



Central Mountains and Plains Section of The Wildlife Society

Excellence in wildlife stewardship through science and education

Winter 2023 Volume 83

CMPS Officers

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CMPS website:
<https://wildlife.org/cmp/>

CMPS President's Message

We are on the trail from fall to winter. In nature, this is a season when species and processes slow down. For CMPS of TWS, we are as active as sciurids storing food for the winter. We continue the journey toward strategic goals CMPS members set. Each collaboration, meeting, and action brings us a step closer to another mountain peak of achievement. Here are some highlights of CMPS happenings...

Letter to the TWS Certification Review Board (CRB): CMPS Board Member At-Large and Students & Early Career Professionals Committee Chair, Elli Teige drafted a letter filled with ideas to help the TWS CRB increase member recognition of the importance of certification. The letter was well received by CRB, and they were able to implement suggestions to benefit the program.

CMPS Contributions at TWS Louisville: CMPS President-Elect Embere Hall coordinated collective efforts with CMPS Board Members At-Large Elli Teige and Rick Warhurst. This CMPS group connected with the 2023 Wayne Sandfort Student Travel Grant recipients at their conference presentations. They provided input at the TWS Chapters and Sections Meeting and gained ideas for CMPS. See update from CMPS Representative to TWS Council Andrea Orabona later in this edition for more news from TWS Louisville.

Collaborative Gatherings of TWS State Chapter Leaders within CMPS: CMPS Board Member At-Large and Policy & Resolutions Committee Chair Daly Edmunds has been organizing these collaborative gatherings. State Chapter Leaders within CMPS of TWS joined together to build and strengthen relationships through discovery and discussion of realized priority issues. Learn more about these collaborative gatherings on page 2.

In this season of Thankfulness, I want to express special gratitude to CMPS Board Member At-Large Heidi Plank and to CMPS Rockstar Secretary/Treasurer Mel Nenneman along with the other committee members for their work on the CMPS By-laws revision. Huge thank you also to Aleshia Rummel for serving as CMPS Publicity Committee Chair for over 7 years! We really appreciate CMPS Member Becky Burink helping Aleshia make this edition of the newsletter possible!

Thank you to each CMPS Member for everything you do for the wildlife profession and conservation!

Gratefully Yours in Conservation,

**Stephanie Ferrero, President, Central
Mountains and Plains Section of TWS**

P.S. Coming up soon in 2024, more exciting events are ahead for CMPS members.

Check out the flyer on a CMPS sponsored webinar on "Mapping Your Leadership Journey" coming up soon after the holidays (p.7). Find also the Save the Date for the 2024 CMPS combined annual meeting with South Dakota Chapter of TWS, which will focus on "Conservation at Scale" with Landscape Perspectives (p.7).



Section Business

Building Connection Across the Section: Surveys, Virtual Meeting, and Listserv

By Daly Edmunds, CMPS Board Member At-Large and Policy & Resolutions Committee Chair

The CMPS Board recognizes that one of our central purposes is to serve the seven State Chapters in our territory. To do this we wanted to better understand our chapters and facilitate networking between chapter leaders.

This past summer, we circulated a **short survey** that yielded the following results from the six states that responded:

Interactions with other Chapters:

In the past 5 years, has your TWS Chapter ever engaged with another chapter within the CMPS territory? Result: 2 out of 6 chapters responded "Yes" (33%)

Engaging in policy-related issues:

Does your chapter engage in policy-related issues at the STATE level?

Result: 4 of 6 chapters responded "Yes" (67%)

Does your chapter engage in policy-related issues at the FEDERAL level? Result: 4 of 6 chapters responded "Yes" (67%)

Would your chapter like to be involved in UPCOMING efforts re: Recovering America's Wildlife Act? Result: ALL chapters responded "Yes" (100%)



We've since **hosted two virtual meetings**, with strong attendance from the seven states. In August 2023, participating leaders met other chapter leaders, exchanged ideas about conservation/wildlife management areas of focus, as well as administration priorities over next 12 months. Based on feedback from that meeting, CMPS hosted a meeting in October to discuss ways to improve engagement – board member and chapter members. TWS Member Engagement Manager, Mariah Beyers, joined us for this conversation and shared ideas, tools, and perspectives.

CMPS remains committed to strengthening relationships between Chapters in our section and elevating opportunities so that we can all be more effective. In addition to hosting virtual discussion platforms, CMPS also created **an email listserv** so leaders can easily share information and communicate with each other when assistance is needed.

The wildlife profession is demanding. Those individuals who step up to voluntarily serve as TWS Chapter Leaders are going above and beyond to help inspire, empower, and enable fellow wildlife professionals in their state to be successful. At CMPS, we're proud of what they do and are working hard to be a valued partner.

Section Business

Rick Warhurst Earns Distinguished Service Award

Per The Wildlife Society Website:

The Central Mountains & Plains Section has selected longtime TWS member Rick Warhurst to receive The Wildlife Society's 2023 Distinguished Service Award. The award recognizes individuals who have worked throughout their careers to further the mission of The Wildlife Society.

"Rick is an outstanding wildlife professional that has contributed to waterfowl and wetland conservation throughout North America," wrote Embere Hall, CMPS Awards committee chair, in a nomination letter. "Additionally, he has volunteered for numerous roles and leadership responsibilities within TWS including with state chapters and the Central Mountains & Plains Section."

Warhurst has devoted his career to waterfowl and wetland conservation, serving in roles with the Ohio Division of Wildlife, the Kansas Department of Wildlife and Parks, Ducks Unlimited and the North Dakota Natural Resources Trust. He has also served as the Central Flyway Representative on North American Wetlands and Chair of the Habitat Subcommittee of the Central Flyway Council and Technical Committee for most of his professional career.

He has also volunteered much of his time advancing the mission of TWS. A TWS member since 1969, he has been a life member of the North Dakota Chapter, a member of the Ohio Chapter and a member of the Kansas State University Student Chapter. He has served as an executive board council member and president for the North Dakota Chapter and as secretary for the Ohio Chapter.

He has also served as the liaison between CMPS and North Dakota Chapter and has volunteered to serve as an executive board member for the section. He also mentors new professionals and has supported student chapters throughout North Dakota.

"It is impossible to overstate Rick's contribution to waterfowl and wetland conservation," Hall wrote. "His professionalism and steadfast devotion to conservation and management of North America's Prairie Potholes is unmatched. Rick's fingerprint is on the majority of most of our crucial conservation efforts in the Central Flyway over the last half century. Future generations will be able to enjoy watching large flights of migrating ducks largely due to Rick's tireless efforts to help conserve wetlands during his career as a wildlife professional."



Section Business

Andrea Orabona earns WY Chapter's Roger Wilson Lifetime Achievement Award

Per The Wildlife Society Website (by Dana Kobilinsky):

"When Andrea Orabona was working with the Wyoming Game and Fish Department as a bird biologist, she noticed that the North American Breeding Bird Survey might be overlooking some of the species she was working with. Since they began conducting the survey in the 1960s, volunteers would count the usual bird suspects, but they left out grassland birds and other overlooked species.

Thanks to Orabona, a new technique is in place to include those other birds in the surveys. That's "one of her great achievements, in my mind," said Bob Lanka, the president-elect of The Wildlife Society, and it's just one of many that earned Orabona, now retired from the state game and fish department, the Wyoming Chapter of TWS' Roger Wilson Lifetime Achievement Award. The award recognizes an individual's lifetime of service in the wildlife profession in the state.

Orabona, now TWS' Central Mountains and Plains Section representative to The Wildlife Society Council, didn't always know she was going to be making such a difference in this field. She grew up in Massachusetts surrounded by forests and streams to explore. "I remember sitting in the woods in my backyard and hearing a black-capped chickadee," she said "It was singing, and I mimicked it. Then, another chickadee came, and I felt like I was communicating with them. It was enlightening, all of life in the outdoors."

"Over her decades leading the Wyoming Game and Fish Department's Nongame Bird Program, Andrea had a positive impact on nearly every aspect of avian conservation and management in Wyoming," said Zach Wallace, who has taken over for Orabona as the nongame bird biologist with Wyoming Game and Fish. "Her infectious enthusiasm for Wyoming's birds inspired many others to choose careers in nongame wildlife management."

Anna Chalfoun has also been impressed by Orabona's work overseeing more than 80 bird species of greatest conservation need in the state. "She has an infectious enthusiasm for birds that has inspired many a young (and not-so-young!) biologist, and has been generous with her service to the Society at all levels," said Chalfoun, an associate professor with the USGS Wyoming Cooperative Fish and Wildlife Research Unit.

Much of her career involved working with partners, like the Bird Conservancy of the Rockies, U.S. Forest Service, Bureau of Land Management and others when working on the Integrated Monitoring in Bird Conservation Regions project.

"She's a bridge builder," Lanka said. "She's one of those people that, whether through Partners in Flight or through The Wildlife Society Chapter or Section, and now in TWS Council, she's got a way about her that allows her to develop professional relationships—but also to develop friendships and be able to work with people from varied backgrounds to try to put effective conservation the ground."

Congratulations on this honor, Andrea!!



Section Business

Photos from the TWS 2023 Annual Conference



Incoming TWS Council members
(Photo: Dave Frey, TWS).



Rick Warhurst, long-time CMPS and ND-TWS member, received TWS' 2023 Distinguished Service Award (Photo: Dave Frey, TWS).



Don Yasuda, TWS' Immediate Past-President, passes the gavel to incoming President, Bob Lanka (Photo: Dave Frey, TWS).

Section Business

Mission and Strategic Plan: 2023-2024

VISION: The Central Mountains & Plains Section (CMPS) is a strong and effective voice of wildlife science, conservation, and management for the seven states of Colorado, Kansas, Nebraska, North Dakota, South Dakota, Utah, and Wyoming.

MISSION: To inspire, empower, and enable wildlife professionals in the CMPS region to sustain populations and habitats through science-based management and conservation.

STRATEGIC GOALS: July - December 2023

Provide a platform for professional networking and leadership growth among CMPS members

Offer a leadership development webinar

Provide student and early career professionals support for Professional Certification as an Associate Wildlife Biologist through 1-3 scholarships annually

Promote TWS Certification through advertising on CMPS webpage, social media, and newsletter

Contact student chapter leadership with information on TWS Certification opportunities and benefits

Serve as a voice for science in regional, national, and international policy issues related to wildlife conservation

- Participate in Conservation Affairs Network calls
- Disseminate relevant information to state chapters
- Convene CAN representatives from state chapters for virtual meeting to understand policy priorities, opportunities

Improve CMPS Board operations

CMPS Board review of Bylaws, TWS review, and membership review

Consider revision of CMPS Board structure to effectively include all seven state chapters

Create an Operations Manual

Successfully onboard new CMPS Board members, including ensuring familiarity with Operations Manual

Incorporate additional CMPS Board communication options (i.e., Google Chat)

Actively incorporate document sharing/storage via cmcs-tws.org

Establish framework for effective communication between the CMPS Board and membership

Continue to involve state liaisons and representatives from each state in CMPS Board meetings

Continue to improve communication platforms, such as newsletter

Build networking between State Chapters through a townhall meeting

Value the diversity of all people by creating safe, equitable, and inclusive spaces for wildlife science and conservation

Host a Diversity Committee virtual meeting with representatives from state chapters

Add weblink from CMPS website to TWS DEI network

Promote information on DEI events in CMPS newsletter

(Excerpted from: <https://docs.google.com/document/d/1iAnBpNRTTzzmvfVsJEUhCB19dZmUPWdQCdBJnk1fYU/edit?usp=sharing>)

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Section Business



Leadership Webinar for Wildlife Professionals

Friday January 12th @ 11am Mountain Time / 12pm Central Time

Registration opens soon.
Find out more. Scan QR
code for event site:



Get ready to level up your leadership skills with our engaging and interactive webinar—the ultimate online professional development event designed for everyone from students to veteran professionals!

Co-Sponsored by: The Central Mountains and Plains Section of The Wildlife Society -and- Exemplify Leadership
<https://wildlife.org/cmp/leadership-webinar/>



NOW HEAR THIS!

SAVE THE DATE!

Each year, the Central Mountains and Plains Section of TWS co-hosts a joint meeting with one of our 7 State Chapters. For 2024, your **Central Mountains and Plains Section** will join the **South Dakota Chapter of The Wildlife Society**.

Please mark your calendars for **March 20-22, 2024** and check the **CMPS and SD-TWS websites** for the agenda and upcoming details.

Photo credit: Mark Gocke

Chapter Updates

Kansas Chapter Celebrates 50 Years



By Elisabeth Teige, CMPS Board Member At-Large and Chair of the Students and Early Career Professionals Committee

The Kansas Chapter of The Wildlife Society celebrated their 50th anniversary near Americus, KS on October 21, 2023. The event was hosted at the Ross Natural History Reservation, a beautiful property owned and managed by Emporia State University. Forty members of all ages got together to meet, catch-up, and reminisce about all things wildlife. The chapter provided a delicious catered lunch for all attendees.

The stars of the celebration were the TWS student chapters and the Kansas Chapter founding members that were present. There were three student chapters represented from around the state with members from the Pittsburg State, Kansas State, and Emporia State Universities. Each student chapter provided members with activities to participate in, including a telemetry-guided hide and seek exercise, a silent auction, a traditional specimen exam, and a photo scavenger hunt.

Three of the founding members of the Kansas Chapter of The Wildlife Society, Randy Rogers, Roger Wells, and, Ron Klataske were present and gave talks about several topics, including career advice, how the chapter has grown over 50 years, and lessons they have learned and wanted to pass down to other members. While the founding members had vastly different careers, a constant theme was the importance of a great mentor and how they can help along one's career path. All the founding members mentioned their mentorship from Dr. Robert Robel at Kansas State University and how formative that was for their careers. They also applauded the Kansas Chapter and The Wildlife Society as a place where many different groups are represented in the membership today compared to 50 years ago. Klataske noted the value of being active in advocacy for the continued conservation of wildlife. Wells instilled the importance of working hard and taking opportunities when they are presented because supervisors, potential employers, and peers take notice. Lastly, Rogers spoke about focusing on regional conservation issues, which can be very rewarding because of the true difference you can make for a specific species or ecosystem can have lasting impacts for decades to come.

At the celebration, the chapter awarded the 2023 Robert J. Robel Memorial Scholarship (\$500) to Khloey Stringer, a senior Biology major and President of The Wildlife and Fisheries Society at Pittsburg State University.

Overall, the Kansas Chapter of The Wildlife Society's 50th Anniversary Celebration was a resounding success and a memory that will be treasured by all that attended. The Kansas Chapter looks forward to the next 50 years of serving membership and wildlife of Kansas.



Photo credit: Kelby Harrell

Chapter Updates

A Weekend of Wildlife in Southeastern Colorado

On the weekend of October 6-8, 2023, about twenty members and friends of the Colorado Chapter of The Wildlife Society – over half of whom were students – had the amazing opportunity to attend a weekend full of camping, volunteering, and wildlife watching at Heartland Ranch outside of Lamar, CO.

Heartland Ranch is a 42,674 acre nature preserve managed by the Southern Plains Land Trust, who focus on restoring native grasslands utilizing ecological restoration techniques and wildlife and vegetation management. The Ranch is currently home to a herd of bison, black-footed ferrets, burrowing owls, swift fox, badgers, pronghorn, skunks and numerous other grassland species.

Volunteers arrived on Friday night and got settled into camp, where folks were able to meet one another – and set up a camera trap. Then, Reserve Manager Jay Tuchten spoke about how the Southern Plains Land Trust has worked with Colorado Parks and Wildlife to reintroduce black-footed ferrets on their preserved land.

The next morning, we met with the organization's new Assistant Director, Dr. Judith Westveer, who spoke about the importance of wet meadow restoration. We built a variety of Zeedyk structures and log jams, all meant to slow down water, preventing erosion and increasing infiltration, and ultimately providing habitat for native plants and wildlife. Our group was comprised of some hard-working volunteers, some of whom had experience building low-tech, process-based structures for restoration before – we accomplished a ton before lunch! Building these structures was a great way for us to use our muscles and see an immediate impact on the land; perhaps some of us can return to Heartland Ranch in the future so see how they've impacted the area's hydrology.



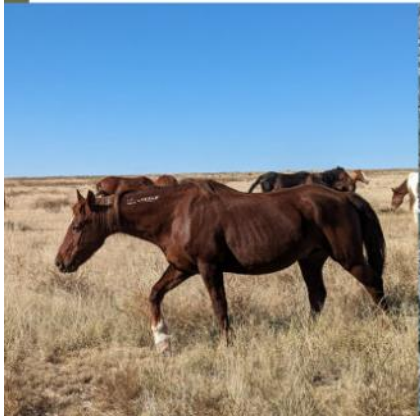
Chapter Updates



That afternoon, we had an amazing time viewing all the amazing species on Heartland Ranch – taking a bit of a western plains “safari” to see SPLT’s many bison, horses, burros, and donkeys. We then saw some of the harder-to-spot wildlife species: burrowing owls popping out among the prairie dogs, poorwills (known in Hopi as “the sleeping ones”) on the ground, cranes flying overhead, and even tarantulas scurrying across the dirt roads!

On Saturday night, we were able to use spotlights loaned by CPW to search for black-footed ferrets. We unfortunately didn’t see any – not surprising, given the amount of time they spend sleeping or otherwise in burrows versus actively hunting – but fun nonetheless! We also saw plenty of other species along the way, looking for glinting eyes made visible by the bright lights.

The Membership Development committee and Board of the Colorado Chapter are so grateful for the Southern Plains Land Trust for hosting us. In return, we would love to give their organization some attention – as they’re based in Lamar, they often don’t see many volunteers, especially places closer to the larger towns/cities where many of us are based. We would also appreciate any feedback from those who had the chance to attend, or would have liked to. Hopefully we can connect over similar events down the line, potentially alongside members and friends of other chapters and sections!

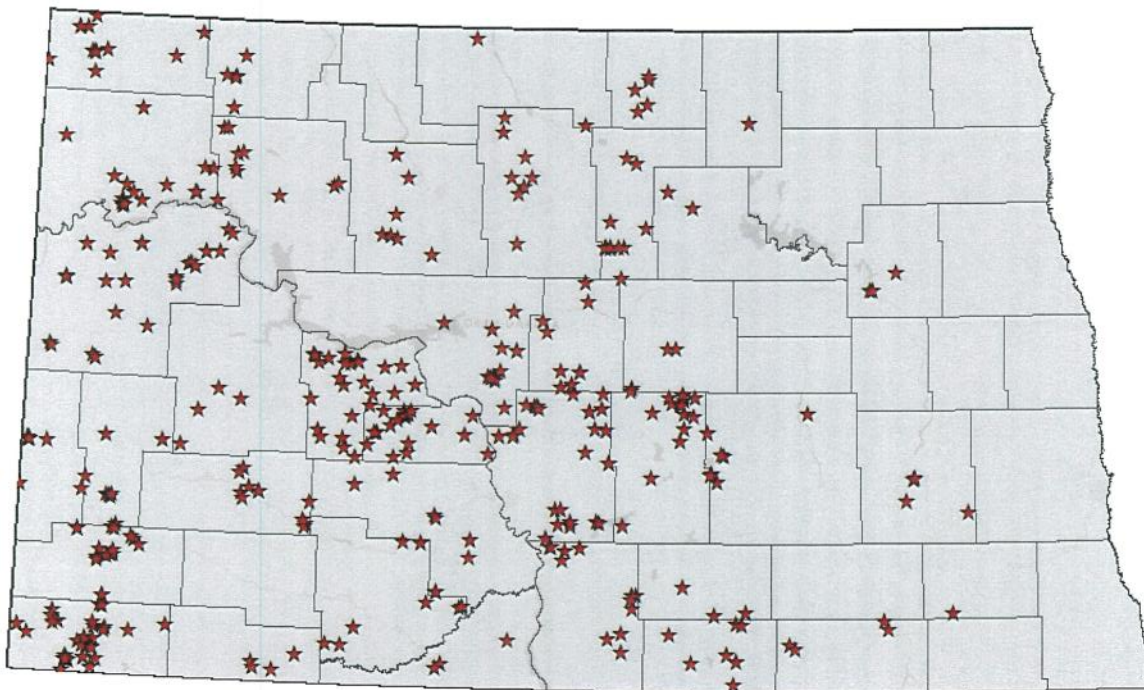


Chapter Updates

North Dakota Natural Resources Trust

The North Dakota Natural Resources Trust was formulated as part of the 1986 Garrison Reformulation by the U.S. Congress. It was initially named the ND Wetlands Resources Trust. In 2000 Congress passed the Dakota Water Resources Act which changed the name to the ND Natural Resources Trust and included additional funding to the Trust. The Dakota Water Resources Act is up for reauthorization and would include the ND Natural Resources Trust. In 1986 the ND Chapter of The Wildlife Society, National Wildlife Federation, and National Audubon Society were strong advocates for the Reformulation Act and the creation of the ND Wetlands Resources Trust. This continued to be the case in 2000 with passage of the Dakota Water resources Act. Now these same three entities have been asked to offer input for the reauthorization of the Dakota Water Resources Act, again, including the ND Natural Resources Trust. The attached letter has been prepared by these three conservation organizations and submitted to a U.S. Senator from North Dakota and to the Governor of North Dakota. The Trust has been a leader in natural resources conservation in North Dakota and is looked upon favorably by other conservation partners, agriculture organizations and politicians in the state.

North Dakota Natural Resources Trust Private Land Projects



Red Stars represent a sampling of projects the Trust has completed on private lands over the past decade.

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Preserving Our Agricultural, Historical And Natural Resources.

Executive Director

Nebraska Land Trust

Lincoln, NE

Full-time, with an annual salary range of \$90,000 to \$130,000 based on experience.

Benefits include a SIMPLE IRA retirement plan and flexible PTO in addition to 13 holidays identified by the State of Nebraska.

Lead a small team that achieves big things for conservation in Nebraska!

The Nebraska Land Trust (NLT) was formed in 2001 to serve private landowners who want permanence for agricultural, natural and historical resources on their land, places with stunning views, wildlife, productive agriculture, woodlands, prairies, clean water, historic sites and opportunities for outdoor recreation. Using voluntary land protection agreements known as conservation easements, NLT has partnered with private landowners to permanently conserve more than 47,000 acres, from the lower Platte Valley to soaring buttes studded with pines in northwest Nebraska. For more information on NLT, please visit our website at: www.nelandtrust.org

Position Description

The Executive Director is the Senior Staff Person for the Nebraska Land Trust and is responsible for the full range of land trust activities. This includes but is not limited to; development of programs; considerable interaction with landowners, public officials, news media, and the public; administration that builds a strong organizational structure; accounting for income and expenditures; budgeting; community outreach and education; development of financial support; training and supervision of other staff; vision and planning; and maintenance of an office.

Essential Duties

- Develops and maintains a strong, open, respectful working relationship with supporters, landowners, and the Board of Directors.
- Assists the Board in the development of policies, priorities, programs, and budgets.
- Carries the responsibility for implementation of policies, priorities, programs, and budgets.

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- Educates landowners, public officials, real estate professionals, and the public about conservation easements and opportunities for private land protection.
- Works with landowners who want to conserve natural, historical, and agricultural resources on their land in perpetuity.
- Solicits financial support from individuals, foundations, and government entities, to fund the annual budget, purchase of conservation easements and long-term stewardship responsibilities associated with upholding conservation easements in perpetuity.
- Works in concert with the Board of Directors and staff to maintain status as an accredited land trust.
- Works with bookkeeper and accountants to ensure preparation of accurate, timely, and yearly financial statements.
- Works with the Board of Directors to develop, implement, and update 5-year Strategic Plans.
- Prepares and disseminates all meeting agendas, quarterly written progress reports, and announcements to the Board of Directors.
- Builds partnerships that pursue win/win conservation scenarios in the state.
- Represents Nebraska Land Trust in state, regional, and local conservation efforts, as well as governmental venues and the media.
- In concert with the Stewardship and Communications Directors, maintains communication with the Board of Directors, supporters, landowners, public officials, and others who may have an interest in the organization and its progress, through dissemination of informational and educational materials.
- In consultation with the Board Development Committee, identifies, recruits, and nominates potential new board members.
- Employs, supervises, discharges, evaluates, assigns responsibilities to, and establishes compensation for all other staff of the land trust, in consultation with the Executive Committee.
- There will be a significant amount of driving throughout the state of Nebraska, as well as travel to regional and national conferences.

Qualifications and Experience

- A bachelor's degree.
- At least five years recent experience in a conservation organization or related field.
- Demonstrates a sense of vision for the mission of the land trust.
- Has a working knowledge of local and state government, including legislative processes.
- Ability to review and critically appraise program proposals and complex conservation issues.
- Has a working knowledge of Nebraska's environment, history and agriculture.
- Strong communications and public relations skills coupled with the ability to influence others in a positive manner.
- Ability to establish and maintain strong working relationships with others.

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- Considerable leadership skills for the management and implementation of programs.
- Ability to present ideas effectively, verbally and in writing.
- Considerable working knowledge of accounting and finance as they relate to the fiscal and financial obligations of the organization.
- Working knowledge of computers, especially Word, email, Power Point, and spreadsheet programs.
- Ability to supervise staff in a manner conducive to efficient performance, production, and high morale.
- Possession of a valid driver's license and access to a vehicle.

The preceding qualifications are guidelines and may not be required of all candidates. Other combinations of education and experience could provide the necessary knowledge, skills, and abilities to perform this job.

Please email resume to:

Dave Sands, Executive Director

dsands@nelandtrust.org

Applications will be accepted through January 15, 2024. All applications are confidential until a selection is made.

Nebraska Department of Transportation (NDOT) Environmental Section

Environmental Specialist III - Threatened & Endangered Species Biologist

[https://son.wd1.myworkdayjobs.com/en-US/NebraskaStateCareers/details/Environmental-Specialist-III---Threatened---Endangered-Species-Biologist_JR2023-00001735?](https://son.wd1.myworkdayjobs.com/en-US/NebraskaStateCareers/details/Environmental-Specialist-III---Threatened---Endangered-Species-Biologist_JR2023-00001735?Job_Requisition_Categories=fe5322d6012b402b88277ffa46e05310)
[Job_Requisition_Categories=fe5322d6012b402b88277ffa46e05310](https://son.wd1.myworkdayjobs.com/en-US/NebraskaStateCareers/details/Environmental-Specialist-III---Threatened---Endangered-Species-Biologist_JR2023-00001735?Job_Requisition_Categories=fe5322d6012b402b88277ffa46e05310)



CALL FOR APPLICATIONS

DEVELOPING CAPACITY IN THE CANADIAN SECTION OF THE WILDLIFE SOCIETY ON FEDERAL POLICY

The Canadian Section of The Wildlife Society (CSTWS) is a Section of The Wildlife Society (TWS), an international professional organization that promotes principled approaches to wildlife management. CSTWS is a non-profit charitable organization whose mission is to foster excellence in wildlife stewardship in Canada through science and education among wildlife professionals. Our membership includes provincial, territorial, and federal governments, universities and colleges, environmental and wildlife conservation groups, resource industries, Indigenous communities and the general public. The Canadian Section works with its provincial Chapters, TWS and other organizations to encourage informed resource management and policy development. Further information can be found on the CSTWS website (<https://www.cstws.ca>).

Currently, established provincial Chapters are well positioned to provide input into provincial-level policy issues through their individual Chapter Conservation Affairs Committees — all part of TWS's Conservation Affairs Network. TWS has been successful in addressing federal policies in the USA. CSTWS is seeking an individual to help research and make recommendations on establishing a similar program in Canada for CSTWS with the goals to engage CSTWS better in federal wildlife issues at the national level and to build capacity for direct cross-border linkages on issues of importance to both the U.S. and Canada.

Position description. The CSTWS is advertising for a person to fill a time-limited Contract to develop strategic deliverables for how CSTWS can build capacity for engagement in Canadian Federal policies. The person is expected to research and prepare a written report detailing how CSTWS can best address the following:

- Create strategies to develop capacity for engagement in Canadian Federal policies as a registered federal charity.
- Identify key departments and engagement points in the Canadian parliamentary procedures where CSTWS may provide input and recommend the best tools and avenues for engagement.
- Identify potential partnerships within the Canadian environmental community for collaborating to addressing Canadian federal wildlife policy.
- Identify linkages and cross-integration of TWS's overall policy development and engagement.
- Work with CSTWS Board of Directors and Canadian Chapters to develop a model to implement key recommendations outlined in written report.

Qualifications: The successful Contractor should have direct experience in Canadian wildlife policy with demonstrated knowledge and experience in Canadian governance systems relative to wildlife and environmental legislation and policy. Preference may be given to applicants holding

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advanced degrees in wildlife or environmental policy or law. Applicants are expected to have familiarity with TWS, Canadian NGOs, professional environmental organizations, federal wildlife legislation, and wildlife conservation issues across Canada, have the ability to manage and provide advice regarding complex issues, and be able to work collaboratively with TWS and CSTWS to meet contract deliverables. Ability to speak and write French will be considered an asset. The successful candidate must be eligible for employment in Canada.

Remuneration

Total Contract value is \$70,000 CAD inclusive of GST. Benefits are not provided. The Contractor will be covered under the CSTWS Officers insurance policy. CSTWS will not be responsible for any additional insurance costs of the Contractor.

Location

The Contractor is expected to work from a home office. Travel to meetings and conferences may be required throughout the Contract and expenses will be covered.

To apply, submit a CV and cover letter detailing education and direct experience in issues of wildlife policy, law, and governance and other position qualifications. Include contact information for three references. Submit the application by email in one PDF file to Karin Snyder, Executive Director of the Canadian Section of The Wildlife Society (ed@cstws.ca). Application review will commence on January 8, 2024 until a suitable candidate is found. For further questions about the position, please email Karin Snyder, Executive Director of CSTWS at ed@cstws.ca.

The Canadian Section of The Wildlife Society recognizes the value of diversity in representing and serving the community of professionals who study, manage, and conserve wildlife and its habitats worldwide. We encourage applications from qualified candidates from all diverse communities including, but not limited to, Indigenous persons, racially visible persons, people with disabilities, and 2SLGBTQ+. If you require accommodations during the recruitment process, please notify ed@cstws.ca at any time.

TWS Business

Economic Value of Outdoor Recreation

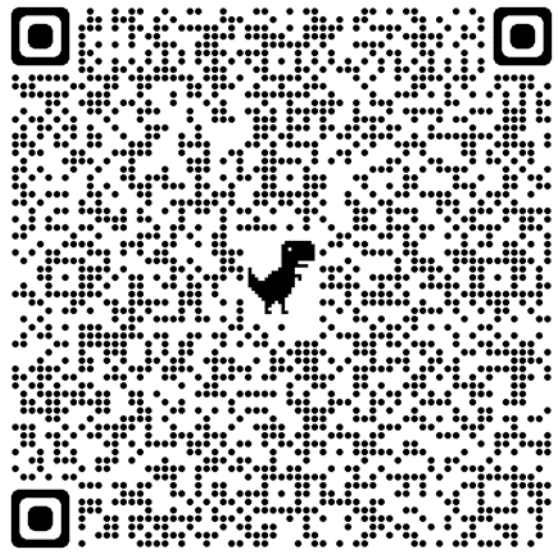
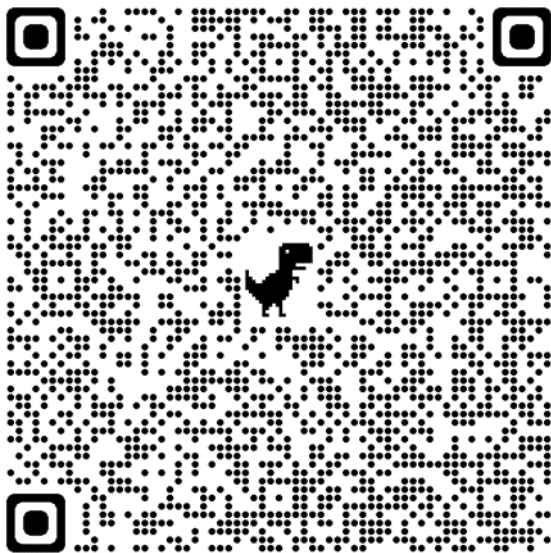
Outdoor recreation economy - which includes hunting, fishing, and wildlife viewing - just broke a trillion U.S. dollars annually as an industry. The U.S. Bureau of Economic Analysis (BEA) finds that the value added of the outdoor recreation economy accounts for \$563.7 billion, or 2.2 percent, of national gross domestic product (GDP). When adjusted for inflation, this represents an increase of 4.8 percent (Blevins 2023) from the previous year, compared to an increase of 1.9 percent for the economy overall. Total gross output, or spending, topped \$1 trillion (Frank 2023) for the first time.

Contributed by:

Ed Arnett, PhD, CWB

CEO of The Wildlife Society

Read more from the news articles on this topic...



TWS Council Update

TWS Council Update—Andrea Orabona, CMPS Representative to TWS Council

I feel fortunate to have grown up with all four seasons in the deciduous woods of New England. Autumn is such an interesting season with landscape colors changing and wildlife migrations happening. And the start to a snowy winter season is here for winter wonderland enjoyment.

The Wildlife Society's 30th Annual Conference in Louisville, Kentucky was a fabulous success in a great venue, The Galt Hotel and nearby restaurants. TWS Council met for two days before the Annual Conference. Highlights are below.

TWS Chief Executive Officer Ed Arnett – Visions for TWS in 2023

- Strengthen our partnerships with state and federal agencies and NGOs and leverage our collective power on policy and conservation.
- Build a network of communicators, with a goal to expand our science influence to the public through various communications leaders and their platforms.
- Continue to implement our DEI vision and integrate it into our Strategic Plan revision.
- Strengthen our financial portfolio and stability, to increase services to our professionals.
- Strengthen and expand our government relations and policy work in DC, and ensure TWS is the “go to” partner on the science and policy interface.
- Engage with BIPOC underrepresented colleges and universities and encourage membership in TWS.
- Continue advancing the revision of our Strategic Plan for completion in March 2024.

TWS Updates

- Reminder that TWS' new website launched February 1st – report changes to Keith Norris knorris@wildlife.org.
- Submit articles to *The Wildlife Professional* anytime; contact Keith Norris.
- TWS Council thanks Sections and Chapters for incorporating, which will reduce legal liabilities, better protect Section and Chapter leaders, and comply with best business practices for non-profit organizations of our size and complexity.
- Qualified Airport Wildlife Biologists was officially launched in FY23.
- Strategic Plan – TWS staff has been working with the TCC Group to update our current plan for a March 2024 rollout. Thanks to those who participated in the Strategic Plan survey to help direct the update.

TWS Committees

As a member of TWS Council, I am part of 2 awards committees, Fellows and Group Achievement Awards.

- Fellows Award – This award recognizes current TWS members of at least 10 years who have distin-

TWS Council Update

TWS Council Update—Andrea Orabona, CMPS Representative to TWS Council

guished themselves through exceptional service to the wildlife profession. Fellows are appointed for life, serve as ambassadors of TWS, and are encouraged to engage in outreach and other activities that will benefit and promote both TWS and the wildlife profession.

- Group Achievement Award – Recognizes an organization’s outstanding wildlife achievement that is consistent with and helps advance TWS’ objectives.
- Awards were presented at our Annual Conference in Louisville, KY.
- Bylaws – this is an ongoing effort to ensure our bylaws stay relevant.
- TWS Certification Liaison – Council maintains a liaison with the Certification Review Board regarding matters of interest and prospective action.
- TWS Awards – Council works TWS staff to disseminate awards criteria and deadlines to TWS members. I am Chair of this committee for the 2023-2024 year.

Annual Conferences

- The 2023 Annual Conference in Louisville, KY was a fabulous success with nearly 2,000 attendees.
- Mark your calendars for the 31st Annual Conference on October 19-24, 2024 in Baltimore, MD.
- Check the website often as planning is underway: <https://twconference.org/>.

TWS Publications

- As a reminder, our publications are very important to TWS, as they generate a key source of our annual revenue.
- We encourage members to publish in The Wildlife Society Bulletin, which is now open access. It includes articles on contemporary wildlife management and conservation, education, administration, law enforcement, and review articles on the philosophy and history of wildlife management and conservation.

As your voting district representative on TWS Council for the Central Mountains and Plains Section, please feel free to contact me with any thoughts, comments, questions, or concerns: acorabona@gmail.com.

Many thanks for the important work you do for TWS and our natural resources!

Happy Holidays – Andrea



Central Mountains and Plains Section of The Wildlife Society

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Upcoming Events

Colorado Chapter of The Wildlife Society

Pueblo, Colorado

February 7 —9, 2024

MORE INFORMATION: <https://wildlife.org/colorado/meetings/annual-meeting/>

North Dakota Chapter of The Wildlife Society

Mandan, North Dakota

February 6 —9, 2024

MORE INFORMATION: <https://ndctws.org/information>

VENUE: Baymont by Wyndham, Mandan, North Dakota

Nebraska Chapter of The Wildlife Society

Kearney, Nebraska

February 27 —29, 2024

MORE INFORMATION: <https://wildlife.org/nebraska/annual-meeting/>

VENUE: Holiday Inn and Conference Center, Kearney, Nebraska

Utah Chapter of The Wildlife Society

Kanab, Utah

March 13 —15, 2024

MORE INFORMATION: <https://sites.google.com/uttws.com/utah/annual-meeting>

VENUE: Kanab Center, Kanab, Utah

Western Association of Fish and Wildlife Agencies Western Black Bear Workshop

Jackson, Wyoming

May 13 —17, 2024

MORE INFORMATION: <https://wafwa.org/workshops/western-black-bear-workshop/>

VENUE: Snow King Resort, Jackson, Wyoming

Western Association of Fish and Wildlife Agencies 34th Biennial Sage &

Columbian Sharp-tailed Grouse Workshop

Wenatchee, Washington

August 5 —8, 2024

MORE INFORMATION: <https://wafwa.org/workshops/wafwa-grouse-workshop/>

VENUE: Wenatchee Convention Center, Wenatchee, Washington



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MEETING MINUTES

CMPS Board Meeting 26 September 2023 9:00-10:00 am CT (8:00-9:00 am MT)

Meeting called to order by Stephanie Ferrero at 9:00 am CT.

Attendees: Stephanie Ferrero, Embere Hall, Elli Teige, Daly Edmunds, Mel Nenneman, Rick Warhurst, Adam Ahlers, Heidi Plank, Eric Maichak, Andrea Orabona

State Chapter Liaisons and Representative Updates:

Kansas – Adam Ahlers: Kansas Chapter of The Wildlife Society has had our 3rd wildlife discussion (Wild Turkey Management) last week. We've increased ~20% (we're at ~100 members now) since we started offering membership-wide events.

North Dakota – Rick Warhurst: NDTWS executive board meeting 31 Oct 2023. The ND Natural Resources Trust is up for reauthorization by Congress via the Farm Bill.

NE, SD, WY, CO, UT: No report

Old Business:

Meeting minutes from the August 14, 2023 board meeting were circulated and voted on via email. These minutes were approved.

Treasurer's report – There was no change to the CMPS bank balance since the Aug 14th meeting. Balance is at \$6,346.48. Deposits from membership renewals on the portal have not hit yet. Rick moves to accept Treasurer's report, Elli seconds and the motion passes.

Discussion: CMPS had budgeted \$200 to awards in 2023, and these funds have not been used. Elli made a motion to move \$200 allocated to awards in the budget to the Wayne Sandfort Student Travel Grant. This would make \$1100 available for the Sandfort Travel Grant. Daly seconded, and the motion passed.

It was suggested that the CMPS board could establish a minimum balance to maintain, and the remaining funds could be working money available to support travel grants, travel for board members, workshops, awards, etc. It was suggested that the board should focus on the Sandfort Travel Grant, with conversation on the budget and minimum balance deferred to the January board meeting. This was agreeable to the group, and the motion to establish a working minimum budget of \$5000 was tabled.

A request was also made to add to the January discussion the possibility of increasing the amount available in the budget to compensate CMPS board members travel expenses to the TWS meeting.

Ongoing Business:

2023 Wayne Sandfort Student Travel Grant – Elli presented the travel grant requests and several scenarios for CMPS funding. Total requests for the 2023 travel grant were \$5,880. The three funding scenarios presented were based on a review of applications and how to support the most students.

Scenario A – would provide \$1,730 in travel grant money.



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MEETING MINUTES

Scenario B – would provide \$1,300 in travel grant money.

Scenario C – would provide \$900 in travel grant money.

There is a cap on the award of \$500/individual. Students can apply for the travel grant as a group if ≥ 3 apply together. There was some confusion on the application about the group application, and that the board might want to reconsider the amount allocated to groups versus individuals. Embere made a motion to support the 2023 Wayne Sandfort Student Travel Grant at the level presented as Scenario A - \$1,730. Daly seconded the motion, and the motion passed by voice vote.

New Business:

Mission and Strategic Plan – set up a committee to offer a leadership development webinar

Professional Certification – could use more committee help (members!). Elli is working on a letter to the TWS Certification Review Board to provide some suggestions to help improve the relevance of Certification to TWS members and wildlife professionals.

CAN update – Recent article on BLM oil and gas development

TWS Meeting in Louisville – Rick, Andrea, Embere, and Elli planning on attending

CMPS/SD Annual Meeting in Rapid City, SD planned for 20-22 February 2024. The SDTWS board just had its first meeting and Stephanie talked with them about how CMPS can help with the meeting. Andrea asked if they were planning a Quiz Bowl at the meeting.

Operations Manual – if you are on a committee, please create a document that explains the duties of the committee members. Including estimates of time requirements, links to relevant documents and information, etc. will help make it easier for new committee members to get started.

Vice President search effort – looking for a candidate to serve as CMPS VP

Need to identify a new Elections Committee chair – in spring 2024, will need to begin a candidate search and get biographies of candidates posted before elections are held.

To streamline CMPS communications, transfer all CMPS documents to the CMPS Google drive.

TWS has a Retired Wildlife Professional committee – Rick offered to help search for a CMPS representative.

Reminder of the Nov 1st deadline for the CMPS newsletter; will need to find some help for Aleshia for the upcoming newsletter as she has a really busy mid-Oct.

Daly emailed out an invitation to State Chapters to join a Brainstorming engagement meeting in mid-Nov.

Next board meeting will be the morning of 10 Oct, with committee meetings to follow.

Stephanie moved to adjourn, second by Daly. Motion passes. Meeting adjourned at 10:00 am central time.



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MEETING MINUTES

CMPS Board Meeting 10 October 2023, 9:00-10:00 am CT (8:00-9:00 am MT)

Meeting called to order by Stephanie Ferrero at 9:01 am CT/8:01 am MT

Attendees: Stephanie Ferrero, Embere Hall, Elli Teige, Heidi Plank, Andrea Orabona, Mel Nenneman, Mindy Rice

State Chapter Liaisons and Representative Updates:

Colorado - Mindy Rice: Colorado Chapter of TWS next annual meeting to be held in Pueblo, CO February 7-9, 2024.

North Dakota – Rick Warhurst: NDTWS has recently been working on two letters that relate directly to wildlife in ND. One letter provides recommendations for the new USDA Farm Bill. This letter responds to a request by the North American Grouse Partnership for NDTWS to offer comments as part of the ND Grouse Recovery Partner Team, and will be sent to the ND Congressional delegation, particularly John Hoeven, who serves on the Senate Agriculture Committee. A second letter is also for the ND Congressional delegation and Congress, written by the NDTWS, National Audubon Society, and the National Wildlife Federation in support of reauthorization of the Dakota Water Resources Act (DWRA). In 1986, Congress passed the Garrison Reformulation Act, which with appeals from the NDTWS, National Audubon Society and the National Wildlife Federation, created the North Dakota Wetlands Trust. In 2000, Congress passed the DWRA, which changed the name of the ND Wetlands Trust to the North Dakota Natural Resources Trust and included funding for the Trust.

No other state chapter reports were available.

Old Business:

Meeting minutes from the September 26, 2023 board meeting were shared with the board via email. With several board members unable to attend the meeting and being short of enough for a quorum, board members reviewed and approved the minutes via email.

Treasurer's report – Nenneman reported that the only change in the CMPS account since the September meeting was a deposit of \$63 from TWS (memberships through the portal), and the current CMPS balance is \$6,409.48.

ACTION: Nenneman will contact State Treasurers and Presidents to ask the state chapters to send their annual membership dues to CMPS.

New Business:

Discussion about offering a monthly leadership webinar to offer to CMPS members. Carl Bowden would be able to provide these webinars at a cost of \$20/person. One issue to figure out is how to handle income from these webinars; income would be split between Exemplify (Carl's company) and CMPS. Exemplify could handle registration fees through their business account, but since CMPS is offering this to



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MEETING MINUTES

membership, it would be better if CMPS could handle the funds.

ACTION: Elli will look into the status of the CMPS PayPal account as a potential mechanism to do this. CMPS will need to work out a contract with Exemplify before offering this webinar.

Nominations for CMPS and TWS Awards – need to have nominations in 45 days before the annual meeting (20 Mar 2024). **ACTION: All Board** - Nominations will be due by mid-Jan. Committee chair is typically the CMPS Vice-President, a position that is currently vacant. Embere provided an update that she has found someone who is a potential VP candidate. CMPS could really use an interim chair for the nominations committee.

A question was brought up as to the number of award winners to allow in each category when there are multiple qualified nominations for an award. In the past there has only been one winner, but CMPS could consider allowing multiple winners for each award. It was suggested that we could discuss this topic at the November meeting.

Andrea Orabona has been asked to chair the TWS awards committee and said we could coordinate with her regarding award nominees.

TWS Distinguished Service and TWS Fellows awards: What does it mean to be a TWS Fellow? TWS Fellows are ambassadors for TWS. TWS is working on better defining the role of Fellows. **ACTION: All Board** - If we have a nominee from CMPS, Andrea asked if we could keep her in the loop.

CMPS annual meeting this year with SDTWS. The SDTWS board is meeting on Friday (13 Oct). **ACTIONS: All Board** - Rick Warhurst planning to attend. All need to be thinking of potential sponsors and donations for the meeting.

ACTION: Ad hoc Search Committee- Identify Retired Wildlife Professional from CMPS to serve on TWS Retired Wildlife Professionals Committee.

ACTIONS: Newsletter – Aleshia will be reaching out to Courtney King to see if she can help with the next Newsletter. Andrea suggested moving the newsletter date back so the next newsletter can include information from the TWS Annual Conference in Louisville (Nov 5-9).

ACTION: Daly has a town hall meeting set up with the state chapters for Nov 14 at noon central/11:00 am mountain time. This brainstorming & discussion meeting has the intention of covering strategies that can help state chapter boards be more effective in working as a team to accomplish TWS goals especially since board members can be over-committed and have limited time and ideas for how to better communicate with members (provide events that benefit members, increase member involvement in Chapter activities, and foster members' willingness to be active within the State Chapter). TWS Member Engagement Manager Mariah Beyers and TWS Certification and Outreach Manager Jennifer Murphy will be joining this conversation to share ideas and perspectives.

Conservation Action Network - Kelly O'Connor with the CAN has been helpful providing information.



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MEETING MINUTES

ACTION: Bob Newman Chair of the CMPS Diversity Committee– currently trying to set up a meeting across the states in CMPS.

Annual meetings and potential attendees:

Colorado – February 7-9 in Pueblo; Mindy (?), Daly (?)

Kansas – February 8-9 in Manhattan; Elli, Andrea, Stephanie

Nebraska – February 27-29 in Kearney; Andrea, Mel

North Dakota – February ?? in Mandan; Rick (?)

South Dakota/CMPS – March 20-22 in Rapid City; Stephanie, Andrea (?), Embere (?), Mel, Elli (?)

Utah – March 13-15 in Kanab; Heidi

Wyoming – April 9-11 in Cody; Embere, Andrea

Bylaws revisions – Look at state chapter strategies for elections, consider including some of these ideas for inclusion in CMPS bylaws, including potentially changing the make-up of the board and some assigned responsibilities of each position. **ACTIONS:** All Board - CMPS would like to present bylaws to the membership at the March Annual Meeting. Suggest that CMPS have goal of getting proposed bylaws changes to Council by mid-Jan for review.

Certification Review board and Wayne Sandfort Grants – Letter circulated sent to Certification Review Board with suggestions for helping make Certification more relevant to members. **ACTION:** Elli proceeding with Wayne Sandfort Student Travel grant awards based on previous discussion.

CMPS annual meetings – Hosted on a rotating basis through states in the section (2024 South Dakota, 2025 Nebraska, 2026 North Dakota, 2027 Wyoming, 2028 Utah, 2029 Kansas, 2030 Colorado). **ACTION:** Stephanie is working on a letter to state chapters to outline the responsibilities of CMPS and the host state chapter for annual meetings. CMPS can help with publicity, activities, finding speakers and providing meeting tools. State chapters should be a full partner with CMPS in meeting planning and work out an agreement for revenue sharing. CMPS could ask members of each non-host state to provide a CMPS auction item to help increase CMPS revenue from the auction. Also suggested that CMPS could request an increase in registration fees that would go to CMPS (example add 5-10% to registration which would go directly to CMPS). Each state chapter meeting is different in terms of how they generate income, so leaving some flexibility in how revenue is shared with CMPS is a good idea. It was pointed out that each state chapter currently has a larger budget than CMPS.

Stephanie moved to adjourn the meeting, Heidi 2nd; motion carries.

Meeting adjourned at 10:03 am CT/9:03 am MT

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CENTRAL MOUNTAINS AND PLAINS SECTION DIRECTORY

STATE CHAPTERS

COLORADO

President Nate Jones
President-Elect vacant

KANSAS

President Adam Ahlers
President-Elect Andrew Ricketts

NEBRASKA

President Erin Considine
President-Elect Sarah Nevinson

NORTH DAKOTA

President Bob Newman
President-Elect Phil Mastrangelo

SOUTH DAKOTA

President Daniel Kim
President-Elect Dennie Mann

UTAH

President Barbara Sugarman
President-Elect Jason Kaitchuck

WYOMING

President Riley Bernard
President-Elect Katherine Gura

STUDENT CHAPTERS

COLORADO STATE UNIVERSITY

President Remi Pattyn
Vice President Daniel Rice
Advisor Larissa Bailey

CSU-PUEBLO

President Grace Abbett
Vice President Paige Olson
Advisor Nate Bickford

WESTERN COLORADO UNIVERSITY

President Annate'a Saylor
Vice President Erik Rathmann
Advisor Patrick Magee

EMPORIA STATE UNIVERSITY,

KANSAS

President Brandon Wheeler
Vice President Meagan Fernandez
Advisor William Jensen

KANSAS STATE UNIVERSITY

President Tess Van Buren
Vice President Lydia Waner
Advisor David Haukos

PITTSBURG STATE UNIVERSITY, KS

President Isabelle Villafane
Vice President Ned Curfman
Advisor Andrew George

CHADRON STATE COLLEGE, NEBRASKA

President Justin Gress
Vice President Kristin VanBeek
Advisor Teresa Frink

UNIVERSITY OF NEBRASKA-KEARNEY

President Phoebe Dunbar
Vice President Nicole Mittman
Advisors Dustin Ranglack & Melissa Wuellner

UNIVERSITY OF NEBRASKA - LINCOLN

President Kaianna Hraban
Vice President Ben Breske
Advisor Andrew Little

WAYNE STATE COLLEGE, NEBRASKA

President Shayne Bennett
Vice President Amos Zelasney
Advisor Mark Hammer

NORTH DAKOTA STATE UNIVERSITY

President Anna Rustad
Vice President Patrick Kirkpatrick
Advisors Erin Gillam & Matt Smith

UNIVERSITY OF JAMESTOWN, ND

President Anthony Hedley
Advisor Kit Schnaars
Uvino

UNIVERSITY OF NORTH DAKOTA

President Brianna Ashworth
Vice President Levin Brandt
Advisor Susan Felege

VALLEY CITY STATE UNIVERSITY, NORTH DAKOTA

President Morgan Ohm
Vice President William Knudson
Advisor Bob Anderson

SOUTH DAKOTA STATE UNIVERSITY

President Shelby Isensee
Vice President Alexandra Johnson
Advisor Bruce Eichorst

BRIGHAM YOUNG UNIVERSITY, UTAH

President Jacob Barnes
Vice President Leslie Clark
Advisor Tom Smith

UTAH STATE UNIVERSITY

President Lily Martindale
Co-Vice President James Dye
Co-Vice President Kayla Hancey
Advisors Dave Dahlgren & Frank Howe & Dan MacNulty

WEBER STATE UNIVERSITY, UTAH

President Jessica Frix
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UNIVERSITY OF WYOMING

President Devin Gearhart
Vice President Ema Lujan
Advisor Merav Ben-David