cecil Jennings – reported that his upcoming column in Fisheries (jointly authored with Marlis Douglas) encourages micro-certification and other areas for development and new revenue opportunities.

Jeff Kopaska – reported that the Fisheries Management Section (FMS) did a survey and found that members wanted training opportunities outside of the AFS annual meeting. Three seminars by FMS brought in over 500 registrants. This should be built out and eventually monetized for AFS.

Austen – reported that AFS did submit a proposal for a Multistate Conservation Grant proposal for funding work from the professional development retreat. There are also new options for AFS to host part of the NSF Leaps grant. AFS should continue to explore publication partnership options with CASS. Our OUP contract may allow for some such expansions in the future.

9. Additional Topics and New Business

- a. Schedule of MC meetings through Honolulu
 - i. Wednesday, July 24 @ 1:00 p.m. ET
 - ii. Wednesday, August 21 @ 1:00 p.m. ET

iii. Friday, September 6 @ 1:00 p.m. ET

10. Other items as appropriate –

- a. Julie Carter – Noted that Laurie Earley asked if there is any update on the Vice Chair position for the AFS Nominating Committee. Austen reported that this does need to be addressed and will work with the committee chair and AFS President to get completed. Jeff Kopaska also clarified that our goal is to have the full Nominating Committee in place 90 days prior to the annual meeting. This allows for conversations with potential candidates at the annual meeting.
- b. Kelly Kotche reported that she has been developing email address lists for chapters and sections to encourage membership renewals.
- c. Laura Hendee asked that the MC members continue to share information about the upcoming release of the Standard Methods book.

11. Adjournment – at approximately 2:30 p.m.

Attachment 1 – CASS Memorandum for JASM2028



Memorandum of Understanding to collaborate on organization of the 2028 Joint Aquatic Science Meeting

AMONG THE FOLLOWING SOCIETIES:

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 Sciences (SCAS)
Society for Freshwater Science (SFS)
Society of Wetland Scientists (SWS)

Approval of this memorandum of understanding (MOU) by Presidents/Executive Directors of each Society signifies our full intent and commitment to this joint effort. *This agreement will be expanded over time via a separate “Implementation Agreement” to address additional joint conference details not encompassed by this document.*

Mission: Following on the wide success of the first and second **Joint Aquatic Sciences Meetings (JASM)**, the **Consortium of Aquatic Science Societies (CASS) Member Societies** (hereafter referred to as **Participating Societies**) listed above have agreed to convene a third joint meeting in 2028. This document serves as an MOU that reflects the mission and broad approaches to conference planning, management, and finances.

Vision: To convene a world-class conference for aquatic science professionals and students, for the purposes of sharing ideas and furthering interdisciplinary research and cooperation. The conference will be a single, seamlessly coordinated event that has its own culture.

1. Participation

Participation in the JASM conference will be open to anyone who registers. Each registrant will experience:

- single registration portal with ability to register for the conference and all joint and Participating Society events
- single event website (although each Participating Society may have unique links or supplemental material on their individual website)
- plenary session speakers who cover topics of broad interest.

Participating Societies shall share equal status in all public appearances, announcements, and promotion related to the conference.

The conference will support:

- the ability to host all necessary working events or activities that are required for the functioning of the Participating Societies
- time and space for Participating Society business meetings
- space and/or facilities for Participating Society business offices and working areas for staff.

Attendance at JASM 2028 is anticipated to be 3,000-5,000 registrants.

2. Executive Committee – definition and roles

Planning for the JASM 2028 meeting will be led by an Executive Committee. Each Participating Society will designate a liaison and an alternate to represent their Society on the JASM Executive Committee. To the greatest degree possible, the liaison will consistently represent their Society over the full course of the planning for JASM 2028. Where this is not possible, the Society will appoint a replacement, such as the alternate, or another representative, and the Society is responsible for ensuring their representative is current on the decisions and process of meeting planning to minimize disruptions and delays to planning.

The main goals and duties of the Executive Committee and its members will be:

- a. Leading the process of identifying a Lead Society to manage logistics and finances for JASM 2028
- b. Working with the Lead Society and/or Conference Management Services Provider to select the conference venue and other key meeting elements.
- c. Working with the Lead Society to establish and manage the conference budget.
- d. Leading the creation of the Implementation plan that defines specific issues related to conference planning and management that are not addressed in this MOU.
- e. Formulating any other committees needed for meeting planning and operation.
- f. Communicating with the leadership and staff of their home Participating Society as needed to understand their goals and priorities for JASM 2028.
- g. Making any other decisions for administration and management other than those defined above.

The JASM Executive Committee is authorized to make all decisions for administration and management defined above. It is the responsibility of the liaison to communicate regularly and openly with the leadership of their home Participating Society about the decisions being made by the Executive Committee and to ensure that their input is based on feedback, and where necessary voted support, from the leadership of their Society. It is the responsibility of each Participating Society to establish a chain of communication and decision-making to ensure that their liaison can provide timely decisions and input without unnecessary delays to conference planning and management.

Two thirds of the Participating Societies shall constitute a quorum for decisions by the Executive Committee. The Executive Committee will aim to make decisions by consensus with full and careful consideration of minority views. When a consensus cannot be achieved, each Participating Society shall have one vote and decisions will be made by a majority vote.

3. Lead Society and Conference Management Services

CASS shall designate an individual Society to lead logistics and finances for JASM 2028, subject to the terms set forth in this MOU. This Lead Society shall enter into contracts as required to run the conference and will manage the conference budget in collaboration with the Executive Committee. Interested Societies shall provide a single-page statement of intent that broadly describes the capacity of the Society to successfully fill this role. The JASM Executive committee will review these statements and provide the CASS Leadership Committee with a ranked order recommendation. Selection of the “Lead Society” will be made by the CASS Leadership Committee.

It is understood that due to the scope and importance of this meeting, the service of an experienced Conference Management Services provider (or the equivalent) is required. The designated Lead Society shall develop a plan for conference management service provision that has the capacity for JASM 2028. Conference management service might be provided by staff of the Lead Society (potentially augmented by staff of other Participating Societies) and/or by an outside contractor selected by the Lead Society. Staff from any Participating Society who are being paid for work on JASM 2028 operations cannot serve as the Society liaison on the JASM Executive Committee.

Alternatively, the Lead Society may solicit a request for proposals (RFP) for JASM 2028 Conference Management Services, evaluate responses to the RFP, and select the preferred service provider in consultation with the JASM Executive Committee.

It is understood that costs for Conference Management Services are included in the JASM 2028 budget and will not be the sole responsibility of the Lead Society.

4. Selection of Conference Venue

Recognizing that Participating Societies may have competing interests with conference location, the JASM Executive Committee will endeavor to acknowledge these and recommend a location to maximize benefit to all Participating Societies, recognizing that a successful meeting will benefit all societies, as well as strengthen CASS.

The Conference Management Services Provider and Lead Society shall solicit proposals from potential locales for consideration by the Executive Committee. From these, the Executive Committee will select 3-5 potential venues based on potential financial risk, convention facilities, hotel prices, ease of access, destination incentives, potential sponsors, and willingness to negotiate rates. When soliciting and selecting a conference venue, the Executive Committee will also consider important criteria such as relevance and “attractiveness” to Participating Societies’ members and missions, affordability, lodging rates (at federal per diem and for students), and public transportation options.

The Executive Committee will make a ranked order of potential venues. The final site selection will be made by the CASS Leadership Committee with approval by the Participating Societies following their own internal decision-making guidelines.

5. Finances

The budget for JASM 2028 will be developed assuming a variety of attendance models and will be designed to reduce financial risk to Participating Societies to the greatest degree possible. However, it is recognized that any event such as JASM2028 has inherent financial risks. As such, the overall goal is to return to Participating Societies a shared revenue of at least 20% of the meeting’s income, or at worst, be revenue neutral.

A preliminary budget will be developed by the Lead Society in collaboration with the Executive Committee to provide 20% more revenue than the total expense budget. No costs in excess of the total expense budget will be allowed unless approved by the Executive Committee, except those attributable to more registrants than originally budgeted. In the event of occurrences impacting projected expenses or income, the Conference Management Services Provider and Lead Society will, in a timely manner, inform the Executive Committee, who will communicate with all Participating Societies for their counsel.

The Lead Society is authorized to serve as the fiscal agent for JASM 2028, establishing bank accounts and other financial tools to support management of JASM2028 finances. Updates on all such accounts will be provided to the Executive Committee on at least a quarterly basis or as requested. The Executive Committee will have access to budget spreadsheets and other records that are kept by the Lead Society.

With the foregoing exclusion, the Lead Society will indemnify, defend, and hold participating societies harmless from all third-party claims and obligations arising from or in connection with the meeting. All third-party contracts will be in the name of the Lead Society, and no such commitments will be binding on another Participating Society. The Lead Society will carry insurance coverage (included in conference budget) for the meeting that is determined by the Executive Committee, in consultation with the financial officers of the Participating Societies, to be appropriate in breadth and amount of coverage to their exposure and risk. No liability for claims related to or arising from JASM 2028 shall accrue to the Lead Society except insofar and to the extent that negligence or intentional misconduct on its part (including its officers, directors, staff and/or members) is a factor in the claim.

Each Participating Society shall contribute proportionally to a seed money fund to be managed by the Lead Society and used to offset early meeting expenses, administration and conference deposits, with the amount to be determined in 2025. It may be possible for the Lead Society to provide services in lieu of a cash contribution prior to the meeting. Similarly, all Participating Societies shall receive proceeds proportional to participation. Details of proceed sharing will be determined by the CASS Leadership Committee and approved by all Participating Societies.

6. Registration Fees

Registration fees will be the same for members of all Participating Societies. Non-member registration fees will be set to encourage membership in one or more of the participating societies. Registration fees shall include at least one networking event per registrant. Discounts may be made for students, emeritus/life members, young professionals, attendees from developing countries, and others as agreed upon by the JASM Executive Committee. The final registration fee rate structure will be approved by the CASS Leadership Committee.

7. Implementation plan

This MOU is not intended to include specific details of meeting implementation, which will depend on the identification of the Lead Society, Conference Management Services Provider, location selected, and a variety of other variables. A separate document, the “Implementation Plan”, is intended to provide this detail, and will be prepared no later than December 2026 by the Lead Society in collaboration with the Executive Committee. The implementation plan will be reviewed by the CASS Leadership committee and approved by the Presidents/Executive Directors of each Participating Society. Additional details that will be addressed in the implementation plan include, but are not limited to:

- Details of proceed sharing among Participating Societies
- Committee structure, participation and specific duties
- Determining the timeline for initiating critical components of the meeting
- Defining the general meeting program model, including the intended daily schedule and hybrid components
- Sponsorship and fundraising
- Program development
- Local arrangements
- Volunteer coordination

8. Amendments and Termination

Adoption of this agreement represents a commitment on the part of each society to participate in JASM 2028, and a recognition that withdrawing from the conference after commitment to a meeting venue would result in a financial hardship to the other Participating societies. Amendments to or termination of this MOU must be approved unanimously by the CASS Leadership Committee and the Participating Society Presidents.

**2028 Joint Aquatic Sciences Meeting
Memorandum of Understanding**

President, AFS

Date

President, ASLO

Date

President, CERF

Date

President, FMCS

Date

President, IAGLR

Date

President, NALMS

Date

President, PSA

Date

President, SCAS

Date

President, SFS

Date

President, SWS

Date

Attachment 2 – AFS Financial Status Report

AFS Financial Status

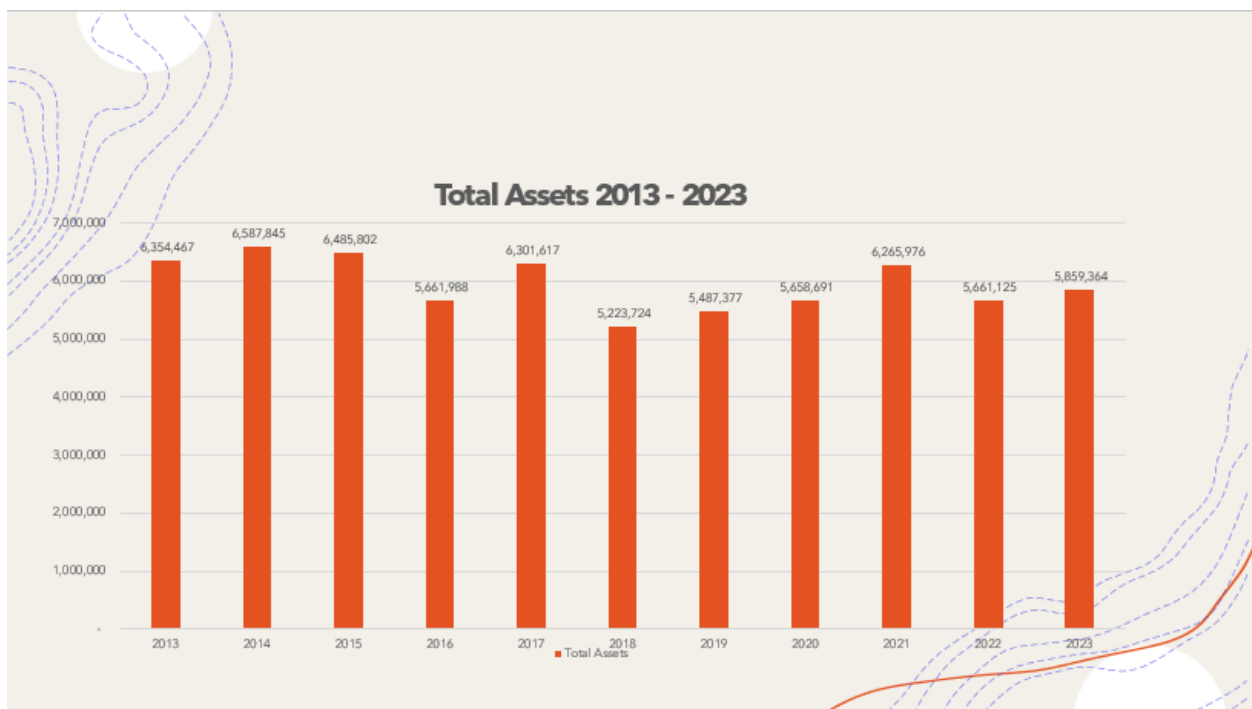
MC Meeting, June 20, 2024

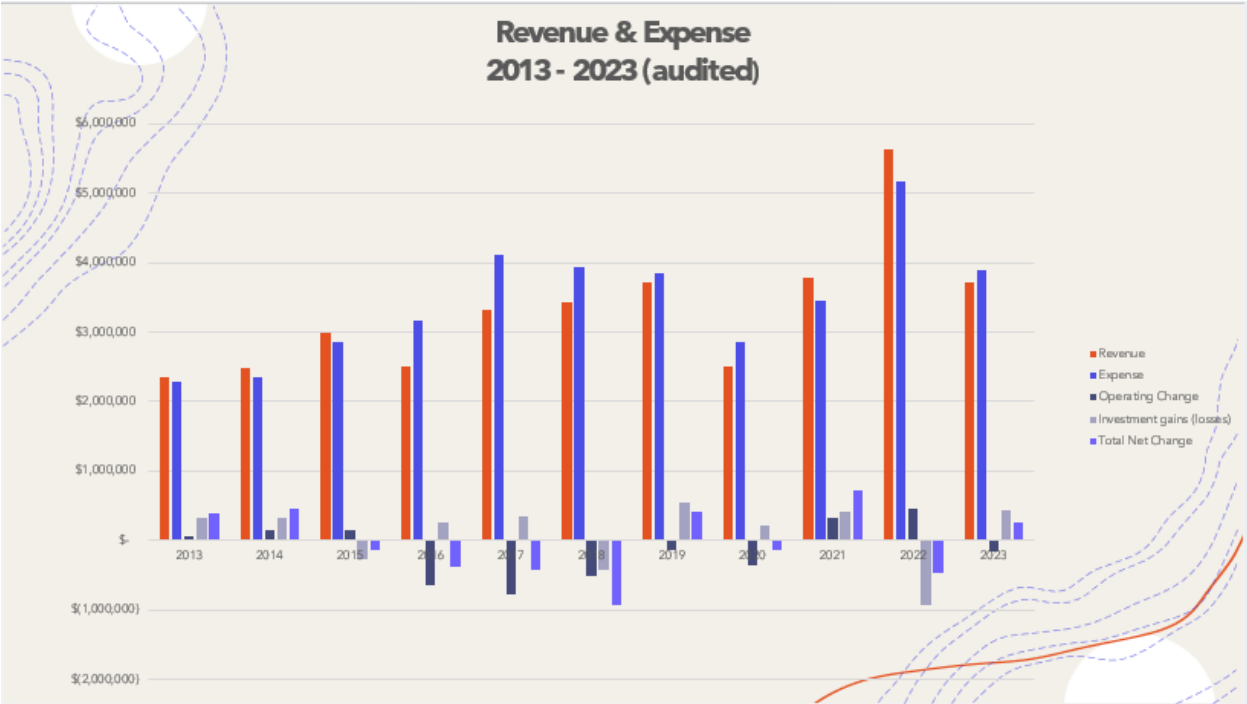
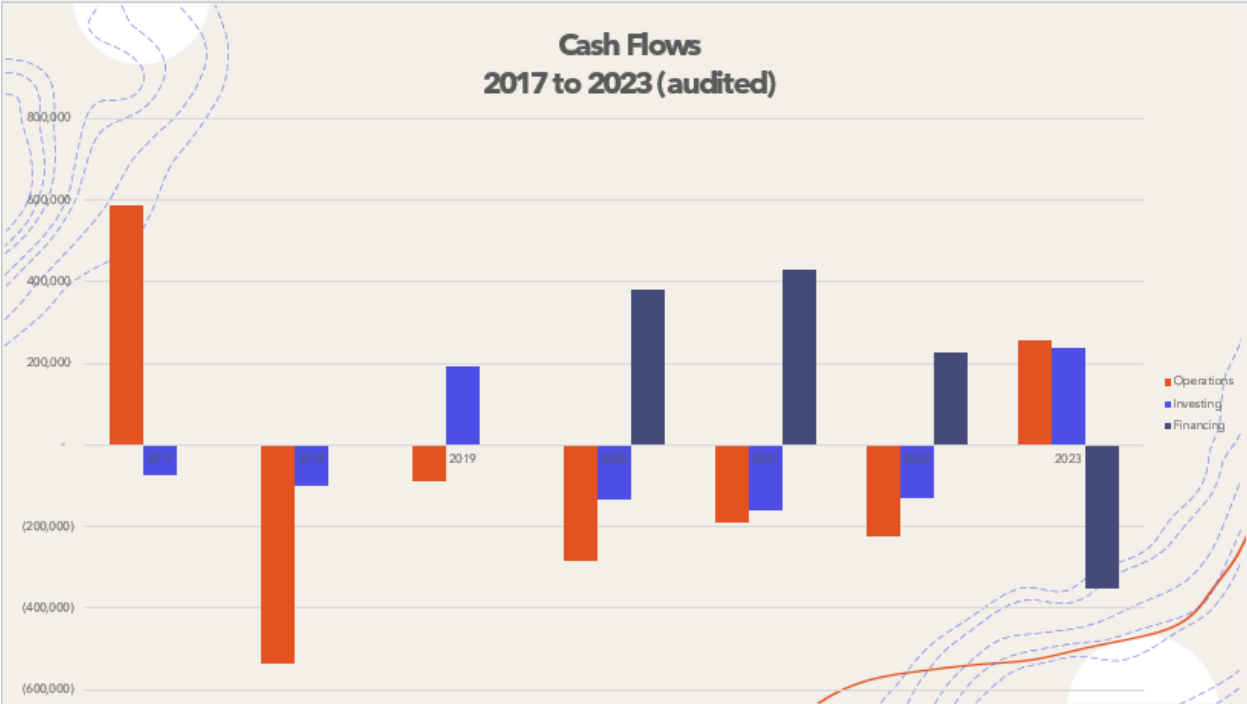
Topics

- +2023 Audit
- +April 2024 Financial Report
- +Key Items
- +2024 and 2025 Outlooks

2023 Audit

- +Draft report received
- +Reviewed with audit committee chair Tim Copeland
- +He will be issuing his annual review with important financial considerations for the MC





April 2024 - 2023 Operating Results

	2024	2023
Net Operating Change	273,001	538,417
Investment Gains (Losses)	(124,885)	99,699
Latin Congress	(2,000)	83,880
WCFS Mtg net	61,233	0
Adjusted Net Change	\$338,653	\$354,838

Key Items – Cash Flow

- + Transferred \$175,000 investments for cash needs
- + Expecting \$450,000 from OUP
 - + Partially used to repay Investments
- + Still owe investments \$350,000 transferred 2023
- + IRS ERC credit remains pending (\$250,000+)
 - + Can be used to repay investments

Key Items – Other

- + Glascock Building / Office Condo
 - + Pursuing additional path for residential development
 - + No movement on rezoning from nonprofit only to commercial
- + Staff continue with preparations for condo disposition
 - + File organization and cleanup
- + Leaps Grant
 - + Developing opportunity for AFS taking on some or all management
 - + May include funds to cover some AFS personnel and overhead costs

Key Items – Program Reviews

- + Program Reviews
 - + Staff intend to have final Reviews for Books and Hutton
 - + New Reviews for Membership, Meetings, Development and Policy
- + MC should plan for how it effectively intends to use this information
 - + Review in upcoming MC meetings and at September GB meeting

2024 and 2025 Outlooks

- +2024, expecting operating loss of \$75k to 140k
 - +From WCF Meeting hotel penalties and,
 - +Disposition of \$61k WCF meeting net proceeds

- +2025, journals income to be 63% below or \$750,000+ lower than the \$1.262M expected in 2024.

2024 and 2025 Outlooks

- +2025 requires drastic revisioning of AFS business model
 - +With limited time to make adjustments
- +New MC members and Executive Director this fall
- +Unclear where Strat Visioning and Strat Planning Committees stand
- +Wouldn't rely on office condo sale or other extraordinary funding sufficient to offset 2025 journals income shortfall

Recommendations

- +Prioritize and Accelerate visioning & planning efforts
- +Determine how Program Reviews will influence these efforts
- +Work with the FPPC and Audit Committee chair on Financial Planning

