



American Fisheries Society

July 2020 Joint Meeting of the Management Committee and Governing Board

3:00 p.m. – 4:30 p.m. (EDT), Monday, July 20, 2020

Governing Board and Management Committee Participants:

Scott Bonar, AFS President

Brian Murphy, AFS President-Elect

Leanne Roulson, AFS First Vice President

April Croxton, AFS Second Vice President

Jesse Trusenski, AFS Past President

Jud Kratzer, Northeastern Division President

Ed Hale, Northeastern Division President-Elect

Tom Kwak, Southern Division President

Cindy Williams, Southern Division President-Elect

Joe Conroy, North Central Division President-Elect

Todd Pearsons, Western Division President-Elect

Dan Dauwalter, Western Division President

Julie Claussen, Science Communications Section President

Dana Postlewait, Bioengineering Section President

Kevin Irons, Invasive and Introduced Fish Section

Jim Fredericks, Fisheries Administration Section President

Paul Venturelli, Fisheries Information and Technology Section President

Patrick Cooney, International Fisheries Section President

Andrew Whitely, Genetics Section President

Shivonne Nesbit, Equal Opportunities Section President

Kim Dibble, Fish Habitat Section President

Mick Walsh, Fish Culture Section President

Rick Methot, Marine Fisheries Society President

Trent Sutton, Education Section President

Heather Stewart, Student/Early Career Professional Subsection President

Randy Schultz, Constitutional Consultant

Doug Austen, AFS Executive Director

Guests

Cecil Jennings, 2nd Vice President Elect

Aaron Bunch, Emerging Leader
Tim Copeland, AFS Audit Committee Chairperson
Troy Brandt, AFS Finance Committee Chairperson

AFS Staff

Beth Beard, AFS Communications Manager
Dan Cassidy, AFS Deputy Executive Director
Drue Winters, AFS Policy Director
Lauren Maza, AFS Student and Professional Development
Shawn Johnston, AFS Meetings Manager
Steve Kambouris, AFS Conference Coordinator
Eva Przygodzki, AFS Membership Director
Aaron Lerner, AFS Director of Publications
Katrina Dunn, AFS Development Director

Minutes of the Meeting

1. At 3:06 p.m., welcome by President Bonar and Determination of Quorum by Constitutional Consultant Randy Schultz
2. **Approval of Agenda** – approved with no changes
3. **Review and approval of minutes** from the Management Committee meeting on June 15, 2020. Accepted with unanimous consent.
4. **Constitutional Consultants Report** (Randy Schultz)

- A. Review and approval of the Climate Change Statement of the World's Aquatic Societies

Proposed Motion: The AFS Governing Board adopts the statement by the Aquatic Societies on Climate Impact on Aquatic Ecosystems (Attachment A)

Background: Attachment B is the version to be considered for your approval. We discussed how to construct such a statement with members of the American Geophysical Union, who also wrote one on climate change. This statement was reviewed by the AFS Officers, the Governing Board, and was sent out to aquatic societies worldwide for their input. We heard back from 57 societies, many already signing on, some with input, which was incorporated in this version (see attached correspondence from societies around the world from all continents). We also posted the statement on the AFS site on which individual AFS members could comment (also attached). We had a committee made up of the leads and members of various AFS climate related committees consider and recommend comments for incorporation. Comments in the statement are backed by over 150 peer-reviewed scientific references that are attached to the statement. If approved, we will circulate this statement among the world's aquatic societies for joining/not joining during this next month and will distribute the final version to the media.

Motion by Pearsons; 2nd by Murphy. Motion adopted with one opposing vote.

B. Aquaculture statement

Motion: Approve the proposed AFS Statement on Aquaculture (Attachment B)

Background: The Resource Policy Committee requests that the Governing Board consider the attached policy statement put forward by the Fish Culture Section. The policy statement was drafted by the leadership of the Fish Culture Section with help from Drue Winters, reviewed by subject matter experts, and reviewed by the RPC.

Unlike resolutions, this type of statement does not require an RPC vote. But, it does require input from unit representatives on the RPC before the RPC chair makes the decision to send to the Governing Board (pages 87-88 of the procedures manual). I confirmed this with Randy Schultz. We received input from representatives of NED, NCD, CARS, Fisheries Administration, Bioengineering, Education, and Physiology, which we then provided to Mick Walsh for Fish Culture Section consideration. Mick provided the revised statement today, and I am excited to pass it along to you for consideration by the Management Committee and Governing Board. Thanks to the Fish Culture Section for their efforts working on this statement.

Motion by: Trushenski; 2nd by Walsh

Discussion:

- a) Question: How is escapement addressed? Response: The statement doesn't explicitly address details of escapement but does recognize the importance of implementing best practices. The statement is not meant as a specific endorsement of aquaculture but rather a recognition of the need for aquaculture as a source of high quality food when demand is increasing and wild stocks under high pressure.
- b) Question: How is the issue of effluent from production facilities addressed. Response: Technological and best management practices (BMP) have improved considerable and the issue of waste has diminished dramatically. Proper siting is still important. All operations are strongly encouraged to apply best practices to their production systems.
- c) Question: Are there commonly accepted industry BMP's that can be applied? Response: While there is a wide assortment of BMP's available, there is not single standard set endorsed as industry wide standards, yet there are generally accepted approaches such as the importance of facility siting.
- d) Question: Are U.S. laws changing the will impact aquaculture. Response: There are literally hundreds of laws by multiple federal agencies creating a very confusing business environment. The aquaculture statement recommends developing a clearinghouse of laws or some other means of simplifying the regulatory process for the industry.
- e) Question: Has the National Marine Fisheries Service and the U.S. Fish and Wildlife Service developed any coordination or agreement on escapement issues. Response: Rick Methot (Marine Fisheries Section) will research this and report back to the Governing Board.

Vote: Motion passed with two votes in opposition.

C. Code of conduct proposed for use at the JASM2022 meeting

Motion: AFS adopts the jointly developed Code of Conduct for use in JASM2022 (Attachment C)

Background: The Consortium of Aquatic Science Societies (CASS) is hosting the second Joint Aquatic Science Societies meeting May 16-20, 2022, in Grand Rapids, Michigan (<https://jasm2022.aquaticsocieties.org/>). This meeting will include all nine CASS partner societies and will likely be the largest ever singular gathering of aquatic scientists. In the development of this conference, all CASS members provided their current meetings code of conduct to a working group of CASS representatives which then developed a singular code of conduct being recommended for use at JASM2022. This new code has already been endorsed by over half of the CASS members with others, including AFS, awaiting final adoption.

Moved by Roulson; 2nd by Conroy.

Adopted by unanimous consent with minor suggested edits that will be conveyed to CASS.

D. Authorization of new approved signatures for the AFS MTB bank account

Motion: Approve the signature changes in Attachment D for the MTB bank account.

Background: With the retirement of Denise Spencer, MTB Bank requires a formal motion by the AFS Governing Board to authorize signature changes for bank account transactions.

Moved by Roulson; 2nd by Pearsons. Adopted with unanimous consent

E. Elevation of special committee on Diversity and Inclusion to a Standing Committee (*Brian Murphy, Briefer*)

MOTION: That the AFS Constitution (Article X) be amended to designate Diversity & Inclusion as a Standing Committee of the American Fisheries Society.

Wording to be inserted in Article X, Rules, 14. Standing Committees:

DIVERSITY AND INCLUSION COMMITTEE provides oversight for AFS efforts to increase and maintain diversity in membership and the fisheries profession, and to assure that all AFS activities and programs are fully inclusive. Annually assesses AFS initiatives and programs related to diversity and inclusion, and makes recommendations for improvement to the Executive Director, Officers, and Governing Board. The Committee operates in close coordination with the Equal Opportunities Section, and other Sections whenever appropriate.

Background: (see attachment E)

5. Financial report and update (Dan Cassidy, Investment and Audit Committees; Attachment F)
 - A. Dan submitted a written financial report for May 2020 and presented information submitted by the Investment and Audit committee's covering historical net assets balances, operating trends and liquidity status. These results point to a stabilizing financial position, though one weakened by revenue shortfalls from the economic effects of CV-19. While the 2020 budget had a modest net revenue goal, declines in membership, publications and the loss of the in-person annual meeting will not be offset by decreases in expenses and funds received through the federal Paycheck Protection Program. Thus, the 2020 budget forecast is likely to be a deficit. The presentation then covered approaches for integrated financial planning with organization goal setting for strengthening the Society.
6. AF 2020 Virtual Annual Meeting (VAM) – planning and preparation
 - A. Review of schedule of events – A preliminary schedule is available at <https://afsannualmeeting.fisheries.org/preliminary-schedule-at-a-glance/> and regular updates will keep it current as the schedule solidifies.
 - B. Establishing Section and other Unit meetings – A scheduling tool available is available for these meetings at: <https://afsannualmeeting.fisheries.org/special-meetings-and-meeting-equests/>
 - C. Guidance to AFS Units on 2021 meetings (Attachment G) – AFS units planning events in 2021 are seeking additional guidance and support from AFS. A national conference call will be scheduled to provide updates, discuss options, and explore ways to improve decisions on moving to additional virtual meetings formats.
7. **Annual Reporting** – Governing Board Reporting Tool (GBRT) and Committee/Liaison reporting: AFS Membership Director Eva Przygodzki reported that five full submissions are complete and five reports are in progress. Two reminders have been sent to Divisions, Chapters, and Sections. Requests for annual reports have also been submitted to all Committees and Liaisons.
8. **Division/Chapter working group** – AFS staff will renew efforts to work with the Divisions and Chapters to organize the affiliate member working group that was approved at the Little Rock mid-year AFS Governing Board meeting. This will be expanded to include discussions of the development of chapter MOU and some related tasks.
9. **AFS Reports and Updates**
 - A. Policy Update (Drue Winters) –
 - (a) Congress has been largely focused on COVID response, but our policy work continues unabated.
 - (b) The Recovering America's Wildlife Act was included as a 5-year authorization in the Transportation and Infrastructure bill in the House. Our coalition is working to have a Senate bill introduced soon with the ultimate goal of having a bill included in a COVID response package. Stay tuned for opportunities to support the legislation.

- (c) AFS issued a letter of support on Sportfish Restoration re-authorization to Senate Commerce where it passed out of committee on July 22. It must now pass the full Senate. A corresponding bill passed as part of the House T&I package.
 - (d) AFS will send up its aquaculture policy statement to the Hill and will look to ways to distribute it more broadly when Sen. Wicker re-introduces the AQUAA Act in the Senate. Our goal was to use the statement this fall for some in-person Hill events on aquaculture, but it is unclear when those type of events will resume.
 - (e) Our climate policy committee intends to have a suite of recommendations for addressing impacts to fish from climate change ready for approval at the next Governing Board meeting. They will be aligned with the TRCP Sportsmen's statement on climate that we signed on to recently. We plan to have a full day to discuss AFS' climate program at the Virtual Annual meeting on Sept. 18.
 - (f) Join is for a policy panel to discuss our Water Quality/Clean Water Act engagement with other aquatic science societies at CASS Day at the VAM on Sept. 23. We will highlight our Supreme Court mention and WIN in the *Maui* groundwater case.
- B. Books program – AFS Director of Publications Aaron Lerner reported that four AFS books have been provided in the e-reader format from the contractor. The final two in the initial test contract are expected shortly. At that point, AFS will start marketing this new service to members. The new e-books subscription program is also moving forward, and marketing materials have been sent to all state agencies to encourage participation.
- C. Member-get-a-member Program (Eva and Membership Committee) – The program has resulted in over 50 new memberships with information available at:
<https://secure.fisheries.org/memgetmem>
- D. AFS Baltimore 2021 update – Planning is actively underway for the Baltimore meeting with several of the plenary speakers already confirmed. Many of the 150th celebration activities originally scheduled for Columbus are being moved to Baltimore for an expected in-person event.

10. Additional New Business – None presented

11. Adjournment at 4:35 p.m.

Attachment A1 – Scott Bonar Presentation



Climate change will make world too hot for 60 per cent of fish species

ENVIRONMENT 2 July 2020
By Adam Vaughan

David Attenborough: The world's oceans are under the greatest threat in human history

OCEAN ACIDIFICATION

Dungeness Crabs' Shells Are Dissolving From the Severity of Pacific Ocean Acidification

By Jordan Davidson | Jan. 26, 2020 03:47PM EST

Chinook salmon declines related to changes in freshwater conditions

Hundreds of fish species will be forced to migrate north to escape effects of climate change

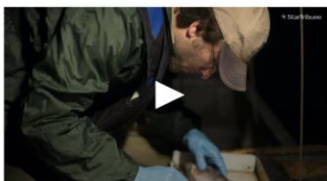
Climate Change Affects The Population Of North American Fishes

Hundreds of thousands of mussels cooked to death on New Zealand beach in heatwave

Climate change is a culprit in decline of Minnesota walleye

As state's lakes warm, walleye's cold water prey fish lose ground, and resort owners pay price.

By Josephine Marcocetti Star Tribune | MAY 2, 2015 - 9:50PM

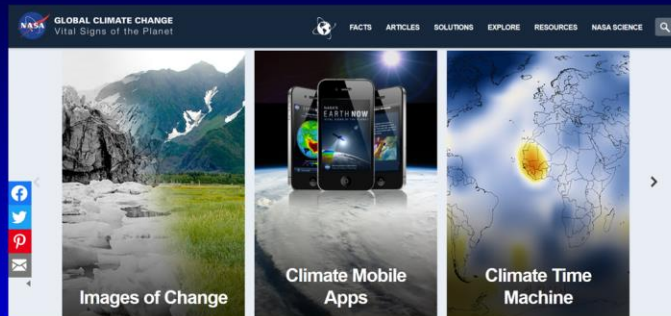


Video (01:22) : The DNR is conducting a study on the impacts of climate change by tagging and monitoring suckerfish in sentinel lakes across the state.

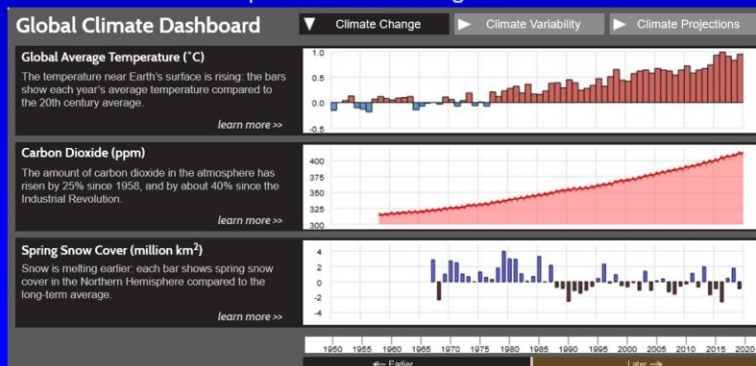
Background for World Climate Statement

- We discussed design of statement with officers of the American Geophysical Union, who also wrote one on climate change.
- Our statement reviewed by AFS Officers, the Governing Board, and was sent out to aquatic societies worldwide for their input. We heard back from 57 societies from all continents, many already signing on, some with input, which was incorporated in this version (Correspondence in Attachment B3).
- We also posted statement on AFS site so individual AFS members could comment (Attachment B1)
- Committee made up of leads and members of various AFS climate related committees considered and recommended comments for incorporation.
- Attachment B is version to be considered for your approval.
- Focuses on science related to control and sequestration of greenhouse gas emissions in addition to adaptation measures.
- Comments in statement backed by >150 peer-reviewed scientific references that are attached to statement.
- Among reports we consulted were three that contained >2,000 affects related to climate change already observed on aquatic systems.
- If approved, we will circulate this statement among the world's aquatic societies for joining/not joining during this next month, and will distribute the final version to the media.

<https://climate.nasa.gov/>



<https://www.climate.gov/>



Attachment A2 – Proposed Climate Statement for the World Aquatic Societies

Statement of World Aquatic Scientific Societies on the Need to Take Urgent Action Against Human-Caused Climate Change, Based on Scientific Evidence

Water is the most important natural resource on Earth as it is vital for life. Aquatic ecosystems, freshwater or marine, provide multiple benefits to human society, such as provisioning of oxygen, food, drinking water, genetic resources; regulation of atmospheric composition and climate; water purification; storm buffering; mitigation of floods/droughts; recreation areas, etc. Our existence and well-being depend on the health and well-functioning of aquatic ecosystems. People naturally distribute around water - approximately 40% of the world's population lives within 100 km (62 mi) of a coast.¹

The world's aquatic resources are now under their greatest threat in human history. Human-caused climate change is accelerating the degradation of aquatic ecosystems and services they provide. Aquatic ecosystems are among the most affected worldwide, e.g. in case of freshwater ecosystems, a biodiversity decline of 83% was recorded only between 1970 – 2014, while up to 90% of coral reefs will disappear by mid-century, if the current trends will continue.²

We, the world's aquatic scientists, spend our lives studying these systems. We see exceptional and disturbing changes in the world's aquatic ecosystems due to climate change and believe we must continue to share peer-reviewed scientific findings with the public and policy makers to emphasize the seriousness of this threat, and the need for immediate action. For the first time, the assessment of global risks conducted by the World Economic Forum, ranked the impact of “climate action failure”, “biodiversity loss” and “water crisis” among the top 5 risks over the next decade.³ In recent years, migration has increased and geopolitical tensions have been exacerbated: between 2008 and 2016, over 20 million people per year have been forced to move due to extreme weather events, while according to the UN, in 2017 water was a major conflict factor in 45 countries.³ These negative effects are expected to increase under current climatic trends. For example, in the United States, the climate-related economic damage is estimated to reach 10% of the gross domestic product (GDP) by the end of the century.³ In Europe, the minimum cost of not adapting to climate change is estimated at €100 billion per year in 2020 and €250 billion in 2050.⁴

Experts in environmental, social and economic fields collectively point towards a severe environmental and humanitarian crisis, with repercussions at a global level unless worldwide concerted climate actions are implemented urgently. ~~It is high time to act.~~

This document summarizes key scientific findings highlighting the effect of climate changes on aquatic ecosystems. These findings provide evidence of what effects are currently happening, and why world policy makers and all of humankind need to act jointly and launch concerted actions now if they wish to mitigate these impacts.

The Challenge

- Thousands of peer-reviewed studies by scientists from authoritative institutions worldwide have documented evidence for climate effects on aquatic systems that are already occurring and are extensive.⁵
- Many globally-respected sources including the American Geophysical Union,⁶ National Academies of Science from dozens of countries,⁷ the Intergovernmental Panel on Climate Change,⁸ and the 4th U.S. National Climate Assessment⁹ support findings that increased atmospheric concentrations of greenhouse gases from fossil fuels (i.e., emissions) and deforestation are driving current climate change.
- Many of these changes are and will be irreversible. They will continue to worsen if we persist on our current trajectory.¹⁰
- Impacts already occurring range from increased frequency, intensification and severity of droughts, heat waves, floods, wildfires, and storms; melting glaciers; destabilization of major ice sheets; shifting ocean currents, rising sea level; ocean acidification and deoxygenation; shifts in species ranges including expansion of alien-invasive species; and more, with a mounting toll on vulnerable ecosystems, human societies and local and global economies.¹¹
- These events are precursors of even more damages to fisheries, biodiversity and human society at-large.¹²
- Delaying action to stop underlying causes of climate change will increase the economic, environmental and societal consequences.¹³
- If humanity wishes to avoid calamitous consequences for our aquatic ecosystems and humans that depend on them, the time to curb greenhouse gas emissions, sequester greenhouse gasses and adapt to an already changing climate is now.¹⁴ Intelligent, rapid movement toward such goals will provide great benefits to aquatic ecosystems and the humans that depend on them.
- Rapid global response and large-scale actions are possible if public and government commitment exists.¹⁵

The Evidence: Effects on Marine Resources

- Shifts in species composition, behavior, abundance and biomass production are now occurring.¹⁶
- Lobster,¹⁷ cod,¹⁸ mackerel,¹⁹ coral reef fishes,²⁰ and other species important to fisheries²¹ are either moving poleward, to deeper waters or declining²²
- Coastal ecosystems are being transformed, degraded or lost either largely²³ or in part due to climate change including seagrass meadows,²⁴ mangroves,²⁵ coral reefs,²⁶ and kelp forests.²⁷
- Effects of altered species compositions are affecting entire ecosystems.²⁸
- Carbon emissions are linked to global ocean acidification, which is affecting the survival of organisms, especially shellfish.²⁹
- Extreme events - rising frequency and intensity of marine heatwaves has been documented and is projected to continue.³⁰
- Reductions in global ocean dissolved oxygen concentrations have occurred over the last five decades.³¹
- Climate change is interacting with other stressors such as excess nutrient input,³² overharvesting,³³ and novel species interactions³⁴ to further suppress marine ecosystems.
- Global production of marine animals continues to decrease and shifts in species composition will increase unless emissions are reduced.³⁵

- Seabirds are recognized as indicators of long-term environmental change: Nearly three out of four of the world's seabirds have disappeared since 1950, and over half the remaining species face substantial threats.³⁶ In North America alone, two thirds (389/604) of bird species, which includes waterbirds, are moderately or highly vulnerable to climate change under a 3°C scenario.³⁷

The Evidence: Effects on Freshwater Resources

- Freshwater ecosystems are among the most threatened on earth.³⁸
- Freshwater ecosystems cover less than 1% of the planet's surface but support one-third of vertebrate species and 10% of all species.³⁹
- The capacity of all freshwater ecosystems to adapt is relatively low given the nature of freshwater systems and the scale of impacts of climate change.⁴⁰
- Climate change is altering abundance, predator-prey dynamics, expansion of invasive species, growth, recruitment of species and novel species interactions leading to declines in the number and diversity of freshwater aquatic organisms.⁴¹
- Increased frequency, intensity and length of drought is affecting the amount and quality of freshwater available for both aquatic ecosystems and humans.⁴²
- Climate change impacts on flow regimes, including both increased droughts and low flow periods, and increased flooding impact native species with narrow ranges of flow requirements and allow expansion of alien-invasive species that affect recreational and commercial harvest of fishes and clog waterways.⁴³
- Geographic ranges of many plants and animals have moved poleward and to higher altitudes while alien-invasive species expand with the increasingly warm conditions.⁴⁴ Unlike marine systems, pathways to other habitats are often blocked, leading to localized extinctions.⁴⁵
- Temporal shifts in seasonal cues such as spring runoff or monsoon seasons affect spawning success of fish, resulting in poor survival.⁴⁶
- Higher incidence of wildfires is affecting aquatic systems by making watersheds more susceptible to flooding and by reducing water quality, especially with post-fire ash and sediment deposition.⁴⁷
- Wetlands capacity for carbon storage and mitigation of climate change are being damaged by changes linked to climate shifts, and other components of global change, such as increased land development and fires.⁴⁸
- Higher temperatures and precipitation runoff have increased harmful algae blooms, which can hurt fish, mammals, birds and even humans.⁴⁹
- Climate change may act synergistically with nutrients to magnify eutrophication and further degrade water quality and ecosystem services, including affecting drinking water.⁵⁰
- Organisms dependent on snow melt and glacial streams are declining or shifting their distribution.⁵¹
- Release of heavy metals such as mercury, currently stored in glaciers and the permafrost is projected to further affect freshwater organisms.⁵²
- These seemingly diverse and small-scale changes combine to create multiple, cumulatively stressful challenges to aquatic species.⁵³

The Evidence: Effects on World Society Dependent on Aquatic Resources.

- Clean and sufficient water is needed by all life-forms.
- Fisheries provide quality protein sources not easily replaced by terrestrial sources. According to the Food and Agriculture Organization of the United Nations, fish accounts for 17% of animal protein consumed globally, fishing and aquaculture directly employ almost 60 million people, and global

trade in fish products has reached USD \$152 billion per year, with 54% originating in developing countries.⁵⁴

- In the short-term, new fisheries are appearing in some newly formed ice-free areas⁵⁵; however, overall fisheries catch is projected to decline related to increasing declines in water quality and primary production as a result of climate change, with corresponding effects on food security.⁵⁶ Ocean warming and changes in primary productivity are related to changes in many fish stocks. Fish population reestablishment has declined 3% per decade and maximum catch potential declined 4.1% over the 20th century.⁵⁷ Water temperature increases due to climate change are projected to exceed the tolerance limits of 10-60% of freshwater and marine species by 2100 depending on the amount of greenhouse gas emissions allowed.⁵⁸
- Climate change impacts on aquatic ecosystems are affecting incomes, food security, key cultural dimensions and livelihoods of resource dependent communities.⁵⁹
- Species shifts are affecting traditional fisheries from the tropics to the polar regions through reduced access to fish stocks, fishing areas and loss of local knowledge.⁶⁰
- Climate change compounds the impact of other practices such as pollution, overfishing and unsustainable coastal development. These combined impacts are projected to drive many small-scale fisheries and economies out of existence.⁶¹
- Warming of waters affects seafood safety through elevated bioaccumulation of heavy metals and pollutants and an increased prevalence of waterborne pathogens affecting both human and animal health.⁶²
- Tourism and tourist sites are being affected in many areas that are dependent on local ecosystems. Sustainable diving, snorkeling, angling, marine mammal and bird watching, and other recreational activities and businesses depend on maintenance of healthy aquatic resources.⁶³
- Climate change degrades shoreline ecosystems such as mangroves, seagrasses, marshes and peatlands that provide services to humans such as protecting coasts from erosion, storms, and flooding, providing key wildlife habitat and sequestering carbon.⁶⁴
- Climate change damages riparian ecosystems that provide services to humans such as protecting streams from flooding, intercepting pollutants, reducing erosion, providing shade and wildlife habitat, sequestering carbon and storing water during high flow events.⁶⁵
- Climate change contributes to harming wetlands, which provide many of the same services to humans as stated above. Wetlands play a critical role in carbon storage and sequestration. In particular, peatlands, despite occupying on 3% of the land surface, store *twice* as much carbon as the world's forests.⁶⁶
- The level of impacts will be governed by the level of protective limits our nations place on future emissions combined with riparian and coastal zoning, and changes in fisheries management practices.⁶⁷

The Needed Responses

- We assert that rapid action is necessary to drastically curb release of greenhouse gas emissions; and to remove and store CO₂ from the atmosphere to prevent the most calamitous consequences of human-caused climate change to aquatic ecosystems on which all humankind depends.
- Global and national targets are necessary to protect and restore carbon dense ecosystems, such as peat, seagrasses and other wetlands to sequester carbon, prevent greenhouse gas emissions and reduce the impacts of climate change.

- Governments, the public, industry, academia and all other sectors of society must prioritize actions and act in a concerted way to halt human-caused climate change if they are to prevent dire consequences.
- A rapid transition towards energy sources and other products and services that do not release greenhouse gases, and research and policies that favor an efficient transition to a low carbon world is required if the considerable effects on aquatic systems described above are to be slowed. Such a transition could be accomplished by all governments by immediately acting on advice of specialists in green energy technology, carbon sequestration, marketing, education, socioeconomic principles and related disciplines.
- Robust adaptation measures; easing of other environmental stressors that act synergistically with climate change; additional resources for data collection, mapping and research to better understand potential impacts and to arm natural resources agencies with the tools to mitigate these impacts; are essential to better understand and plan for changes in aquatic ecosystems.
- Done intelligently, movement to curtail human-caused climate change can result in advanced, novel technologies; strong economies; healthier aquatic ecosystems, greater food security, and human well-being.

It is time to acknowledge the imminent need to act to address climate change. Delaying action to control greenhouse gas emissions is not an option if humankind wishes to conserve the aquatic resources and environmental safety of the world.

Note: the list of supporting references to this document have not been included due to space considerations but are available at <https://fisheries.org/2020/06/draft-statement-of-world-aquatic-societies-on-human-caused-climate-change/>

Attachment B –

The American Fisheries Society (AFS) supports sustainable growth of aquaculture. The demand for fish is expected to grow significantly in the next decade, but it is unlikely that capture fisheries can sustainably accommodate increased harvest pressure to meet this demand. Domestic freshwater and marine aquaculture present existing and emerging opportunities to sustainably address America's ongoing dependence on imported seafood, while relieving local pressures on wild stocks and impacts on aquatic ecosystems and waterfront communities. AFS calls for a clear, predictable, regulatory framework that will enable industry growth in a conscientious, environmentally sustainable manner. Further, we call for continued, consistent investments in research to understand effects of aquaculture development on fisheries and aquatic resources, and innovation to minimize negative environmental and social impacts of fish cultivation.

U.S. policymakers must address the future of our seafood supply and food insecurity. Seafood demand in the U.S. has grown steadily, driven by increases in both population and per capita seafood consumption¹. Yet, capture fisheries landings have not increased appreciably for 30 years. The anticipated impacts on wild fish populations from climate change make it less likely that wild stocks will be able to withstand additional harvest pressure.

Worldwide, fish farming has overtaken wild harvest of fish as the leading source of seafood, producing nearly 80 million metric tons in 2016². Today, the majority of seafood consumed in the U.S. is imported and more than half is farm-raised. Enabling expansion of the marine aquaculture industry in the USA would increase domestic seafood supplies in accordance with strong environmental, food safety, and labor standards and protections.

While finfish and shellfish culture has supported traditional communities and working waterfronts in state waters for more than a century in the U.S., offshore finfish aquaculture has not kept pace. By establishing a clear and predictable legal and regulatory structure for marine aquaculture in the U.S., we can reduce the overreliance on seafood imports and improve seafood security with wholesome, domestically farmed seafood that minimizes the environmental and social footprint of the industry on our marine habitat and resources. Implementation of best practices and improvements has already reduced environmental impacts substantially (e.g., reduced use of fish meal and oil in feeds, siting tools to minimize user conflicts and effects of discharge, improved biosecurity practices and strict veterinary oversight of therapeutic use), and ongoing innovation will continue to reduce the environmental footprint of fish farming. Furthermore, existing law and regulatory frameworks in the U.S. ensure aquaculture operations are held to high standards with respect to environmental impacts. Healthy wild fisheries and responsible marine aquaculture can and must coexist if we are to feed ourselves and still fulfill our commitment to wild fish and wild places.

¹ FAOSTAT. 2020. Food Supply - Livestock and Fish Primary Equivalent. Database. Available: <http://www.fao.org/faostat/en/#data/CL> (4 May 2020).

² FAO (Food and Agriculture Organization). 2018. State of World Fisheries and Aquaculture. Food and Agriculture Organization of the United Nations, Rome. Available: <http://www.fao.org/state-of-fisheries-aquaculture> (4 May 2020).

Attachment C –

Code of Conduct

The Consortium of Aquatic Science Societies (CASS) is comprised of the American Fisheries Society, Association for the Sciences of Limnology and Oceanography, Coastal and Estuarine Research Federation, Freshwater Mollusk Conservation Society, International Association for Great Lakes Research, North American Lake Management Society, Phycological Society of America, Society for Freshwater Science, and Society of Wetland Scientists.

The Joint Aquatic Sciences Meeting (JASM), sponsored by CASS, values the diversity of views, expertise, opinions, backgrounds, and experiences reflected among all attendees. CASS is committed to providing a safe, welcoming, and productive environment for those attending our conference, regardless of gender, sexual orientation, gender identity, race, ethnicity, religion, disability, physical appearance, age, or career level. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, sponsors, meeting management, service providers, media representatives, guests, and others are expected to abide by this Code of Conduct. This Code of Conduct applies to any activities held, sponsored, or affiliated with the JASM conference, including those sponsored by other organizations but held in conjunction with the JASM conference, in public or private facilities. By attending the JASM conference, participants agree to abide by this Code of Conduct.

Expected Behavior

- Behave in a courteous and professional manner.
- Treat all participants, attendees, meeting management, and vendors with respect, dignity, and consideration, in the spirit of valuing a diversity of views and opinions.
- Be considerate, respectful, and collaborative in your communication and actions.
- Communicate with respect for others, critiquing ideas rather than individuals in a non-confrontational manner with due regard for the viewpoints of others.
- Avoid personal attacks directed toward other attendees, participants, meeting management, and vendors.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants. Alert meeting management or event venue staff if you notice a dangerous situation or someone in distress.
- Respect the rules, policies, and property of the meeting venue, hotels, JASM-contracted facility, or any other venue.
- Respect the decision of those that do not wish to have their presentations photographed or recorded.
- Turn off any ringers or otherwise disrupting devices during oral or poster sessions.
- Speak up, intervene, or alert a meeting manager if you observe unacceptable behavior.

Unacceptable Behavior

The following behaviors will not be tolerated:

- Harassment, sexual harassment, bullying, intimidation, or discrimination in any form. Harassment is defined as unwelcome or offensive verbal, visual, or physical contact directed at any participant, including conduct, comments, or images that a person would reasonably find offensive, demeaning, discriminatory, or hostile. Sexual harassment includes unwelcome, unsolicited, and unreciprocated sexual advances, requests for sexual favors, and other verbal or physical conduct or gestures of a sexual nature that might reasonably be expected or be perceived to offend, humiliate, or intimidate another person. Behavior that is acceptable to one person may not be acceptable to another, so use discretion to be sure respect is communicated. Harassment intended in a joking manner still constitutes unacceptable behavior. Regardless of your intent, if you are advised directly or by another party that some aspect of your speech or behavior is harassment, you are expected to stop engaging in such speech or behavior immediately.
- Inappropriate use of nudity, sexual images, and/or discriminatory images in public spaces or in presentations.
- Physical, written, or verbal abuse of any participant.
- Discriminatory conduct related to age, physical appearance, body size, employment or military status, ethnicity, gender identity and expression, individual lifestyle, marital status, national origin, physical or cognitive ability, political affiliation, sexual orientation, race, religion, culture, or any other characteristic.
- Deliberate intimidation, threatening, or stalking, or following.
- Harassing photography or recording.
- Personal use of photographs or posts to social media of another individual's oral presentation, poster, or likeness when permission is specifically denied by the individual.
- Behavior that is unruly or disruptive, or that endangers the health or safety of yourself or others.
- Destruction, theft, dismantlement, defacement, abuse, or intentional misuse of JASM or JASM-contracted venues, property, equipment, signage, or supplies.
- Accessing restricted or ticketed areas without a proper ticket, pass and/or credential; misusing tickets, passes and/or credentials; presenting a false identification; or permitting another person to falsely present your identification as theirhis or her own.
- Failure to comply with directions of meeting management or venue personnel regarding conference operations or emergency response procedures.
- Retaliation against participants for reporting activity that theyhe or she reasonably believed to be in violation of this Code.
- Knowingly and falsely reporting violations of this Code.

Moreover, this Code of Conduct is not intended to be all inclusive, and it is likely there will be conduct issues that it does not specifically address. In that event, as in all others, participants are expected to follow the direction of meeting managers who will take appropriate action to ensure the safety, security, comfort, and well-being of participants.

Consequences

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- Meeting management, a CASS-designated committee, or security may take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund.
- CASS and member societies reserve the right to take additional corrective action, including prohibiting attendance at any future meeting.

Reporting Unacceptable Behavior

- Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to public safety is advised to contact 911 or locate a house phone and ask for security.
- If you are the subject of unacceptable behavior or have witnessed any such behavior, please immediately notify a CASS meeting manager or the safety officer. Notification can also be done by XXX. Reporting should never be done via social media.
- After receiving a report of inappropriate behavior, the safety officer will assess the report and work with the complainant to determine the most appropriate response. When necessary, a CASS-designated committee will be notified that a complaint has been received so it can consider appropriate actions.

CASS will investigate all reports with discretion and is committed to protecting the privacy of all individuals involved in the incident to the greatest extent possible. Participants are required to maintain the confidentiality of materials submitted to or received by CASS under this Code of Conduct. CASS shall make reasonable efforts to maintain the confidentiality of relevant materials but may disclose case-related materials or information in response to legal process, when already publicly known, or when CASS leadership otherwise determines disclosure is in the best interests of CASS.

Attachment D – Bank Signature Update



American Fisheries Society

Organized in 1870 to Promote the Conservation, Development and Wise Utilization of Fisheries

425 Barlow Place, Suite 110 * Bethesda, Maryland 20814-2199

301-897-8616 | FAX 301-897-8096 | www.fisheries.org

Scott Bonar, Ph.D.

President 2019-2020

Douglas J. Austen, Ph.D.

Executive Director

July 20, 2020

At the July 20 meeting of the Management Committee and Governing Board, it was approved the M&T Bank account signers will no longer include employee Denise Spencer who has retired and will retain the other current employees as signers on the account:

Daniel Cassidy, Deputy Director

Aaron Lerner, Publications Director

Douglas Austen Executive Director

Scott Bonar

President

Attachment E – Diversity and Inclusion

MOTION: That the AFS Constitution be amended to designate Diversity & Inclusion as a Standing Committee of the American Fisheries Society.

BACKGROUND:

1. As a professional society, AFS is well aware that the demography of members of both our organization and our profession does not come close to matching the demography of our constituent publics, and that some practices might be discouraging full and meaningful participation in both our profession and AFS.
2. To begin to address these issues, the Special Committee on Diversity and Inclusion was first formed under AFS President Steve McMullin, and has been continued under Presidents Jesse Trushenski and Scott Bonar.
3. Unprecedented events during the past six months (namely the global spread of COVID 19 and global protests against racism in policing, criminal justice, and society at large), have caused a long-overdue rethinking of societal norms regarding racial equality and justice, economic disparity, health care, and the seeming loss of even a semblance of community coherence.
4. AFS should be an active participant in forging new paradigms for social equity, for the benefit of all our members and the communities in which our members live.
5. We need to take a hard look inward to identify AFS practices that may have helped to perpetuate inequity and limit participation of women, people of color, members of the LGBTQ+ community, and others in our organization and in our profession.
6. Issues addressed by the Diversity & Inclusion Committee are a critical components of how we operate as a professional society. Establishment of this Committee as a Standing Committee of the Society will make it clear to both members inside and observers outside of AFS that our organization recognizes the pressing need for introspection followed by positive action.
7. The Standing Committee on Diversity & Inclusion would serve several ongoing roles:
 - Assessment of the state of ongoing AFS programs in diversity and inclusion (SWOT analysis);
 - Formulation of recommendations for improving AFS efforts to improve diversity and inclusion in both AFS and our profession;
 - Development of an “annual report card” to measure AFS progress toward stated goals; and
 - Regular communication with AFS members and others regarding diversity and inclusion issues that touch AFS members and society at large.

PROCEDURE:

1. Creation of a new Standing Committee requires amendment of the AFS Constitution.

2. A proposed amendment requires a positive vote by 2/3 of the active members voting on the proposal. This vote could be accomplished in conjunction with the upcoming Virtual Annual Meeting in September 2020.
3. Bringing a motion for constitutional amendment before the entire membership first requires approval by a 2/3 majority of the Governing Board, or thorough a petition to the Governing Board signed by 50 active members.
4. If approved to be brought to a membership vote, the proposed amendment must distributed by the Executive Director to the membership at least 30 days before a vote on the amendment.

Attachment F – Financial Report



American Fisheries Society

Organized in 1870 to Promote the Conservation, Development and Wise Utilization of Fisheries

425 Barlow Place, Suite 110 • Bethesda, Maryland 20814-2199

301-897-8616 • FAX 301-897-8096 • E-Mail: main@fisheries.org, www.fisheries.org

Scott Bonar, PhD
President 2019-2020

Douglas J. Austen, PhD
Executive Director

May 2020 Financial Update – 7/15/20

Summary. The May financial reports show signs where impacts from Covid-19 are catching up with key AFS programs. For example, membership dues swung from a 5% increase over prior year in March to a 2% shortfall in May and meeting income is showing a similarly large negative swing from cancellation of the in-person event. Not holding a normal annual meeting leaves a large hole in the budget, as the meeting was expecting to yield \$450,000 in net revenue. On the plus side, the investment account grew by over \$160,000 this month, reflecting continuing improvements in the capital markets, but remains negative for the year by over \$375,000. Investment gains helped improve the balance sheet as did receipt of \$381,000 in Paycheck Protection Program (PPP) loan funds this month. With staff working nearly entirely from their homes now, office, travel and non-essential program expenses have been reduced. Staff costs are lower from not filling a vacant position earlier this year.

Financial Position. AFS's financial position improved considerably this month for the reasons mentioned above. Assets stand at \$5,136,000 compared to \$4,776,000 in April. The most notable change is the addition of the PPP loan amount as a liability. The prior year loan balance represents short-term cash borrowings from the bank credit line. These loans are the first time AFS has had to borrow to support operations in at least the last five years.

Please note at the bottom of the Financial Position statement that Unrestricted net assets are significantly lower than Restricted net assets (which represent numerous award funds encumbered by donor restrictions). The Unrestricted fund is in a sense AFS's rainy-day fund, and functions much like a savings account does for individuals. A lower balance means less operating flexibility for AFS. Recall that Restricted funds are not available for use in operations or to absorb operating budget shortfalls. Unrestricted funds fell below Restricted funds a few years ago and continue declining due to operating budget shortfalls. This situation is concerning and needs to be addressed through balanced budgeting. For 2020, the operating budget included a modest budget surplus and AFS was anticipating reversing consecutive years of operating losses to begin rebuilding unrestricted net assets. The Covid-19 situation has upended these plans and made asset and budget management very challenging this year and likely for next year as well.

Program Highlights. Program revenues (excluding investment gains) total \$1,252,000 and trail last year by \$318,000. The publications and journals programs remains a bright spot for AFS. These programs operate as profit centers and help cover expenses in other programs where revenues don't exist or fail to meet expenses. Even these programs are under competitive pressure and our publisher is projecting lower revenues for this year. The four new multistate cooperative grants will help cover some staff and overhead costs while the new eBook Subscription program is off to a good start. Most other program revenues are trailing last year. In contrast, expenses total \$1,241,000 and are tracking \$81,000 below last year mainly from lower staff costs and membership database support.

2020 Budget Forecast and Financial Planning. Projecting year-end financial results is extremely difficult given the economic uncertainties around Covid-19 and impacts on members and their organizations. As such, staff are projecting a 2020 budget loss of \$290,000 after scaling back revenue projections across the board and despite reducing expense budgets commensurately. Additionally,

- The forecast is before including any net revenue from the Virtual Annual Meeting, investment gains (which are impossible to predict) and any other budget adjustments.
- This loss does reflect receipt of PPP funds and removes nearly all discretionary expenses such as travel, remaining board budget along with the CE program and the entire Columbus annual meeting program.

It will be difficult if not impossible this year to make further, substantive budget adjustments without impacting programs. More likely, AFS will need to look to 2021 for opportunities to add revenues through the new programs -- Strategic Partners Program, eBooks, new multistate grants, and possibly a member dues increase and other fee assessments and adjustments. Otherwise, implementing expense reductions to the 2020 budget may need to come from eliminating entire programs thereby reducing AFS's ability to meet member needs and Society goals.

AFS's financial position has stabilized recently after successive years of large operating shortfalls-- but it is not nearly as strong as it was five years ago. The Management Committee and governing board should restart its strategic planning activities from Little Rock and define clear organizational strategies that in turn can be supported by program assessments and financial planning. Without long-term goals in place and plans for rebuilding its financial position, AFS is more susceptible to business risks and may be unable to meet the needs of its members and the profession as effectively as it has before.

American Fisheries
Statement of Financial Position
As of 5/31/2020

	2020	2019	Variance
ASSETS			
Current Assets			
Checking	\$396,046	\$180,574	\$215,472
Accounts Receivable	39,399	45,704	(6,305)
Allowance of doubtful accounts	(14,170)	(14,170)	0
Inventory	261,696	252,281	9,415
Prepaid Expenses & Deposits	9,141	8,140	1,001
Current Assets	692,112	472,529	219,583
Property and Equipment	1,204,663	1,202,149	2,514
Accumulated Depreciation	(799,240)	(756,607)	(42,633)
Net Property and Equipment	405,423	445,542	(40,119)
Long Term Assets			
Long-Term Investments	4,031,020	4,314,818	(283,798)
Other Assets	7,300	4,500	2,800
Total Long Term Assets	4,038,320	4,319,318	(280,998)
Total Assets	5,135,855	5,237,389	(101,534)
LIABILITIES AND NET ASSETS			
Current Liabilities			
Accounts Payable	43,798	34,105	9,693
Accrued Expenses	17,100		17,100
Accounts Payable and Accrued Expenses	60,898	34,105	26,793
Payroll Salary and Taxes	(368)	(2,829)	2,461
Accrued Benefits	106,378	119,158	(12,780)
Loan Payable	381,012	250,000	131,012
Hold Account	7,082	29,849	(22,767)
Subunits Dues Payable	111,632	77,168	34,464
Subunits Books Payable	(8,703)	(4,406)	(4,297)
Deferred Royalty Revenue	589,286	717,857	(128,571)
Deferred Membership Dues	950		950
Deferred Revenue	110		110
Deferred Revenue - Other	71,623	58,124	13,499
Total Current Liabilities	1,319,900	1,279,026	40,874
Other Liabilities			
Chapter Investment Liability			
Chapter Investment Liability	262,093	217,030	45,063
Total Chapter Investment Liability	262,093	217,030	45,063
Net Assets			
Net Assets - Unrestricted	1,735,464	1,325,070	410,394
Net Assets - Temporarily Restricted	2,154,720	2,154,720	0
Change in Unrestricted Net Assets - Curr Year	(336,322)	261,543	(597,865)
Total Net Assets - End. Balance	3,553,862	3,741,333	(187,471)
Total Liabilities and Net Assets	5,135,855	5,237,389	(101,534)

AMERICAN FISHERIES
All Programs

For the Five Months Ending 5/31/2020

	Year to Date - Actual			Budget		2019 Annual	2020 Forecast	2020 Forecast
	2020	2019	Var \$	2020 BUDGET	vs YTD Actual	Actual	Budget	Variance
Revenue								
Administration	\$ (343,174)	\$ 280,851	\$ (604,025)	\$ 213,000	\$ (556,174)	\$ 699,811	\$ 421,000	\$ 208,000
Web	4,560		4,560	8,000	(3,440)	5,920	5,000	(3,000)
Continuing Education	950	4,805	(3,855)	15,000	(14,050)	32,885	-	(15,000)
Certification	2,700	3,250	(550)	5,000	(2,300)	5,150	5,000	-
Other Education				12,000	(12,000)		4,000	(8,000)
Hutton	12,750	5,000	7,750	100,000	(87,250)	(20,000)	55,000	(45,000)
Multi-State Grants & Contracts	38,800		38,800		38,800	68,182		-
Cornell						22,616		-
Other Grants & Contracts				87,000	(87,000)		359,000	272,000
Annual Meeting	21,260	166,610	(145,350)	1,119,000	(1,097,740)	1,246,326	-	(1,119,000)
Membership	499,619	511,084	(12,365)	555,000	(55,381)	551,943	527,000	(28,000)
Awards	3,184	3,349	(164)	5,000	(1,816)	3,112	4,000	(1,000)
Mem Other	9,031	14,806	(5,775)	46,000	(36,969)	31,392	30,000	(16,000)
Jobs	13,700	16,350	(2,650)	45,000	(31,300)	47,282	45,000	-
Units	250		250		250			-
Advocacy						14,641	-	-
Books	48,392	33,953	14,439	124,000	(75,608)	155,939	154,000	30,000
Journals	563,925	549,717	14,208	1,185,000	(621,075)	1,137,506	1,115,000	(70,000)
Fisheries		25	(25)			105		-
Total Revenue	875,947	1,570,500	(694,551)	3,519,000	(2,643,051)	4,002,790	2,724,000	(795,000)
	(375,763)	1,251,710	(318,790)					
Expenses								
Administration	139,297	154,002	14,705	330,000	190,703	350,230	315,100	14,900
Staff Costs	857,962	923,413	65,451	1,882,000	1,024,038	2,108,897	1,902,000	(20,000)
Technology	20,359	18,713	(1,646)	45,000	24,841	45,276	45,000	-
Communication	1,339	2,605	1,266	9,000	7,661	2,605	5,000	4,000
Web	18,714	15,049	(3,666)	20,000	1,286	39,385	41,000	(21,000)
Development		1,075	1,075	10,000	10,000	3,221	6,000	4,000
Continuing Education	52		(52)	10,000	9,948	18,263	-	10,000
Certification	57	37	(20)	1,000	943	125	1,000	-
Other Education		109	109			2,149	3,000	(3,000)
Board	23,574	21,868	(1,707)	55,000	31,426	44,266	17,500	37,500
Hutton	340	(95)	(435)	82,000	81,660	110,140	31,000	51,000
Multi-State Grants & Contracts	38,800		(38,800)		(38,800)	63,952	-	-
Cornell	(1,307)	(773)	534		1,307	9,576		-
Other Grants & Contracts		12,603	12,603	7,000	7,000	12,235	258,000	(251,000)
Annual Meeting	39,217	31,766	(7,452)	665,000	625,783	633,922	25,000	640,000
Other Meetings		1,699	1,699			1,788		-
Year to Date - Actual			Budget		2019 Annual	2020 Forecast	2020 Forecast	
	2020	2019	Var \$	2020 BUDGET	vs YTD Actual	Actual	Budget	Variance
WCF World Council of Fisheries	1,484		(1,484)		(1,484)			-
Membership	51,494	90,103	38,609	128,000	76,506	107,683	123,000	5,000
Awards	14,068	15,187	1,119	3,000	(11,068)	16,624	3,000	-
Mem Other	498	615	117	1,000	502	873	1,000	-
Jobs	3,410		(3,410)		(3,410)	13,948	12,000	(12,000)
Units	69		(69)		(69)			-
Advocacy	2,946	2,013	(933)	14,000	11,054	6,270	5,200	8,800
Books	5,300	6,250	951	16,000	10,700	98,445	20,000	(4,000)
Journals	19,465	24,006	4,541	174,000	154,535	117,874	174,000	-
Fisheries	4,068	1,564	(2,504)	27,000	22,932	9,134	27,000	-
Total Expenses	1,241,186	1,321,809	80,622	3,479,000	2,237,813	3,816,881	3,014,800	464,200
Net Change from Operations	(365,239)	248,691	(613,930)	40,000	(405,238)	185,909	(290,800)	(1,259,200)
Non Operating (shown on a net basis)								
Restricted contributions	28,915	12,852	16,063		28,915	224,481	-	-
Total Non Operating	28,915	12,852	16,063		28,915	224,481		
TOTAL NET CHANGE	\$ (336,324)	\$ 261,543	\$ (597,867)	\$ 40,000	\$ (376,323)	\$ 410,390	\$ (290,800)	\$ (330,800)

AFS Financial Report

MC and GB Video Call – July 20, 2020

π

π

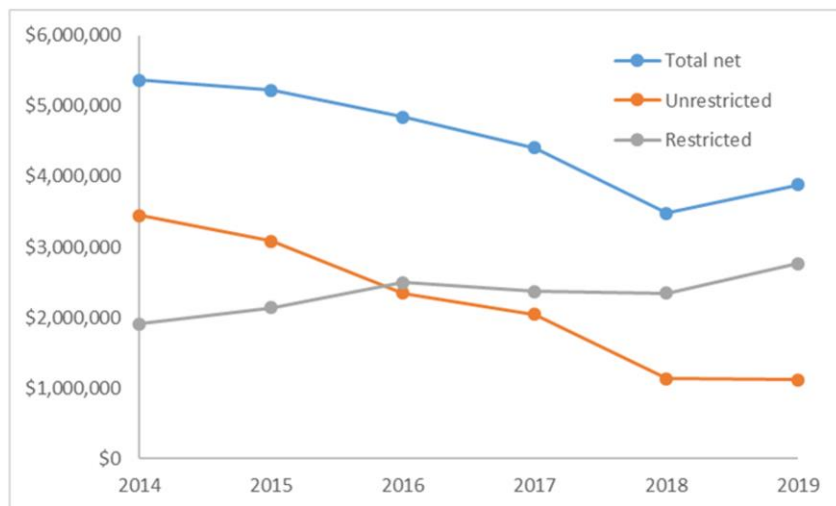
Introduction

- › Why the Pi Symbol?
 - Pi is a transcendental (complex) number
 - The name "transcendental" comes from the Latin *transcendēre* 'to climb over or beyond, surmount'
 - It is used here to highlight AFS needs to transcend current financial challenges, re-establish a stronger financial position
- › Now that I have your attentionlet's get started

Review & Discussion Topics

- › Where we Started
 - 2019 and Audit Committee briefing
 - 2020 Budget Assumptions
- › Where we Are / Going
 - May 2020 Financial Reports
 - End of year Goals
 - Improving our Financial Position
- › 2021 Budget Preparation
 - How do you see your agency, organization engaging with AFS next year?

Audit Committee Briefing – Net Asset Balances



Audit Committee Briefing

The Good News ...

- › Total year-end assets in 2019 were up slightly (5.0%) from 2018 but were only 87% of the 2017 assets.
- › Total liabilities have declined in the last 3 years; 2019 liabilities were 8.5% less than 2018, which was 7.7% less than in 2017.
- › AFS again finished the year without carrying a balance on its line of credit.

Audit Committee Briefing

Not Good News ...

- › Unrestricted net assets available for operations continued to fall (-1.5%), although not as much as between years since 2014.
 - Only 28.7% of 2019 year-end net assets were available to meet obligations and respond to challenges.
 - This percentage has fallen every year since 2014. It should be 50% of budget, but hasn't since 2016.
- › Conversely, year-end Restricted net assets in 2019 are at the highest level since 2014.

Audit Committee Briefing

- › Conclusion: AFS has stopped the bleeding but hasn't improved its fiscal health as of the end of 2019 (ie pre-COVID).
- › However, the band-aid was investment gains, which flipped \$126,000 operating deficit to \$413,000 surplus.

Risky strategy relying on investments to balance the budget →

2019 Results	Unrestricted	Restricted	
	Activities	Activities	Total
Net Change	\$ (198,000)	\$ 72,000	\$ (126,000)
Investment Gains	185,000	354,000	539,000
Change in Net Assets	\$ (13,000)	\$ 426,000	\$ 413,000

Audit Committee Briefing

← Strong stock market

← Wiley Advance \$900k

Liquidity Status	2019	2018	2017	2016
	\$	\$	\$	\$
Cash	211,000	105,000	744,000	228,000
Accounts receivable, net	148,000	259,000	300,000	366,000
Investments	4,384,000	4,076,000	4,452,000	4,058,000
Total Financial Assets	4,745,000	4,442,000	5,498,000	4,654,000
Less: donor restrictions	(2,770,000)	(2,344,000)	(2,368,000)	(2,495,000)
Less: board restrictions	(305,000)	(256,000)	(270,000)	-
Less: Investments chapters	(262,000)	(223,000)	(220,000)	(80,000)
	\$	\$	\$	\$
Assets for General Expenditures	1,408,000	1,619,000	2,640,000	2,079,000

2020 Budget

KEY BUDGET ASSUMPTIONS

- › Modest net revenue \$40k
- › 2.5% member growth
- › Profitable Columbus meeting
- › 3 of 4 multi-state grants
- › 1870 Society for fundraising
- › Stable journal revenues
- › Lowered staff costs

NOT IN THE BUDGET

- › Strategic Partners Program
- › Nonmember Webinar fees
- › High school / TIA alliance
- › eBooks subscriptions
- › Dues increase
- › Web, accounting iMIS upgrades
- › 150th expenses

Interim and Year-end Financial Status

MAY 2020

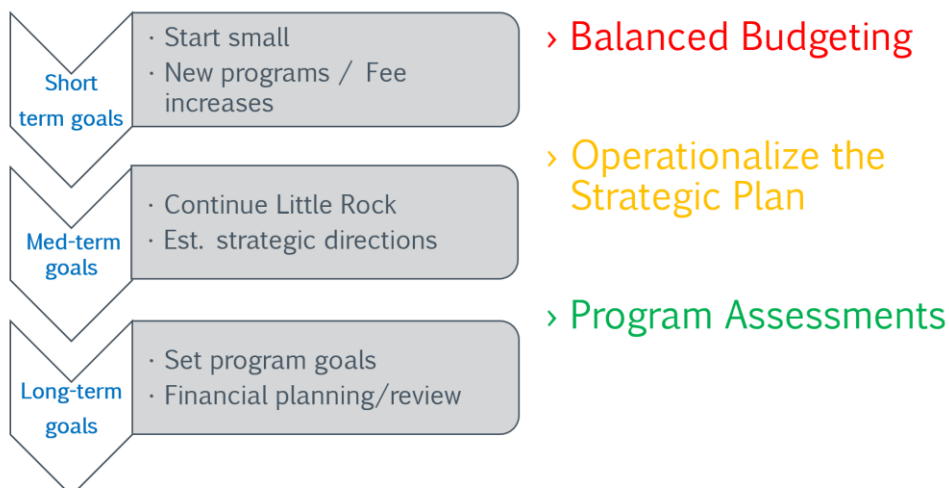
- › Covid-19 impacts
- › PPP funds \$381,000
- › Improving investment account
- › Favorable Publications income
- › Cancel in-person meeting
- › Revenues 20% lower
- › Expenses 6% lower

YEAR END 2020

- › Maximize net revenue
- › Preserve cash-no borrowings
- › Projecting \$290,000 deficit
- › Rev < \$800,000 / Exp < \$331,000
- › With PPP, 4 grants and eBooks
- › No virtual meeting net revenue
- › Not refilling 2 staff positions
- › Not released 2019 chapter dues rebates (\$42,000)

Transcending Financial Challenges

(Connecting Financial Planning to Goal Setting)



Challenging Ourselves with Difficult Questions



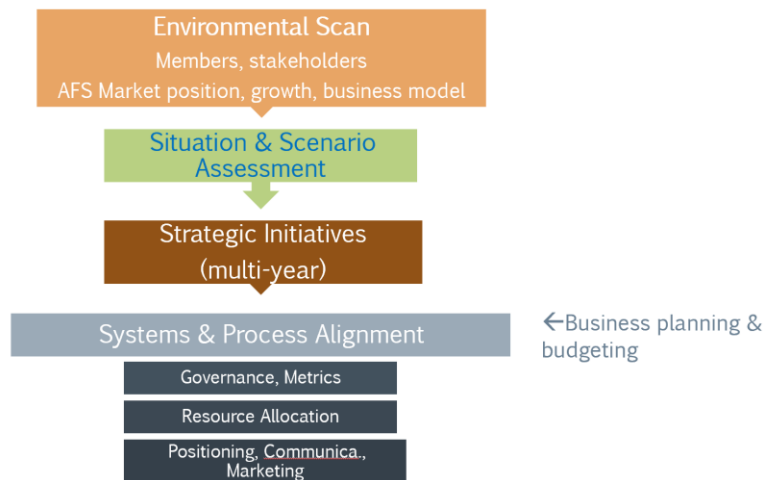
Program Assessments

- › Define next 3-years CE goals
- › How are Journals faring with its goals and what adjustments are needed?
- › Are we satisfied with Hutton reaching ~3 dozens students per year?
- › Is our communications strategy effective?
- › Which programs are no longer relevant?

Organization Assessments

- › Is our current business model appropriate?
- › What are our key operating goals beyond 2021?
- › What trends, risks, developments, opportunities we should be considering?
- › How will AFS and its units thrive if CV-19 continues in 2021?
- › Identify members+stakeholders needs we should address

What does a Strategy Framework look like?



AS WE BEGIN 2021 BUDGET DEVELOPMENT ...

How do you see your agency, organization engaging with AFS next year?

What are several key considerations we should factor into our planning?



Questions? Comments?



Attachment G – Request for additional meeting guidance and support



American Fisheries Society *Western Division*

President Dan Dauwalter, President-Elect Todd Pearsons, Vice-President Dan Brauch, Secretary-Treasurer Travis Rehm,
Past-President Jackie Watson, Student Representative Emily Chen

July 16, 2020

Doug Austen, Ph.D.
Executive Director
American Fisheries Society

Dear Doug,

It is becoming increasingly clear to Western Division AFS officers that it would be beneficial to have Society-level guidance and resources to host virtual meetings at the Chapter and Division level. At our recent Western Division Executive Committee Meeting, it was apparent that most of the Chapters in the Western Division are considering virtual Chapter meetings in the Winter and Spring of 2021. Each chapter is trying to figure this out on their own and, therefore, is likely duplicating a substantial amount of effort. We suspect this is the case throughout all of AFS.

Here is a list of topics that we think would be valuable to our Western Division Chapters in preparing 2021 annual general meetings (AGM):

- 1) Guidance about whether to host a virtual meeting, in person meeting, or a combination of both (e.g., plan for virtual meetings until vaccines are widely available, decision tree)
- 2) Guidance about how to host a virtual meeting. This might include recommendations for disseminating science and how to support networking.
- 3) Guidance about pricing virtual meetings and how to continue to generate revenue from our AGMs.
- 4) Guidance about working to minimize exposure to sunk costs and most importantly how to work with our hotel contractors.

We also think it may be a great financial and labor benefit for AFS to potentially contract with a vendor for planning and hosting virtual meetings that Chapters could use. This would reduce the labor to identify what services might be available and how a chapter might determine a suitable vendor, thus presumably saving each chapter a considerable amount of time and money. Could the Society pursue this?

Guidance and information requested above would be most useful to chapters if it could be provided, in part or in whole, by August 1 as many are already planning 2021 meetings. From our perspective, this is one of the top priorities for the Western Division and we suspect it is true of other divisions too. It would be great if guidance and resources could be disseminated via the AFS website.

We would appreciate having an initial conversation about this during the July Management Committee meeting.

On behalf of the Western Division AFS officers,

Dan Dauwalter
President, WDAFS

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