THE DUCKS UNLIMITED
ANNUAL 2019 REPORT

RESCUE OUR WETLANDS: MAKING CONSERVATION HISTORY

ONE WATERFOWL WAY | MEMPHIS, TN 38120

SCIENCE-BASED SOLUTIONS TO HABITAT CHALLENGES

MAKING A DIFFERENCE FOR WILDLIFE AND PEOPLE

A CONTINENTAL APPROACH TO CONSERVATION
# Table of Contents

EXECUTIVE SUMMARY ................................................................. 3

RESCUE OUR WETLANDS: UNPRECEDENTED SUCCESS .................................. 7

DU’S FINANCIAL SUCCESS CONTINUES IN FY19 ........................................ 20

MEET DUCKS UNLIMITED CEO ADAM PUTNAM ....................................... 25

EVENT FUNDRAISING SETS RECORDS, KEEPS GROWING ............................... 26

SUCCESS! DU NATIONAL CONVENTION CELEBRATES RESCUE OUR WETLANDS .......................................................... 28

AXALTA COATING SYSTEMS RECEIVES DUCKS UNLIMITED CORPORATE CONSERVATION ACHIEVEMENT AWARD ........................................... 29

CORPORATE SPONSORS AND LICENSEES HELP DU RESCUE OUR WETLANDS .......................................................... 30

PUBLIC POLICY: NEWS FROM OUR NATION’S CAPITAL .................................. 33

INFORMATION TECHNOLOGY UPGRADES .................................................. 36

PRESIDENT’S COUNCIL: A DRIVING FORCE BEHIND RESCUE OUR WETLANDS SUCCESS .......................................................... 37

WETLANDS AMERICA TRUST: THE FOUNDATION OF RESCUE OUR WETLANDS .......................................................... 38

REGIONAL REPORTS: FY19 PROJECT HIGHLIGHTS ...................................... 40

DUCKS UNLIMITED DE MÉXICO: 45 YEARS OF WETLANDS CONSERVATION .......................................................... 42

STATE CONTRIBUTIONS PROGRAM DRIVES CANADIAN HABITAT PROJECTS .......................................................... 43

THE SCIENCE OF CONSERVATION .............................................................. 44

DU’S MARKETING AND COMMUNICATIONS TEAM SPREADS THE WORD .......................................................... 46

DUCKS UNLIMITED CANADA INVESTS IN YOUNG SCIENTISTS ........................ 47

DU VARSITY AND UNIVERSITY ................................................................. 48

HONORING DUCKS UNLIMITED MAJOR SPONSORS, VOLUNTEERS AND CHAPTERS .......................................................... 50

DUCKS UNLIMITED LEADERSHIP ............................................................... 132

Cover and all black and white photography by Clyde Butcher.
Ducks Unlimited's ambitious *Rescue Our Wetlands* campaign was a huge success, raising $2.34 billion from more than 2 million supporters and conserving more than 2.2 million acres!

In 2012, Ducks Unlimited, Ducks Unlimited Canada, Ducks Unlimited de México and Wetlands America Trust committed to making DU's vision of abundant wetlands a reality through *Rescue Our Wetlands*, and it will go down as one of the largest conservation campaigns in history. The record-setting endeavor concluded in December 2018, and money raised has already been put to work across the continent through conservation projects and education programs that have positively impacted wildlife, people and their communities in our highest priority landscapes.

Three Wetlands America Trust trustees, Jim Kennedy, John Childs and Dave Grohne, launched *Rescue Our Wetlands* by committing the largest private gifts in the history of the organization, which served as the foundation of this major philanthropic effort. Now the campaign has come full circle and exceeded all expectations. As DU's largest individual donor, Kennedy joined representatives from all three organizations on stage during the 2019 national convention in Hawaii in a special moment to celebrate the success of the campaign.

But each and every donor and every donation mattered during this campaign, no matter how large or small. Volunteering, attending a DU banquet in your local community or contacting your congressional representatives on behalf of DU made a huge difference through this campaign. That support will continue to ensure our conservation legacy continues.

This fiscal year 2019 (FY19) Annual Report is filled with facts and figures explaining and celebrating our *Rescue Our Wetlands* success. It's also full of information about how FY19 was yet another successful and productive year for Team DU.

FY19 marked the ninth consecutive year we exceeded our budget goals with total revenue surpassing $235 million. With the support of more than 737,000 members, more than 58,000 Ducks Unlimited volunteers partnered with staff across the United States to raise more than $115 million in philanthropic support, DU’s biggest year yet!

Each year, Ducks Unlimited commits to spend at least 80 percent of all funds raised on our conservation mission. We met that goal again in FY19 with 82 percent of our revenues going toward our mission.
Other great news about the fiscal year includes Ducks Unlimited’s conservation of 309,000 acres of new wetland habitat in FY19. That’s 482 square miles of habitat conserved for North America’s waterfowl! Throughout North America, Ducks Unlimited has conserved more than 14.5 million acres since its inception in 1937.

And, following Dale Hall’s retirement in June, Team DU welcomed Adam Putnam as our new CEO. Adam came on board in April and brings a wealth of experience and enthusiasm to the position. We are excited about what the future holds with Adam at the helm.

Team DU could not exist without the commitment of volunteers, members, staff, philanthropists, foundations, corporations and partnerships with private landowners and state and federal agencies that share our conservation goals.

One of those conservation-minded partners, Axalta Coating Systems, a leading global supplier of liquid and powder coatings, received Ducks Unlimited’s 2019 Corporate Conservation Achievement Award. The award recognizes corporations from the United States, Canada or Mexico that have made exceptional contributions to wetlands conservation and environmental stewardship. You can read all about Axalta’s approach to sustainability and award-winning work with DU on page 29 and elsewhere throughout this report.

In addition to our outstanding fundraising efforts, FY19 was another successful year for DU in our nation’s capital. Ducks Unlimited held its second annual volunteer public policy training and fly-in in January. Nearly 80 DU state chairs, state policy chairs, senior volunteers and board members from 25 states gathered to advance DU’s public policy priorities. Volunteers received training from DU’s governmental affairs team and attended meetings on Capitol Hill. During the three-day event, DU volunteers had more than 100 visits with congressional leaders. More than 300 people attended a special reception in the Senate.

These are only a few of our FY19 achievements. You will read more about these and other success stories on the following pages.

Thank you for your commitment to our incredibly successful Rescue Our Wetlands campaign, to Ducks Unlimited and to our conservation mission that benefits waterfowl, other wildlife and communities across North America.
“The Earth is a fine place and worth fighting for.”

— Ernest Hemingway
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**Rescue Our Wetlands**

- **Boreal Forest Initiative**
  - 64.8 Million Acres Conserved

- **Southeast Wetlands**
  - 150,848 Acres

- **Southern Prairies and Playas**
  - 4,381 Acres

- **Preserve Our Prairies**
  - 944,677 Acres

- **Living Lakes**
  - 219,071 Acres

- **Peaks to Prairies**
  - 15,361 Acres

- **Preserve Our Prairies**
  - 211,467 Acres

- **Ducks in the Desert**
  - 16,146 Acres

- **Great Lakes**
  - 339,807 Acres

- **Gulf Coast**
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- **Heartland, Heritage, and Habitat**
  - 113,738 Acres

- **Boreal Forest**
  - 64.8 Million Acres

- **California Wetlands**
  - 101,143 Acres

- **Completing the Cycle**
  - 30,140 Acres

- **Wings and Wetlands**
  - 36,954 Acres

- **Peaks to Prairies**
  - 15,361 Acres

- **Preserve Our Prairies**
  - 944,677 Acres

- **Southeast Wetlands**
  - 150,848 Acres

- **Southern Prairies and Playas**
  - 4,381 Acres

- **Wings and Wetlands**
  - 36,954 Acres

- **Total**
  - 2,216,985 Acres
**Rescue Our Wetlands Snapshot**

**Total raised:** $2.34 billion  
**Acres conserved:** 2.2 million  
**More than 9,900 projects completed**

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**WINTERING & MIGRATION LANDSCAPES**

Ducks Unlimited and ConocoPhillips join forces to conserve and restore wetlands in Louisiana and Iowa. Conservation-minded corporate partners are key to saving critical habitats. An incredible $582 million committed.

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**CONSERVATION EDUCATION**

The campaign inspired tremendous growth in DU Varsity and University programs. In North Carolina, George Henry pioneers state-specific Youth and Education coordinators with his generous contribution to youth programs. $17 million committed.

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**KICKOFF**

The 75th Anniversary of Ducks Unlimited is celebrated at the National Convention in Nashville. Wisconsin volunteer and current DU staff member Andrew Limmer told the convention crowd, “If I’ve learned anything, it’s that DU has always reached for greatness and as a result has accomplished great things.”

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**CONSERVATION LEGACY**

Future financial stability for DU grows with endowments equaling $75.5 million and total planned gift commitments reaching $188 million during the campaign. $228 million committed.

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**WATERFOWL FOREVER**

Waterfowl Forever is at the core of the Rescue Our Wetlands campaign. The campaign drew more than 2 million donors, spawned numerous fundraising events and added hundreds of unique volunteers to fuel the conservation fires. The Volunteer Recognition Program is begun to honor the top leaders in fundraising efforts. President Rogers Hoyt Jr. expresses his gratitude to all the volunteers. “The hard work and dedication from DU’s event system volunteers and staff drive the organization’s conservation mission from a financial, membership and policy strength perspective. DU chapters across the country are showing that the future of waterfowl populations and the wetlands that filter our water and protect us from flooding are important to them and to their communities,” Hoyt said. “The more money we raise, the more habitat we can conserve and the closer we are to preserving our waterfowl hunting heritage.” $573 million committed.

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**BREEDING LANDSCAPES**

Dave and Marg Grohne are honored by Ducks Unlimited and the U.S. Fish and Wildlife Service with the dedication of a 1,380-acre waterfowl production area in their names. Their conservation easement gifts benefit priority breeding habitat in the Boreal Forest, other areas of Canada and the Prairie Pothole Region of the Dakotas. $787 million committed.

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**BILL AND CONI FELINSKI ENJOY THE DU EVENT HELD AT GORDY & SONS IN HOUSTON, TX.**
When Ducks Unlimited, Ducks Unlimited Canada, Ducks Unlimited de México and Wetlands America Trust set out to raise $2 billion for wetlands conservation in 2012, we knew it would require a tremendous team effort. For the Rescue Our Wetlands Campaign to succeed it would take sacrifice, dedication, commitment and a relentless energy driving Ducks Unlimited volunteers and staff.

We found that energy. We found it all over the continent. We found it at fundraising events nationwide. We found it in the hearts of individuals willing to give back much more than they had taken.

Thank you. Two simple words meant to express gratitude to someone for caring. We can’t thank everyone enough for making Rescue Our Wetlands a huge success.

*Thank you*, all the members, sponsors and major donors who contributed to the campaign.

*Thank you*, all the volunteers on the ground raising funds across North America, for your generosity and time. You are the backbone of Ducks Unlimited.

*Thank you*, all the members of Wetlands America Trust who work tirelessly every day, for your efforts to ensure there are lands for waterfowl and wildlife forever.

*Thank you*, all the corporate, federal and state partners, for your help and cooperation. We could never accomplish our goals without you.

*Thank you*, all the DU staff members in every capacity who found a calling and not a career, for your service and brilliance. This combination makes Ducks Unlimited the best waterfowl conservation organization on the planet.

The goal was $2 billion. The fact that $2.34 billion dollars was raised for wetlands conservation in just seven short years is staggering.

To date, more than 14.5 million acres of wetlands have been conserved and restored through Ducks Unlimited. The Rescue Our Wetlands Campaign is a huge reason why that number is still growing.

Thank you to everyone who played a part in the triumph of Rescue Our Wetlands. Our job is far from over. But with people like you dedicated to the Ducks Unlimited mission, we know the future is bright.
It began as a bold mission to raise $2 billion for wetlands conservation and to conserve more than 2 million acres of habitat conserved for waterfowl, wildlife and people. It ended with $2.34 billion raised and more than 2.2 million acres conserved.

The successful Rescue Our Wetlands continental campaign was launched seven years ago and will go down as one of the largest conservation campaigns in history. The money raised wasn’t banked away for a rainy day—it is already being put to work conserving, restoring and protecting critical wetland habitat across North America.

Ducks Unlimited President Rogers Hoyt Jr. announced during DU’s 82nd National Convention that more than 2 million donors across North America helped DU vault past the $2 billion goal.

“When I became president of Ducks Unlimited in 2017, one of my primary goals was to see that this ambitious continental campaign reached its goal,” Hoyt said. “We did that and more in terms of both dollars raised and acres conserved during the campaign. I am proud to have played a part, along with the millions of DU volunteers, members, donors and supporters who made this happen.”

**Why a Continental Conservation Campaign?**

The urgency is real—more than 80,000 acres of wetlands are lost every year. That equates to losing a football field of wetlands every nine minutes. In total, the United States has lost approximately 16.8 million acres of wetlands since the mid-1950s and more than 2 million acres of wetlands just since 1986.

“Wetlands are the lifeblood of nature, but year by year, the carefully mapped lines delineating wetlands from encroaching uplands, farmlands or urban lands are being redrawn,” said DU’s former Chief Conservation Officer and current COO Nick Wiley. “Ducks Unlimited was founded to protect the lifeblood that draws man and nature together. We must ensure these wetlands are protected not just for our generation, but for generations to come.”

Agricultural conversion, coastal erosion, human development and drought are just a few of the threats facing wetland habitats across the continent.

Our mission remains at the forefront of our work. Fewer wetlands means fewer sunrises with waterfowl on the horizon, fewer chances to share a first retrieve with a young pup and far fewer memories afield with kindred spirits.
Our Solution: Five Priorities

To help offset the loss of these critical wetlands, DU’s campaign focused on five priorities vital to the survival of wetlands, waterfowl, communities and ecosystems that rely on those resources.

WATERFOWL FOREVER

Unrestricted support, including cash gifts, event proceeds, gifts of land and other sources of unrestricted gifts allocated through the Waterfowl Forever priority will continue to ensure broad-based support for our mission to conserve, restore and manage wetlands and associated habitats for North America’s waterfowl, other wildlife and people.

Volunteers are at the heart of the Waterfowl Forever initiative, and it’s people like Duane Peitzmeier who carry the flag. To understand a little more about Duane, you should know that the average DU member is 55 years old.

Duane, however, has been a member for 57 years. That’s longer than our average member has been alive!

It’s thanks to the tireless, lifelong commitment of people like Duane that make DU as successful as we are today, and without the support of people like him, we’d just be another footnote in conservation history. Instead, because of Duane and others like him across the continent, we are leading the charge.

BREEDING LANDSCAPES

The purpose of the Breeding Landscapes campaign initiative is protecting and restoring crucial breeding habitat across the continent. This component raised dollars for on-the-ground work in our most coveted areas in North America—the breeding grounds.

Some of the most ardent supporters of this critical initiative are Jim and Carol Faulstich. Jim and Carol, along with their children and grandchildren, own the Daybreak Ranch in central South Dakota. Primarily a ranching and farming operation, the ranch also includes native grassland, wetland sloughs and food plots with an interest in nurturing wildlife.

Jim has traveled to Washington, D.C., with DU staff and other volunteers to advocate for strong conservation-supporting public policy, and he also serves on several conservation organization boards. Not only are the Faulstiches huge DU supporters, they are also providing a great example to the farming community of how conservation and agriculture can work together for a common cause.

WINTERING AND MIGRATION LANDSCAPES

As most DU supporters know, waterfowl must have strong wintering ground habitat to build up fat reserves for their return trip to the breeding grounds each spring. To help ensure those waterfowl have a fighting chance when they make their long trek back north, DU started the Wintering and Migration Landscapes initiative. This campaign component protected and restored more than 315,000 acres of wintering and staging habitat during the campaign.

One DU volunteer who was instrumental in the initiative’s success is Scooter Trosclair. Scooter is the program manager at Rockefeller Wildlife Refuge on the Gulf Coast of Louisiana, and as everyone knows, it takes the support of our partners to put your dollars to work. In fact, DU is almost always working on someone else’s land with funds entrusted to us. Dedicated land managers like Scooter, who have a vision for the prime waterfowl habitats necessary for the long-term sustainability of waterfowl populations, are essential to our mission.

Scooter is truly a great example of a “leave-it-better-than-you-found-it” land ethic.

Rockefeller Refuge is 86,000 acres of prime waterfowl habitat, thanks in great part to Scooter’s tireless pursuit of habitat protection and improvement for waterfowl, other wildlife and the people of Louisiana.

CONSERVATION LEGACY

Endowed gifts and planned commitments ensure that DU will have the monetary resources to continue our conservation mission far into the future. To help increase that fund, we formed the Conservation Legacy initiative to recognize the endowment gifts and planned gift commitments that will grow DU’s endowment for the future.

DU spends at least 80 percent of every dollar on habitat conservation and conservation education. Few other conservation organizations in America can tout that number and maintaining that efficiency ratio is one of our most important financial objectives. At the same time, DU must have a strong financial base to help ensure its ability to weather economic downturns, and to invest in future conservation opportunities and scientific research programs.

One of the most enthusiastic supporters of this initiative was DU volunteer Monty Lewis. Monty, of Thomasville, Ga., attended his first DU dinner with his dad more than 50 years ago. Since then he has been a donor and volunteer for 40 years and served in many volunteer leadership positions.

At the beginning of the campaign, Wetlands America Trust members set a goal of raising $150 million for the endowment. In answering that challenge, Monty established an endowed fund with an estimated value of more than $6 million to support Ducks Unlimited Inc. and Ducks Unlimited Canada. Monty’s support is truly a farsighted and perpetual continental conservation legacy.

ALASKA 364 Volunteers | 5,525 Members, Sponsors and Major Donors
Event and Major Gift Income $708,772
CONSERVATION EDUCATION

It’s long been said that the youth are the future, and nowhere is that more true or important than within DU. To increase public education resources and provide operating resources that will support our projects and programs well into the future, we created the Conservation Education initiative.

To see how bright the future looks for DU, all you have to do is look at the success of our Varsity and University programs under the leadership of longtime volunteer Ronal Roberson.

Take Sam Wigand, Jordan Keller and Bob Locke for example. All three started their volunteer career with a DU college chapter and have gone on to new roles within the organization.

Sam is now the area chairman of the Denver committee and chairs one of the top DU events in the country. Jordan co-chairs the Houston committee, and under her leadership the chapter held the number one event in the country last year.

Bob was a leader of one of our top DU University programs and he joined the volunteer ranks immediately after graduation. Not only is Bob a volunteer leader, he is also DU’s director of development in north Texas and Oklahoma.

All three of these leaders started their career in a University chapter, and that program continues to grow and ensure the DU conservation legacy lives on.

Ducks Unlimited de México

Ducks Unlimited de México (DUMAC) played a big part in the Rescue Our Wetlands campaign.

“Waterfowl must have good habitat across the continent. They need healthy and abundant wetlands on their wintering grounds, places where ducks and geese can thrive during the coldest months of the year, find mates and acquire fat reserves for the upcoming spring migration and breeding season,” said DUMAC CEO Eduardo Carrera. “The Wintering and Migration Landscapes priority of the Rescue Our Wetlands campaign focused on making sure waterfowl have what they need. With the goal of conserving 315,000 acres of wintering and migration habitat, Ducks Unlimited, Ducks Unlimited Canada and Ducks Unlimited de México focused on the important places waterfowl rest, refuel and find mates. I am proud to say we surpassed this Rescue Our Wetlands goal and conserved 761,520 acres of critical habitat.”

Throughout the campaign, DUMAC focused on projects and programs to improve water quality, wildlife habitat and environmental conditions for local communities.

“DUMAC helped get 400,000 acres in the Laguna Madre area in Tamaulipas, on Mexico’s Gulf Coast, designated as a Federally Protected Area,” Carrera said. “In addition, we partnered with the U.S. Fish and Wildlife Service, Texas A&M University and the U.S. Geological Survey to help conserve freshwater wetlands adjacent to the Laguna Madre of Texas and Tamaulipas, protecting more than 35,000 acres of critical habitat for waterfowl, especially redheads and northern pintails.”

In the Central Highlands Region, DUMAC and partners constructed eight wastewater treatment plants and installed 700 toilet facilities in rural communities around Mexico’s Lake Cuitzeo.

The project reduces organic waste running into the wetlands and improves water quality and the quality of life for more than 8,000 residents, while also educating residents about environmental health.

Funding for these projects was provided by Ducks Unlimited de México, Ducks Unlimited, Axalta Coating Systems, the North American Wetlands Conservation Council and the Gonzalo Rio Arronte Foundation.

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DAVID DENIES BIRD HUNTING OFFERS SPORTING OPPORTUNITIES IN ARGENTINA, URUGUAY

In 2009, a partnership was formed between Ducks Unlimited and David Denies Bird Hunting to provide DU event attendees with sporting opportunities at some of the world’s premier destinations, raising important funds for conservation. Featured at many DU fundraising events, David Denies Bird Hunting is a cornerstone of the DU Approved Outfitter Program, netting almost $4.6 million for wetlands conservation to date.

David Denies Bird Hunting, located outside of Cordoba, Argentina, strives to create a unique experience for visitors with personal attention and unparalleled service provided to every guest.

With a population estimated to exceed 50 million birds, doves are present in plague-like numbers. To share the bounty, David Denies supports local food banks and community centers with harvested doves and other game.
Ducks Unlimited Canada’s (DUC) leadership in the Rescue Our Wetlands campaign made history as one of Canada’s most significant conservation achievements. The seven-year effort conserved more than 650,000 acres of wetlands and other natural habitats. On top of this, DUC collaborated with governments, industry, Indigenous communities and other conservation partners to positively influence another 96 million acres. Dr. Karla Guyn, chief executive officer of DUC, said wetlands provide solutions to some of our most pressing environmental issues.

“The wetlands we conserve play an essential role in keeping Canada’s lakes and rivers clean,” Guyn said. “They also lessen the severity of floods and droughts, mitigate climate change by storing carbon, buffer storm surges and sea level rise, and provide critical habitat for species at risk. Wetlands benefit every citizen, and the campaign has helped create a healthier and more sustainable future for us all.”

Up to 70 percent of wetlands in settled areas of Canada have been lost, and more are lost every day. The initial campaign goal in Canada was to secure $500 million to deliver conservation programs from coast to coast to coast. DUC vastly exceeded this goal, raising $559 million.

“We have our supporters and partners to thank for these incredible results,” said Guyn. “It’s inspiring to witness people’s generosity when it comes to wildlife and the natural world. It’s also extremely humbling to deliver the work they believe in.”

Success Stories

The success of Rescue Our Wetlands is already being seen in wetland conservation projects on the ground across the continent. Here are just a few examples of Team DU’s Rescue Our Wetlands accomplishments so far.

Mississippi Public Lands Improved

Ducks Unlimited and the Mississippi Department of Wildlife, Fisheries and Parks each secured a North American Wetlands Conservation Act (NAWCA) grant to enhance more than 1,100 acres of moist, soil wetlands on Mahannah Wildlife Management Area (WMA) as well as reforest 300 acres of bottomland hardwoods. Mahannah WMA consists of 12,695 acres of bottomland hardwoods, agricultural fields, hardwood reforestation and managed impoundments in Issaquena County. It is open to public hunting through a draw system. New infrastructure vastly improved water-management capability and moist-soil habitat quality on 13 wetland units. Other partners include Mississippi Land Trust, Wetlands America Trust, Bradshaw Tree Inc. and Delta Wind Birds. In addition to improvements to Mahannah, the DU NAWCA grant also supports improvements to Morgan Brake and Hillside National Wildlife Refuges, Delta National Forest and O’Keefe WMA, all public lands within a 30-mile radius. Together, these areas provide important wildlife habitat, particularly for waterfowl, in the Lower Mississippi Alluvial Valley (MAV). The MAV is a priority for Ducks Unlimited based on the needs of wintering waterfowl and threats to habitat in the area.

This is one of the newly enhanced impoundments following construction. Water was left on this impoundment following a late natural flood into the summer. Late natural flooding was used to improve conditions to provide high-quality wetland habitat during the fall and winter.
PLAYA LAKES RESTORATION RECHARGES AQUIFER

The Texas Playa Conservation Initiative was recognized by Texan by Nature as a 2018 Conservation Wrangler. The program highlights the very best Texan-led conservation projects in the state. Within the grasslands of the Texas Panhandle lie thousands of access points to the biggest aquifer in America. These shallow basins, called playas, are Texas’s recharge points for the Ogallala Aquifer, and they play a critical role in providing plentiful clean water for the entire region. However, the health and integrity of the playas and the assurance of a steady water supply is declining. To counter this trend, the Texas Playa Conservation Initiative (TPCI) works with landowners and other stakeholders across the region to incentivize the restoration and rejuvenation of healthy playas. TPCI partners include the Texas Parks and Wildlife Department, Playa Lakes Joint Venture, USDA Natural Resources Conservation Service, U.S. Fish and Wildlife Service, Ducks Unlimited and Texan by Nature. The partnership has funded and coordinated restoration of more than 400 acres at a cost of $140,000. Playas recharge the aquifer at approximately 81,461 gallons an acre per year, which means the restored playas are already providing 32.5 million gallons of water annually.

NORTH CAROLINA PUBLIC LAND EXPANSION

A DU project to expand public lands in coastal North Carolina was awarded $1.2 million from the North Carolina Clean Water Management Trust Fund (CWMTF) program. The grant supports the fee title acquisition of the 6,300-acre Hubbard-Pinkerton tract, an expansive forested wetland, marsh and riverfront property on the North River in Camden County. The property is connected to several other conservation properties and projects in the region through geography, hydrology and ecology. Additional project funding comes from a National Coastal Wetland Conservation Grant, the Enviva Forest Conservation Fund and Ducks Unlimited.

The property will be purchased and dedicated by the North Carolina Wildlife Resources Commission (NCWRC) as part of the expansive, publicly accessible North River Game Lands, including protection of wetlands and waters, availability for NCWRC-guided workshops and public access for hunting and recreation. Objectives for this project include permanent protection of wetlands, contributing to the improvement of water quality discharged into the Albemarle Sound, acquisition of land and increased opportunities for outdoor recreation.

Permanent protection of the Hubbard-Pinkerton tract will enhance public lands managed by the North Carolina Wildlife Resources Commission.
The Rescue Our Wetlands campaign infused the Great Lakes/Atlantic Region with the resources to make landscape-level improvements in 21 states. In this region, Ducks Unlimited’s accomplishments are especially critical to addressing the needs of people and communities. Beyond its substantial waterfowl and habitat resources, the Great Lakes/Atlantic Region accounts for 42 percent of the U.S. population and 45 percent of Ducks Unlimited members nationwide. The two following examples are programs illustrating the value of wetlands in this region to wildlife and people and the variety of challenges Ducks Unlimited overcomes to meet its mission.

FREEBORN LAKE, MINNESOTA

Since 1909, Freeborn Lake in southern Minnesota has been struggling to survive. That was the year the outlet of this 2,222-acre shallow lake was dammed to control flooding, prevent drought-like conditions in the lake and promote farming downstream.

The dam succeeded in holding water and supporting new agriculture, but an unintended consequence was a less resilient lake with fluorescent-green water, choked with algae and supporting scarce wildlife.

Freeborn Lake includes a mixture of residential areas, farmland and park and conservation lands. The lake’s strong hunting heritage has suffered throughout the years as water quality declined, said Jeanine Vorland, area wildlife manager for the Minnesota Department of Natural Resources (DNR) Owatonna Area.

“The lake has a history of being an important resource for hunting and fishing,” Vorland said. “But from a local standpoint, it’s been an impaired resource.”

Freeborn County leaders turned to Ducks Unlimited, and for the first time in more than 100 years, the lake is becoming healthy for both ducks and residents. The answer was replacing the aging, failing dam with modern infrastructure enabling the Minnesota DNR to manage lake levels.

Minnesota’s Freeborn Lake is returning to a clean state benefitting ducks and people following a Ducks Unlimited enhancement project.
BLACK DUCK TERRITORY

The American black duck of eastern North America represents important social, economic and cultural values to the people of Canada and the United States. Historically, the black duck was the most abundant duck species in eastern North America, but the species declined by more than 50 percent between the 1950s and 1990s.

The duck’s core habitat falls within DU’s Completing the Cycle Initiative area, which has lost seven million acres of wetlands from Maryland to Maine. Thanks to the Rescue Our Wetlands campaign, thousands of acres of black duck habitat have been conserved. The work dives deep into research, too.

Dozens of research projects have examined black duck habitat use and food and energy requirements. That knowledge enabled Ducks Unlimited and partners to develop the Black Duck Decision

MEET SAM AND STEPHANIE SMOLIK

Sam and Stephanie Smolik, of Houston, are passionate conservationists and DU supporters. “Conservation of wetlands and natural habitat is of critical importance to us all,” Sam said.

Sam and Stephanie are Ducks Unlimited Diamond Heritage Sponsors, DUMAC Life Sponsors, DU Canada Life Sponsors, Grand Slam Life Sponsors, members of DU’s President’s Council, DUMAC’s John E. Walker III Society and Gold Feather Society members. Sam is a member of the DUMAC Board and Conservation Programs Committee and a national at-large board member.
Support Tool, which guides black duck conservation efforts by identifying priority habitats.

“We’re trying to understand what we need to do, where we need to do it, and how much habitat restoration will be required to increase black duck populations,” said Dr. John Coluccy, DU’s director of conservation planning in the Great Lakes/Atlantic Region.

Ducks Unlimited has dedicated additional resources to the job. Thanks to a National Fish and Wildlife Foundation grant, Ducks Unlimited hired biologist Chase Colmorgen to implement the NRCS Black Duck Working Lands for Wildlife Initiative. Colmorgen is targeting conservation of black duck priority habitat in Delaware, Maryland and Virginia (Delmarva) on agricultural working lands.

MEET DU VOLUNTEERS BILL AND DEBORA EBERT

Ohio residents Bill and Debora Ebert are Diamond Grand Slam and Heritage Sponsors as well as Emerald Feather Society members. Bill is owner and president of William J. Ebert Trucking LLC and has been a Ducks Unlimited volunteer for 30 years. Elected to the DU Board of Directors in May, Bill began volunteering for DU in New York and moved to Ohio. He most recently served as Ohio State Chairman. Ohio Outdoor News named Bill their 2018 Person of the Year.

Debora and Bill Ebert
More than half a million prairie acres protected by
**Rescue Our Wetlands**

Despite increasing land prices, Ducks Unlimited protected almost 571,000 acres in the Prairie Pothole Region in the United States during the Rescue Our Wetlands campaign. ROW major sponsors contributed more than $32 million of the $401 million invested in permanent conservation easements between 2012 and 2018.

Making the Prairies More Drought Resistant

This year’s heavy rains in South Dakota have been a curse for many but a blessing for rancher Randy Barondeau. The abundant water showed what wetland conservation can do for his operation, and the ducks have noticed.

“The area has been in a drought for the last three to four years, but it made a complete 180 this year and filled every basin out there and the ducks have responded incredibly,” said Bruce Toay, DU South Dakota manager of conservation.

Rain has been rare at Barondeau’s South Dakota ranch, and when it did fall it just kept coming, running into creeks and rivers. Barondeau wanted to retain the water so his buffalo would not have to travel as far to get a drink, trampling good grass along the way.

He had restored and protected thousands of previously cropped acres, but the work had not included the degraded wetlands. Ducks Unlimited stepped in to help restore and enhance wetlands on the property, to benefit livestock and waterfowl.

Toay says DU’s recent restorations improved more than 100 acres of wetlands. Restoring wetlands makes the prairies more drought-resistant and ready to hold water when the rains come, helping waterfowl populations recover after dry years. DU also helped enhance the restored grass with more native species. The increased diversity improves grazing and bird nesting cover.

“Driving around, I bet I saw 80 ducks in one place,” Barondeau said. “Some of the sloughs used to dry up quickly, now there is canary grass six feet tall. This country is feast or famine, but now the water will last longer.”

MEET JEFF HEIDELBAUER AND REBECCA MCGEE

For nearly 45 years, Jeff Heidelbauer has supported DU’s work in the Prairie Pothole Region. Jeff has held many DU volunteer positions and is currently a regional vice president and member of the board of directors of Ducks Unlimited and Ducks Unlimited de México.

He and Rebecca McGee are Grand Slam Diamond Life Sponsors and recently pledged Benefactor in support of DU’s prairie conservation programs. They are also President’s Council and Platinum Feather Society members.

“DU’s programs are duck and farmer friendly,” Jeff said. “The DU soil health programs improve wetlands, provide nesting cover and improve farmers’ bottom line. We need healthy landscapes, abundant wetlands and vibrant rural communities.”

Rebecca McGee and Jeff Heidelbauer
Restoring a Continentially Important Migration Rest Stop

A mile wide and an inch deep may sound like a derogatory description for Nebraska’s North Platte River, but some 225 bird species rely on the river as they breed, migrate and winter. An average of 2 million ducks, 500,000 geese and 75,000 sandhill cranes look for food and shelter as they pass through each spring and fall.

Unfortunately, the river’s flow has been depleted over the years and ground water has declined. Sediment and invasive species have reduced the quality of wetlands and grasslands available to wildlife and livestock. Outdoor recreation opportunities have decreased.

The Rescue Our Wetlands campaign helped conserve more than 83,000 acres along the Platte River in Nebraska, Colorado and Wyoming. Since DU first began working along Nebraska’s North Platte, DU and conservation partners have perpetually protected nearly 12,500 acres.

“Given that nearly 98 percent of land is in private ownership in Nebraska, we must work with private landowners to achieve our goals and benefit wildlife and recreationists,” said John Denton, DU’s Nebraska manager of conservation programs.

ROW Success in the West

Ducks Unlimited saw several major success stories throughout DU’s Western Region during the Rescue Our Wetlands campaign.

In 2015, Ducks Unlimited and the Sonoma Land Trust breached a levee at two locations at Sears Point in California’s San Pablo Bay, restoring tidal flow to 960 acres of former diked farmland. At the time, the Sears’ Point Wetland Restoration Project represented the largest private tidal marsh restoration project in San Francisco Bay and one of the largest on the West Coast.

This new tidal marsh is turning back habitat loss by reintroducing the tides, restoring critical habitats for wildlife, protecting against sea level rise, improving water quality and expanding the nearby San Pablo Bay National Wildlife Refuge. Over the next 20 years, the Sears Point tidal habitat restoration will eventually benefit canvasbacks, scaup, mallards and northern pintails.

In 2016, Ducks Unlimited completed the last of a series of conservation projects in northwest Oregon and southwest Washington funded under a three-phase, six-year-long programmatic NAWCA grant, titled the “Living Floodplains.” This partnership with federal, state, private and municipal sponsors completed 21 projects for more than 2,007 acres of protected, restored and enhanced habitats within the Willamette and Lower Columbia River watersheds.

Activities on these properties not only improved wintering and breeding conditions for waterfowl and other waterbirds, but also provided benefits for endangered salmon species including Coho, steelhead, and Chinook. Many of the project sites are open to public use, and offer opportunities for

Georgia 1,446 Volunteers | 19,671 Members, Sponsors and Major Donors
Event and Major Gift Income $7,839,061
Ducks Unlimited approached the Teton Regional Land Trust with a proposal to keep the property protected from mining, development and other potential harmful uses, while still serving as productive farmland. Ducks Unlimited donated the conservation easement and gave up a portion of the property’s development rights to protect the wetlands, natural habitat and agricultural areas that provide numerous benefits for waterfowl, wildlife and people in the region.

And people are what made *Rescue Our Wetlands* a resounding success. Dale Hall, who retired as Ducks Unlimited CEO on June 30, thanked Team DU for their hard work and dedication to the campaign.

“Doing something as simple as attending a DU banquet in your local community made a difference through this campaign, and those efforts will continue to ensure wetlands sufficient to fill the skies with waterfowl today, tomorrow and forever,” Hall said.

**HOWARD AND PEGGY JOHNSON ARE MAKING A DIFFERENCE OUT WEST**

For 40 years, Howard Johnson has made a difference for waterfowl and wildlife, most recently as DU regional vice president for Colorado, Montana and Wyoming. Howard cherishes his DU family and the support he received, particularly after the loss of his wife Cherie. Howard is now married to Peggy, who along with Howard, enjoys bringing family to DU events across the country, including many national conventions.

Howard and Peggy Johnson, and many of their grandchildren, enjoyed time at the 2019 DU National Convention in Hawaii.
“Conservation is a state of harmony between men and land.”

— Aldo Leopold
DU’s Financial Success Continues in FY19

Ducks Unlimited’s FY19 was another outstanding year of mission delivery with significant philanthropic, conservation and financial achievements.

Support and revenues for FY19 were $235 million, driven by continued strong philanthropy from committee events, major gifts, direct response membership, royalties and planned gifts.

As in the past, Ducks Unlimited revenues were also strengthened by leveraging the organization’s philanthropy with critical governmental, nongovernmental and foundation partners to enhance the organization’s conservation work. In-kind donations of conservation easements and public service announcements were sources of revenue that contributed to habitat conservation, education and program efficiency.

Ducks Unlimited exceeded $220 million in total operational support and revenue for our last five fiscal years.

Team DU also exceeded its 80 percent program efficiency target with 82 percent of DU’s dollars spent in FY19 on program services, delivering more than $159 million in on-the-ground conservation and another $31 million in mission-related education programs and deliveries.

Ducks Unlimited had an operational surplus of approximately $3.8 million. Our non-operational surplus of $1.8 million was driven by contributions to the endowment, planned gift maturities and positive net endowment investment earnings offset by net losses on the sale of certain conservation lands and planned endowment expenditures related to our continuing information technology renovation efforts.

“Ducks Unlimited continues to focus on investing in its information technology platforms, providing top-notch ecological services and expanding the organization’s conservation mission delivery capabilities to more areas,” said DU Chief Financial Officer Earl Grochau. “Continuing our recent successes, Ducks Unlimited again successfully attained all of the standards of charity accountability by the Better Business Bureau and Wise Giving Alliance.”

Ducks Unlimited is also pleased to report its consolidated financial statements with accompanying notes, as of June 30, 2019, were again audited by an external accounting firm, resulting in an unmodified audit opinion indicating DU’s financial statements are a true and fair representation of the organization’s finances.

“This wraps up our current strategic plan’s third year and we are thrilled with the progress we continue to make,” Grochau said. “Our continued success is heavily attributable to the sustained efforts of Ducks Unlimited’s volunteers, whose time and fiscal investments form the foundation of this organization. We could not achieve this level of sustained success without our broad base of support.”

THE WILLITS FAMILY’S CONSERVATION LEGACY

Ward and Rita Willits have devoted their lives to conservation. Both are retired from the U.S. Forest Service and continue building a legacy of conservation.

They are longtime DU volunteers in Olympia, Washington, and Heritage Sponsors.

The Willits recently made a $3.5 million Feather Society commitment by including DU in their estate plan. Their ongoing support of DU’s Wings and Wetlands Initiative in the Pacific Northwest and Washington State has made a tremendous impact on DU’s ability to conserve and restore vital habitat in the region.

DU’s Barney Lake Project in the Puget Sound area of Skagit County, Washington, is just one of the projects Ward and Rita Willits’ generosity has helped fund.
Where Your Dollar Goes

Administration 4%
Fundraising and Development 14%
Waterfowl and Wetlands Conservation and Education 82%

Sources of Support and Revenue

- Events, Sponsorships and Memberships 37%
- Donated Conservation Easements and Public Service Announcements 18%
- Federal and State Habitat Support and Nongovernmental Partnerships 25%
- Major Gifts and Endowments 16%
- Royalties, Advertising and Other Revenues 4%

Total Endowments

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<tr>
<th>Year</th>
<th>Amount</th>
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<td>FY15</td>
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<td>FY16</td>
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<td>FY17</td>
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<td>FY18</td>
<td>$30,000,000</td>
</tr>
<tr>
<td>FY19</td>
<td>$30,000,000</td>
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# Consolidated Balance Sheets

**June 30, 2019 and 2018**

## Assets

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<thead>
<tr>
<th>Asset</th>
<th>2019</th>
<th>2018</th>
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<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$27,831,121</td>
<td>19,543,061</td>
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<tr>
<td>Restricted cash and investments</td>
<td>35,104,585</td>
<td>30,655,462</td>
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<tr>
<td>Events receivable, net</td>
<td>1,014,292</td>
<td>1,240,649</td>
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<td>Pledges receivable, net</td>
<td>38,779,712</td>
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<td>Habitat conservation and other receivables</td>
<td>26,138,517</td>
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<td>Event merchandise inventory</td>
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<td>Investments</td>
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<td>Land held for conservation purposes</td>
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<tr>
<td>Land, buildings, and equipment, net</td>
<td>19,079,513</td>
<td>19,503,993</td>
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<td>Other assets</td>
<td>20,186,916</td>
<td>17,134,591</td>
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<td><strong>Total assets</strong></td>
<td>$305,950,159</td>
<td>287,627,837</td>
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## Liabilities and Net Assets

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<tbody>
<tr>
<td>Accounts payable and accrued expenses</td>
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<td>15,558,639</td>
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<td>Compensation and related accruals</td>
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<td>Deferred revenue</td>
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<td>Pension and deferred compensation accruals</td>
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<td>Accrued postretirement benefits</td>
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<td>Revolving land line of credit</td>
<td>8,385,000</td>
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Net assets:

<table>
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<tr>
<td>Without donor restrictions</td>
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<td>81,581,931</td>
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<tr>
<td>With donor restrictions</td>
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<td>157,648,942</td>
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<td><strong>Total net assets</strong></td>
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<td>239,230,873</td>
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</table>

**Total liabilities and net assets**                                 | $305,950,159| 287,627,837 |
## Consolidated Statements of Support and Revenues Without Donor Restrictions and Expenses

Years ended June 30, 2019 and 2018

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Operational revenue:</strong></td>
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</tr>
<tr>
<td>Philanthropic sources:</td>
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<td>Net proceeds from committee events</td>
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<td>Royalties</td>
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<td><strong>Total philanthropic revenue</strong></td>
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<tr>
<td>Other operational support and revenue:</td>
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<td></td>
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<tr>
<td>Federal and state habitat reimbursements</td>
<td>60,821,751</td>
<td>59,522,743</td>
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<tr>
<td>Nongovernmental partnerships</td>
<td>23,233,528</td>
<td>23,044,675</td>
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<td>State grants</td>
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<td>Donated conservation easements</td>
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<td>Advertising revenue</td>
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<td>Donated educational programming</td>
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<tr>
<td>Appropriated endowment and quasi-endowment earnings</td>
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<td><strong>Total operational support and revenue</strong></td>
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<td><strong>Operational expense:</strong></td>
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<td>Program service expense:</td>
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<td>Waterfowl conservation:</td>
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<td>U.S. habitat delivery</td>
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<td>Ducks Unlimited de Mexico</td>
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<td>Magazine</td>
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<td>Communications and conferences</td>
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<td>Membership services</td>
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<td>Revolving land contributions</td>
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<tr>
<td>Net losses on land sales</td>
<td>(1,080,393)</td>
<td>(1,896,459)</td>
</tr>
<tr>
<td>Other quasi-endowment contributions (distributions)</td>
<td>1,156,703</td>
<td>(1,625)</td>
</tr>
<tr>
<td>Unappropriated quasi-endowment earnings</td>
<td>345,127</td>
<td>710,273</td>
</tr>
<tr>
<td><strong>Nonoperating surplus (loss)</strong></td>
<td>1,851,437</td>
<td>(1,142,602)</td>
</tr>
<tr>
<td><strong>Excess of support and revenues without donor restrictions over expenses</strong></td>
<td>$5,631,697</td>
<td>326,065</td>
</tr>
</tbody>
</table>
“The earth is what we all have in common.”

— Wendell Berry
On April 1, Ducks Unlimited welcomed new Chief Executive Officer Adam Putnam. The Florida native is a father, husband, conservationist, hunter, angler, farmer and rancher. He is a man dedicated to service, having previously led the nation’s largest state Department of Agriculture and Consumer Services in Florida.

“I joined Ducks Unlimited when I was 16 and have a lifelong appreciation for the conservation work the organization accomplishes,” Putnam said. “It’s humbling to be chosen as DU’s CEO, and as a lifelong hunter, angler and conservationist, I look forward to building on our record of success.”

Prior to his service as Florida’s Agriculture Commissioner, Putnam served five terms in the U.S. House of Representatives. His first term began after the 2000 election when he became the youngest member of Congress at the time, and youngest ever from Florida. Putnam rose quickly in the Congressional ranks. He served as a member of the Agriculture, Financial Services and Rules committees. He served as co-chairman of the Congressional Sportsmen’s Caucus and chairman of the Subcommittee on Government Reform and Oversight. In his third term, he was elected by his peers to be Republican Policy Chairman and Republican Conference Chairman in 2006.

Putnam rose quickly in the Congressional ranks. He served as a member of the Agriculture, Financial Services and Rules committees. He served as co-chairman of the Congressional Sportsmen’s Caucus and chairman of the Subcommittee on Government Reform and Oversight. In his third term, he was elected by his peers to be Republican Policy Chairman and Republican Conference Chairman in 2006.

He is a fifth-generation Floridian and graduate of the University of Florida. As Agriculture Commissioner in his home state he was responsible for managing 1.3 million acres of state forests while leading the Energy Office and the state’s school nutrition programs.

He also expanded Florida’s best management water practices program, allowing farmers to voluntarily reduce their nutrient and water usage. More than 7 million acres in Florida are now enrolled in the program, and that translates to a water savings of 19 million gallons daily on average. For his achievements in water policies, Putnam was the first elected official awarded the U.S. Water Prize from the U.S. Water Alliance, in 2017.

Putnam also created more than 40 conservation easements in Florida through the Family Lands Protection Program, enrolling more than 50,000 acres. These easements provide critical wildlife habitat for abundant species without the possibility of loss to development.

In addition to conservation advocacy, Putnam is a staunch supporter of armed forces veterans. In 2011, he created Operation Outdoor Freedom, honoring the sacrifice of our nation’s disabled veterans. More than 4,000 veterans have participated in Operation Outdoor Freedom events since its inception.

Putnam sees a similar passion among DU members, volunteers and staff as he does with Operation Outdoor Freedom supporters.

“The same values that attract 100 percent of the volunteers to DU also make it the best place in the world to work,” he said. “Across the country our staff, from biologists to fundraisers, know this is a calling and the DU family is passionate about leaving the world better than we found it. Volunteers and staff working together make for an unstoppable force and I’m lucky to get to work around good people every day.”
FY19 was historic for Ducks Unlimited’s Event Fundraising Division with two major achievements reached during the fiscal year. First on the list was a record-breaking financial performance in FY19 that completed a self-imposed staff goal set four years ago.

DU National Director of Event Fundraising David Schuessler provided some insight on the division’s quiet journey to the record.

“In the spring of 2015 the directors of fundraising and I were reviewing data and realized we were close to eclipsing the magical year of 2001, a peak on our performance timeline where everything fell into place,” Schuessler said. “Back then the economy was good, we had robust volunteer levels, experienced staff, a lack of competition, strong consumer confidence and overall organizational goodwill. The result was a massive contribution to our mission through event revenue. While still a few million dollars away, we were confident if we kept focused on those things that were making us successful, we would reach our goal. Later that year we challenged our staff to strive toward that goal with DU’s mission being the ultimate beneficiary.”

For the second straight year, all vital aspects of the organization’s event system grew in FY19, including unrestricted and major gift revenue, attendance, adult members, existing business, new business and volunteers. All would prove critical to the year’s success.

“What is so special about this accomplishment is building the overall strength of the event system year after year,” Schuessler said. “We achieved this by growing our volunteer ranks, increasing event attendance and developing enjoyable fundraising programs that engage our supporters. We didn’t trick our way into it. We got there through hard work building our base.”

DU Senior Vice President for Event and Volunteer Management Shawn de Cento shared his thoughts on his division’s accomplishment.
“What’s special to me is the challenges we’ve overcome, especially the weather,” he said. “You must remember that over the past two years we have seen major hurricanes hit areas with numerous DU events scheduled right in the heart of fall fundraising seasons. Fires in California, blizzards in the Northeast, the list goes on. It makes me so proud to see the resilience of our volunteers, staff and supporters and how they can turn a DU event into a rally point for normalcy in a time of crisis. That’s what is so special about DU people and it speaks to what this organization has accomplished.”

More than 58,000 Ducks Unlimited volunteers hosted more than 589,000 attendees at 4,200 events in FY19, raising an impressive $73 million across the United States.

Along with a record-breaking fiscal year, a new volunteer recognition program was implemented in January and the results far exceeded expectations.

The Event and Volunteer Management Committee evaluated the program and it passed the committee unanimously. After a special task force was formed, the program took shape by borrowing from the organization’s decades-old tradition through a variety of lapel pins and pendants signifying one’s tenure based on five-year increments, starting at 20 years.

“We knew this would be a great success,” Schuessler said. “But the response has been so positive it makes you wish we had thought of this years ago.”

The first recognitions were made across the Great Lake states where January and February dinner events are the norm. Social media and local newspaper articles announced the celebrations and a new DU program was born.

“This program wasn’t without its challenges in the first year as we knew some of our record keeping just 20 years ago was not the best, much less 40,” admitted Schuessler. “Our staff continues to work hard to make sure all our volunteer records are accurate and each month our historical data becomes more accurate.”

A full list of volunteers with 20 or more years of service starts on page 110 of this report.
Ducks Unlimited held its 82nd Annual National Convention May 29-June 1, at the Hilton Waikoloa Village in Waikoloa, Hawaii.

The event drew more than 900 volunteers as well as conservation leaders and partners from the United States, Canada and Mexico who paid their own way and dedicated their time to celebrate DU’s success with friends and partners from across the continent.

To help kick off convention festivities, DU President Rogers Hoyt Jr. welcomed the crowd before attendees were treated to a traditional Hawaiian luau on opening night that included fire throwers and hula dancing.

To close out Saturday’s business session, several volunteers and major donors were asked to help reveal the amount raised during the Rescue Our Wetlands campaign. With the help of these volunteers DU raised $2.34 billion.

In the shadow of the Rocky Mountains, Ducks Unlimited Prairie Experience participants learned about the science behind DU projects and programs.

In FY19, 553 individuals paid their own way to take advantage of more than 36 events. Two-day experiences were held from the Yucatán Peninsula in Mexico to the northern marine environment of New Brunswick, and from the potholes of Saskatchewan to the wetlands of California’s Central Valley.

Under the guidance of biologists, planners, engineers and program managers, participants experience personally the Ducks Unlimited conservation mission, learning hands-on about the science that underpins all programs. In the field, they engage directly with the plants and wildlife that, woven together, make up the rich tapestry of life in these fertile environments.

These unique events allow guests to handle and band birds, the time-tested population science tool that biologists use to understand where birds go and what they need to survive. Guests also assist this long-term research by catching and marking various waterfowl species. Ducks Unlimited field experiences inspire, educate and entertain.
Axalta Coating Systems, a leading global supplier of liquid and powder coatings, received the Ducks Unlimited Corporate Conservation Achievement Award at DU’s 82nd Annual National Convention in Hawaii.

The award, accepted by Axalta’s Chief Executive Officer Robert Bryant, recognizes corporations from the United States, Canada or Mexico that have made exceptional contributions to wetlands conservation and environmental stewardship.

“I am honored to accept the Ducks Unlimited Corporate Conservation Achievement Award on behalf of Axalta,” Bryant said. “Axalta and Ducks Unlimited have done extraordinary work together in the United States, Mexico, and Canada. Together, we have conserved more than 8,400 acres of wetlands, creating new and improved habitats for countless waterfowl across three countries.”

Bryant continued, “We have also educated hundreds of students and teachers from Latin America through the Ducks Unlimited de México’s RESERVA program and provided 500 dry toilets to more than 1,600 people in Mexico. In addition, Axalta helped DU host nearly 200 college students from North America during the 2018 annual Ducks Unlimited Third Term program. We are truly proud of these accomplishments and the work that has been completed together with Ducks Unlimited now, and the work that will be completed in the future.”

Axalta and Ducks Unlimited, the world leader in wetlands and waterfowl conservation, announced a multi-year partnership in 2015. As a global developer, manufacturer and seller of coatings in more than 130 countries around the world, Axalta takes pride in protecting and conserving the environments where its employees, customers and suppliers live, work and raise their families. Axalta’s sustainable manufacturing practices provide customers with superior products using carefully selected materials that are processed to optimize productivity while minimizing their impact on the environment and protecting the health and safety of surrounding communities.
Corporation Sponsors and Licensees Help DU Rescue Our Wetlands

Leading companies and brands recognize Ducks Unlimited as the leader in wetlands conservation and one of the best membership organizations—and brands—in the world. They understand the importance of DU’s mission and the critical need to support it with commitments, resources and quality products.

Through DU’s Corporate Partner Program corporate sponsors, product licensees and promotional providers make an impact on wetlands and waterfowl conservation, as well as share DU’s conservation message with millions of people through our partnered marketing efforts.

Since it was launched in 1985, DU’s Corporate Partner Program has generated more than $100 million in unrestricted funds for conservation—dollars that can be used where waterfowl, wetlands and other wildlife need it most. Our generous corporate partners also play a major role in DU’s success by underwriting and donating products to fundraising events across the country.

Our Corporate Sponsors and Licensees

Academy Sports + Outdoors
AES Outdoors
Allegro Fine Foods
America Remembers
American Luxury Coach
Anheuser-Busch
Arby’s
Artisans Apparel
Axalta Coating Systems
Ball Watch Company
Bass Pro Shops
Carmex
Carolina Hosiery Mills
The Check Gallery
Desperate Enterprises
Drake Waterfowl

Ducks Unlimited Store
FedEx
First National Bank of Omaha
Higdon Outdoors
Identity Check Printers
Itasca Footwear
Luxco
Mack’s Prairie Wings
The McGee Group
Mossy Oak Brand Camo
Mud River Dog Products
Nestlé Purina
Nationwide Insurance
Outdoor Cap
Plano Synergy

Pyramex
Remington
Smathers and Branson
Signature Products Group
SportDOG Brand
Starfish Vision
SureCan
The Hartford
United Country
Visa
W.R. Case and Sons Cutlery
War Eagle Boats
Winchester Ammunition
Yamaha
Yeti
A DU partner since 2006, The McGee Group, a family owned manufacturer of prescription eyewear and sunglasses based in Marietta, Ga., has generated more than $1 million for Ducks Unlimited through sales of DU branded eyewear. “We are very proud to be a part of the Ducks Unlimited family of Corporate Partners,” said Matt McGee, executive vice president of The McGee Group. “When we began the DU eyewear program in 2006, we knew this partnership would be a cornerstone for our company. Our family’s commitment to conservation aligns well with the DU mission. Over the years we have been fortunate enough to meet many of the wonderful people from DU that share our same passion. It has truly been an honor to make eyewear for DU members, their families and enthusiasts alike.”

DU Managing Director of Corporate Relations Jim Alexander knows it takes a real commitment to contribute that much to the organization. “It’s a tremendous accomplishment and I attribute it to the quality of the products The McGee Group produces on our behalf,” Alexander said. “Many of the companies in our Corporate Partner Program have been with us for a long time and that speaks to the power of the DU brand as well as our partners’ commitment to wetlands conservation.”

The McGee Group has been in business for more than 42 years and its customer service and product quality has always been their top priority. “It’s funny, we didn’t even realize that we hit the $1 million milestone because the monetary amounts have never been our primary focus,” McGee said. “Our goal has always been to do our best and make exceptional products for Ducks Unlimited. It is unbelievably gratifying to watch our hard work turn into something that is truly making a difference. We thank everyone that has supported our DU eyewear program and look forward to another 13 years and beyond.”
“Of all the questions which can come before this nation, short of the actual preservation of its existence in a great war, there is none which compares in importance with the great central task of leaving this land even a better land for our descendants than it is for us.”

– Theodore Roosevelt
From Washington, D.C., to state capitols across the country, Ducks Unlimited continued to harness its vibrant base of support to positively influence conservation legislation and funding in FY19.

NAWCA

On the federal level, Ducks Unlimited advocacy helped increase bipartisan support of NAWCA, Ducks Unlimited’s top policy priority. NAWCA partnership grants play a key role in delivering DU’s mission. This spring Ducks Unlimited launched a call-to-action campaign to membership, encouraging them to contact their lawmakers to support NAWCA. More than 15,000 letters were sent to 515 congressional offices on Capitol Hill by DU members, volunteers and staff.

Legislation reauthorizing NAWCA was introduced in the House and Senate. This legislation would reauthorize the program for five years with an authorization level of $60 million. This spring, President Trump signed the FY19 omnibus spending bill, which included $42 million for NAWCA—a $2 million increase.

FARM BILL

A major victory was the Agriculture Improvement Act of 2018, more commonly known as the Farm Bill. The legislation was passed by Congress and signed into law by President Trump in December. The Farm Bill represents the largest and most important investment in private lands conservation in the country. This bipartisan legislation delivers strong voluntary, incentive-based conservation programs that promote healthy wildlife habitats benefiting all Americans.

The renewed Farm Bill provides crucial tools for the conservation community:
- Maintains a strong link between conservation compliance and federal farm programs, protecting wetlands in agricultural landscapes.
- Increases total Agricultural Conservation Easement Program funding by $2 billion over 10 years.
- Increases Regional Conservation Partnership Program annual funding to $300 million.
- Increases Conservation Reserve Program enrollment cap to 27 million acres.
- Provides a robust increase in funding for the Environmental Quality Incentives Program.

A successful component and highlight of Ducks Unlimited’s policy efforts is the annual DU Capitol Hill Dinner and Auction, held this year on April 30. The event was a great success with more than 700 guests in attendance, including 70 members of Congress, Secretary of Agriculture Sonny Perdue and Secretary of the Interior David Bernhardt. Thanks to all the wonderful volunteers who helped make this event one of the best yet.

State Highlights

MICHIGAN STREAMLINES WETLAND CONSERVATION

In late 2018, Michigan Gov. Rick Snyder signed legislation creating a new voluntary wetland restoration program that streamlines the permitting process for Ducks Unlimited, allowing us to deliver projects quicker and in a more cost-effective way. DU staff and volunteers worked closely with state lawmakers and federal and state agencies to reach agreement on the bill. Ducks Unlimited is working with the Michigan Department of Natural Resources and Department of Environment, Great Lakes and Energy to develop guidance documents and new permit applications necessary to enforce the law.

UTAH CREATES 14,000-ACRE WATERFOWL AREA

Ducks Unlimited volunteers and staff met with Utah Gov. Gary Herbert in May for a ceremonial signing of House Bill 265, creating the Willard Spur Waterfowl Management Area on the north end of the Great Salt Lake. This 14,000-acre waterfowl area will be managed by Utah’s Division of Wildlife Resources. Utah Rep. Casey Snider, a Ducks Unlimited member, authored the bill and brought a strong collaborative approach with waterfowl groups, airboat associations, government officials and elected leaders. DU’s Utah volunteers played a critical role by writing letters of support and calling the governor’s office when the bill reached his desk.
Ducks Unlimited’s policy efforts support our intensive on-the-ground projects in the Prairie Pothole Region, and in FY19 helped deliver big funding increases. The South Dakota legislature passed an unprecedented $1 million appropriation for wildlife funding, and the North Dakota legislature increased the cap on the Outdoor Heritage Fund to $15 million for the next biennium. These significant accomplishments will provide important funding for resources in our highest priority landscape.

TEXAS MOVES TO IMPROVE STATE PARKS

Legislation amending the Texas Constitution for State Parks Funding passed and was placed on the November ballot. This measure directs taxes from the sale of sporting goods to support state parks owned and operated by Texas Parks and Wildlife, one of Ducks Unlimited’s strongest partners in waterfowl conservation. Many of these state parks offer public recreational access to water and wetlands.
The 2019 Ducks Unlimited D.C. Fly-In united volunteers from across the country with their lawmakers in the nation’s capital. Now in its second year, the Fly-In is the result of Ducks Unlimited President Rogers Hoyt’s drive to immerse volunteer leadership in the crucial role of policy.

About 80 Ducks Unlimited volunteers, staff and other leaders from all four regions and representing 25 states gathered in Washington, D.C., to meet with policymakers and advocate for conservation programs.

On the first day, participants were welcomed to a workshop where DU policy experts briefed volunteers on what to expect during Hill visits. Ducks Unlimited volunteers then conducted more than 100 individual meetings with Congressional staff, an outstanding effort for our legislative outreach.

While volunteers were in town, legislation reauthorizing NAWCA was introduced in the House and Senate. This legislation would reauthorize the NAWCA program for five years with an authorization level of $60 million. Volunteers returned to their states having gained experience and insight on the policy-making process in D.C., especially as it pertains to NAWCA.

Ducks Unlimited also hosted a reception in the Senate for Capitol Hill staff, members of Congress, administration officials, Ducks Unlimited volunteers and staff and corporate partners. More than 400 people attended the reception to celebrate the organization’s conservation legacy and more than 80 years of strong partnerships with Ducks Unlimited.
Ducks Unlimited finished FY19 entering the home stretch of the implementation of a new Constituent Relationship Management (CRM) system that will track important information and data for DU’s fundraising efforts. Blackbaud’s CRM product will allow DU staff to use the raw data from fundraising efforts in a similar manner provided by the current Ducksystem, but with more capabilities.

“We’re about halfway through the 24-month implementation process right now and things are going well,” said DU’s Chief Information Officer Govan Hornor. “This new system will allow us to continue to honor our hunter-based history and traditions while also appealing to a larger, more diverse audience.”

Fast-adapting CRMs are necessary in today’s world of fundraising, assisting organizations like Ducks Unlimited in keeping track of ticket purchases at events, information on past and present members and any data related to fundraising efforts. Blackbaud is an industry-leading supplier of cloud software, services, data intelligence and expertise for nonprofits and other social good organizations whose products focus on fundraising, website management, analytics and other services. Ducks Unlimited plans to go live with Blackbaud CRM in summer 2020.

“As the world’s leading cloud software company powering social good, we’re thrilled to team with Ducks Unlimited to build a system that will allow DU to utilize our full Blackbaud CRM capabilities,” said Jay Odell, president and general manager of Blackbaud Nonprofit Solutions. “We’re proud to partner with DU to build a better experience for everyone from donors to volunteers and employees, and to ensure that DU can focus the most energy on its core mission of wetlands conservation.”

Ducks Unlimited secured an enterprise agreement with Microsoft that secured deep nonprofit discounts across all products. This agreement allowed DU to upgrade staff users of Office 365 to a higher level of security and access to more desktop products at a low cost. The agreement also provided a deeply discounted upgrade for the Dynamics ERP (Enterprise Resource Planning) system in February 2019. These upgrades, along with Blackbaud’s CRM, position DU to benefit from the partnership with these two industry-leading companies.

“We want to leverage technology in ways that Ducks Unlimited isn’t even thinking of yet,” Hornor added. “We’re building a new toolset for DU’s future.”

DU’s new CRM system will track important data for our event fundraising efforts.
Ducks Unlimited’s President’s Council is one of the most important and influential groups in conservation. DU’s President’s Council honors the loyalty, leadership and generosity of our most notable and enthusiastic supporters. We closed the books on an incredibly successful and impressive Rescue Our Wetlands campaign in FY19 and we are in our 15th year of council operations.

At the start of the Rescue Our Wetlands campaign, the President’s Council had 235 members, now we are 409 supporters strong and growing. Those staunch supporters contributed an astonishing $133 million in funding during the Rescue Our Wetlands campaign for Ducks Unlimited’s highest conservation priorities!

My heartfelt thanks and congratulations for a job well done. Thank you for believing in the importance of waterfowl, wetlands and clean water for all of us.

I sincerely appreciate the wealth of advice, guidance and support of so many on the Council and I look forward to yet another year of success for wetlands and waterfowl.

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MEET NEW YORK DU VOLUNTEER AND PRESIDENT’S COUNCIL MEMBER GAIL JOHNSON

Gail and Lyle Johnson always had a passion for conservation. In 1979, they formed the first DU Chapter in Orleans County, New York, with Lyle later serving as the New York State chairman and Gail serving as secretary. Their love for conservation was recognized in 2010 when they received Ducks Unlimited’s New York Conservationists of the Year Award.

After Lyle’s passing in 2012, Gail wanted to carry on their legacy of giving.

“Lyle and I were founding members of the Feather Society in 1994,” Gail said. “We didn’t even have to think about it. We had always known that was where our money was going to go, so when we heard about it, we signed right up.”
For more than 60 years, dedicated volunteer leaders have served wetlands conservation and waterfowl as trustees of Wetlands America Trust. Established in 1955 as the Ducks Unlimited Foundation, WAT changed its name in 1992 to more accurately reflect its role as the organization's land trust.

Today, WAT holds conservation easements on 557 properties vital to breeding, migrating and wintering waterfowl. These easements permanently protect habitat in our highest-priority conservation areas. WAT is one of the country’s largest and most respected accredited land trusts with more than 445,589 acres held in perpetuity. In the past year, WAT received seven additional permanent easements protecting 6,567 acres.

PUBLIC POLICY

WAT also takes a lead role in supporting DU’s efforts to guide legislation that impacts our conservation and fundraising priorities. Thanks in part to WAT trustees’ relationships with members of Congress, NAWCA received additional funding in FY19, bringing total funding to $42 million.

In addition to regular meetings with members of Congress, WAT hosts a board meeting focused on public policy in association with DU’s annual Capitol Hill dinner in Washington, D.C. This year, more than 70 members attended the event.

BOREAL FOREST MEETING

In partnership with Pew Charitable Trusts, WAT began the Boreal campaign in 2000 with the goal of conserving as much habitat as possible. Aboriginal, industrial and conservation leaders established a Boreal Framework in 2003 that seeks to protect and conserve the Canadian Boreal landscape working with industries through sustainable development.

The Boreal Forest is the bird nursery of North America with 3 to 5 billion warblers, vireos, sparrows, hawks, owls, shorebirds and waterfowl using the unique landscape as breeding grounds. Working with leading industries, territorial and provincial governments and people of the Cree, Dehcho, Akaitcho, Gwich’en and Dene Nations, DU’s goal is to preserve this critical habitat.

WAT trustees recently paid their own way to travel to the Northwest Territories of Canada to see firsthand our conservation work in the Boreal Forest. The group had the opportunity to explore Great Slave Lake and the adjacent wetland habitat that makes this landscape so critical for waterfowl. WAT trustees have been the most active philanthropists in funding conservation efforts in the Boreal.
“Everybody needs beauty as well as bread, places to play in and pray in, where nature may heal and cheer and give strength to body and soul alike.”

— John Muir
REGIONAL REPORTS

FY19 Project Highlights

SOUTHERN REGION

FY19 was a difficult one for the Southern Region conservation team. Extensive flooding and a government shutdown delayed and prevented project construction throughout the region.

Despite this challenge, Team DU conserved nearly 43,000 acres across 13 states. Together with the Georgia Department of Natural Resources, we secured nearly $9 million for enhancements to Georgia’s premier coastal wildlife management area. Multiple wetland restoration projects on Altamaha Wildlife Management Area (WMA) will improve public recreation opportunities, water quality, coastal resilience and waterfowl habitat over the next five years.

We piloted an innovative on-farm water management program in north Louisiana that combined Farm Bill programs with restoration of degraded cypress-tupelo brakes. On one project in southeast Louisiana we worked with industry partners and community leaders to restore more than 1,200 acres of coastal marsh that provides community resilience. We continue to develop important wetlands in the arid Southern Great Plains. Working with the New Mexico Department of Game and Fish, DU created and enhanced 140 acres of suitable habitat for Sandhill Cranes, geese and ducks on Huey WMA.

**Cameron Parish Restoration Project** – DU conservation staff recently completed the NAWCA-funded Cameron Prairie Marsh Restoration. Funding also came from partners Fox & Baldwin LLC, Louisiana’s Coastal Protection and Restoration Authority, Axalta and Energy Transfer. The project used marsh terraces to restore 1,865 acres of coastal marsh on Cameron Parish School Board land and Cameron Prairie National Wildlife Refuge (NWR) located in the Calcasieu/Sabine Basin. The construction of terraces in shallow, open water areas creates suitable conditions for plant communities that will enhance foraging, loafing and nesting conditions for a multitude of species and enhance fishery habitat.

GREAT LAKES/ATLANTIC REGION

Staff and volunteers in the 21-state Great Lakes/Atlantic Region continued milestone achievements in 2019, from the shallow lakes of Minnesota to the saltwater coasts of Delaware Bay. Conservation staff exceeded habitat goals in FY19 with 19,841 acres conserved and $24 million in public revenue secured. Highlights include:

**Michigan** – Ducks Unlimited and the Michigan Department of Natural Resources (DNR) installed a fish passage and wetland management infrastructure at William C. Sterling State Park, one of the most visited state parks in Michigan, to allow for a direct connection to Lake Erie.

**Illinois** – Outdoor enthusiasts in central Illinois have 247 acres of new public land to explore, hunt and hike as the Illinois DNR purchased the tract of land from Ducks Unlimited and merged it into the Woodford State Fish and Wildlife Area in Woodford County, north of Peoria.

**Delaware/Maryland/Virginia** – A grant from the National Fish and Wildlife Foundation enabled Ducks Unlimited to hire new biologist Chase Colmorgan to help implement the Natural Resources Conservation Service’s Black Duck Working Lands for Wildlife Initiative.

**Missouri** - Ducks Unlimited enhanced 134 acres of wetlands at Mingo Basin NWR, a major migration and wintering area for birds from the Mississippi and Central Flyways.

Event Fundraising teams held blockbuster events, including Minnesota’s Fishing for Ducks Tournament, the largest traditional fundraising event in the country, and the Chicago Gala *Rescue Our Wetlands* capstone event that raised $3 million in commitments and $750,000 in cash.

The Chicago Gala raised $3 million in commitments and $750,000 in cash.
WESTERN REGION

In FY19, Ducks Unlimited partnered with the Washington Department of Fish and Wildlife to purchase 1,100 acres of land near Westport in Grays Harbor County. The new property features diverse natural resources, including large freshwater and saltwater wetland areas and old-growth Sitka spruce trees. The site will eventually provide additional recreation opportunities, including hiking, birding and hunting. Public access will initially be on a walk-in basis from the perimeter of the property, as planning to improve access is ongoing.

“The new addition to the Elk River Unit is one of those truly special properties,” said Greg Green, Ducks Unlimited manager of conservation programs. “The opportunity to purchase and protect a large property near the coast with such ecological and recreational diversity is unique. Ducks Unlimited is pleased to have provided a major supporting role for WDFW on this effort, and we look forward to future restoration and public use planning.”

In California, Ducks Unlimited purchased a piece of property next to the Sacramento NWR in Glenn County, which was likely to be developed into a gas station and RV park.

DU partnered with the U.S. Fish and Wildlife Service (USFWS) using DU’s Habitat Revolving Fund to acquire the land, which is immediately adjacent to the prime public hunting units on Sacramento NWR and in a flight corridor for waterfowl moving from resting areas on the refuge to foraging habitat in rice lands west of the refuge. The property is also next to a freeway, allowing for easy access. The USFWS will ultimately purchase the property from Ducks Unlimited.

Outside of Sacramento, Ducks Unlimited and partners completed the Cougar Wetland Project, part of a larger broad-based effort to restore and safeguard the integrity of the Cosumnes River, the last undammed river flowing from the Sierra Nevada to the Central Valley.

The 154-acre project created tidal channels in the unit and restored the area to tidal floodplain habitat through a controlled levee breach in late 2018. Today, Cougar Wetland is a thriving wetland.

GREAT PLAINS REGION

Conservation in Ducks Unlimited’s Great Plains Region is more diversified than ever with the growth of soil health initiatives. In the Dakotas, DU and partners help landowners diversify their operations with soil health practices that improve productivity and protect wetlands.

In FY19, Ducks Unlimited conserved 204,239 acres in the Preserve our Prairies Initiative area. Of those acres, 93,000 were permanently protected with conservation easements, in partnership with the USFWS.

In the Heartland, Habitat and Heritage Initiative area, Ducks Unlimited conserved 9,560 acres. DU is working with partners to implement a long-range water plan for the Rainwater Basin. More Kansas and Nebraska landowners are seeing the benefits of conserving playas on their land, which provide habitat for migrating waterfowl. Playa wetlands occur primarily on private agricultural lands and play a critical role in recharging the Ogallala Aquifer.

Another societal benefit of Ducks Unlimited’s conservation work helped the Telluride Planet Bluegrass music festival lower its carbon output. DU worked with the Dallas May family, which owns more than 14,500 acres of native grassland near Lamar, Colorado. The Mays agreed to implement conservation practices that generate carbon offsets that can be sold to conservation-minded entities, such as the festival.

In Wyoming, DU worked on seven of nine important wetland complexes, as identified by the Wyoming State Conservation Partnership. Most of these wetland complexes overlap with DU’s Peaks to Prairies Initiative area, where DU conserved 1,182 acres in FY19.

NEW JERSEY 298 Volunteers | 6,147 Members, Sponsors and Major Donors
Event and Major Gift Income $263,532
Over the past 45 years, Ducks Unlimited de México (DUMAC) has conserved nearly 2 million acres and impacted more than 87,000 students with DUMAC’s professional education programs. This is on top of the benefit to millions of waterfowl and thousands of people through the development of wastewater treatment plants and installation of ecologically beneficial sanitation facilities, helping purify thousands of acres of lakes and wetlands.

Initiated in April 1974, DUMAC is the most important wetland and waterfowl conservation organization in Mexico and beyond. Since its inception, DUMAC has completed more than 260 wetland conservation projects and helped establish several federal and state protected areas on priority waterfowl sites guaranteeing their long-term protection. DUMAC staff and volunteers have also gathered critical information on all wetland ecosystems in Mexico through the wetlands inventory and classification program, accounting for 25 million acres.

DUMAC also developed two national strategies for waterfowl and shorebirds. Both have been adopted by the Mexican federal government and serve as public policy instruments to guide management and conservation decisions in Mexico.

FY19 marks the 30th anniversary of the internationally recognized RESERVA program, hosted at DUMAC’s John E. Walker Research and Education Center in Celestún, Yucatán. The program is incredibly successful, having trained more than 600 professionals from 23 countries in Central and South America and the Caribbean as well as Mexico.

Ducks Unlimited de México, along with representatives from Axalta Coating Systems and the Gonzalo Río Arronte Foundation, gathered in late November 2018 to dedicate two wastewater treatment plants near Lake Cuitzeo. The San Rafael plant is in Santa Ana Maya and the Arumbaro plant treats wastewater in Copandaro.

“Both wastewater treatment plants are adjacent to Lake Cuitzeo,” said Eduardo Carrera, CEO of DUMAC. “The San Rafael plant treats water for 771 residents of the area and the Arumbaro plant benefits 626 residents.”

At both dedication ceremonies, mayors from each municipality signed agreements to properly operate the plants using municipal funding.

In FY19, DUMAC continued the restoration of more than 5,000 acres of coastal wetlands along Yucatán Peninsula and continued to improve 7,000 acres of mangrove swamps and forests, providing prime wintering habitat for waterfowl.

Environmental education courses are just one of the DUMAC programs aimed at informing the public.

FY19 marks the 30th anniversary of the internationally recognized RESERVA program, hosted at DUMAC’s John E. Walker Research and Education Center in Celestún, Yucatán. The program has trained more than 600 professionals from 23 countries.

Jim and Bella Brannan, of Palos Verdes Estates, California, along with the Brannan Family Foundation, have been dedicated Ducks Unlimited de México supporters for more than three decades.

As a DUMAC Heritage Sponsor, Emeritus board member and avid hunter, Jim has hunted in Mexico most of his life and understands the important role Mexico plays in the Ducks Unlimited continental conservation plan.

“The work that DUMAC does for waterfowl, wetlands, clean water and underserved communities is something I am extremely passionate about,” Jim said.
Partnerships drive waterfowl conservation across the continent. That’s how Ducks Unlimited turns contributions raised through DU events, major gifts and other fundraising sources into something much bigger. Without partnerships, Ducks Unlimited’s impact on the landscape would be significantly diminished. A prime example of an effective partnership is the State Contributions Program to conserve habitat on the Canadian breeding grounds.

Two events help drive continental support for the breeding grounds: the North American Waterfowl management Plan (NAWMP) and the North American Wetlands Conservation Act (NAWCA). In support of NAWMP, and in recognition of the need for non-federal match funding with NAWCA, the Association of Fish and Wildlife Agencies established the State Contributions Program for state agencies to support projects in Canada. In response, DU committed to match every dollar contributed by the state agencies with one dollar contributed by DU from events, major gifts and other fundraising efforts.

A record number of states and funding occurred in FY19 as 43 states contributed more than $3.3 million to Canadian projects. That amount gets matched by Ducks Unlimited then multiplied by NAWCA, resulting in more than $13.5 million. Factor in the exchange rate and that adds up to over $16.5 million of conservation funding on the ground in Canada.

The results of this 54-year international partnership are nothing short of remarkable. State agencies have contributed more than $100 million to help conserve over 6.5 million acres of critical breeding habitat across Canada.
Ducks Unlimited’s conservation and policy activities are guided by science. Historically, our science has been traditional wildlife research focusing on understanding waterfowl species and landscape changes or evaluating conservation programs. As the world’s population continues to grow and competition for space and natural resources increases, other areas of science have come into play to better guide direct conservation programs and important elements of public policy.

“While biological and geographical sciences continue to inform us about the impacts of changing climate and landscapes on waterfowl, we also need to understand the economic drivers, social values and other factors that motivate human behaviors, which directly impact waterfowl habitat,” said DU Chief Scientist Dr. Tom Moorman.

Our biological science needs are primarily accomplished through partnerships with North American Waterfowl Management Plan Joint Ventures and academic institutions. We contract with universities to obtain necessary information while providing training for future waterfowl biologists. As conservation planning increasingly incorporates more social sciences, new collaborations are needed to acquire the necessary expertise. Ducks Unlimited is engaging with multiple conservation-focused committees and partnerships to address these needs.

“A balance of biological and social research and planning are required to advance Ducks Unlimited’s conservation programs and inform policy decisions that affect waterfowl habitats at very large scales,” Moorman said.

Truly, science at Ducks Unlimited is no longer only about ducks—it is increasingly about people, their motivations for supporting conservation and their impacts on the landscapes we share with waterfowl.

DUCKS UNLIMITED’S WORK BENEFITS MORE THAN WATERFOWL

The same wetlands that are critical for waterfowl are also vital for human prosperity. “Wetlands act as kidneys on the landscape, absorbing floodwaters and runoff, filtering out sediment, fertilizer and other contaminants and releasing cleaner water into rivers, lakes, and aquifers,” said DU Ecosystem Services Scientist Dr. Ellen Herbert.

Ducks Unlimited’s team of scientists is working to quantify these benefits as they have enormous potential to grow our support base and enable us to accelerate the pace of waterfowl habitat conservation. In the Mississippi Alluvial Valley, biologists are determining the water quality improvement benefits of working rice lands by comparing the concentrations of pollutants in water pumped onto and water released from rice fields.

“This study demonstrated more than a four-fold decrease in sediment and phosphorus thanks to the filtering power of these working wetlands,” said DU Director of Conservation Innovation Dr. Scott Manley.

In the Prairie Pothole Region, teams are developing novel remote sensing technology to provide precise estimates of nesting habitat and detailed quantification of floodwater retained by potholes so we can better demonstrate the value of these wetlands for flood control. Across the Chesapeake Bay region, sophisticated modeling tools quantify how our habitat projects improve water quality and contribute to the recovery of this historic waterfowling region.

“Ducks Unlimited is widely recognized as the world leader in wetlands and waterfowl conservation,” Herbert explained. “By quantifying the benefits of our work beyond waterfowl, our science team is working to ensure people also recognize us as the world leader in clean water and healthy watersheds, which is something everyone can support.”
Taking water samples, fitting ducks with radio transmitters, and using helicopters to delineate habitats are all part of the science that goes into advancing Duck Unlimited’s conservation mission.

ARCTIC GEESE IN THE PACIFIC FLYWAY

Waterfowl biologists are concerned about rapidly growing goose populations and their potential impact to habitat and other waterfowl in the Pacific Flyway. Geese consume more food per individual than ducks, and goose breeding populations are experiencing near exponential growth in some regions.

“Current light goose (lesser snow and Ross’s goose) populations in California’s Central Valley may be nearly three times the objective set by the Central Valley Joint Venture,” said DU Director of Conservation Planning for the Western Region Dr. Mark Petrie. “Though goose populations would eventually become self-limiting, they may first limit other waterfowl species that are still below population objectives.”

Using state-of-the-art tracking technologies, population surveys and statistical estimation techniques, researchers are evaluating existing and potential future impacts of geese on food resources used by wintering ducks and California-breeding ducks. This effort will assess food needs and supplies, use of duck and goose distribution data collected in the Central Valley of California and include continental assessments of breeding population trends and carrying capacity.

“Ultimately, this study will inform the planning and management efforts for both the Central Valley and Artic Goose Joint Ventures,” Petrie said.
**DU’s Marketing and Communications Team Spreads the Word**

**DU Conserve**

Ducks Unlimited’s *Conserve* film series was produced and premiered for the first time in 2019. These short online films go behind the scenes to capture the incredible work happening on the ground in the most important waterfowl habitat areas of North America as well as tell the behind-the-scenes stories about how DU’s work benefits waterfowl, other wildlife, people and communities across the continent. Season one began in the immense Boreal Forest of northern Canada. From there, episodes take the audience out west to California’s Central Valley, down south to the Gulf Coast, and then north to the Prairie Pothole Region. Subsequent seasons will explore more conservation priority regions and the people and places that benefit from DU’s mission. Check out episodes of DU *Conserve* at www.ducks.org/media/du-conserve.

**DU Films**

Six seasons complete and going stronger than ever, *DU Films* continues to share the stories of the people and places that make the organization great. Each online episode highlights exceptional families and individuals making wetlands and waterfowl conservation and waterfowling traditions a priority. This series features six unique episodes each year starting in the spring and running through late summer.

You can watch episodes of *DU Films* at www.ducks.org/media/du-films.

**Digital Media and Marketing**

Ducks Unlimited continued to utilize digital tools and strategies to strengthen the DU brand, engage existing supporters and impact bottom line financials. During the 2018-19 hunting season, the DU website served as the go-to online resource for waterfowl hunters across the country, providing a wealth of tips, tactics and migration reports. Social media marketing efforts also expanded. Today, more than 1.5 million people follow Ducks Unlimited across our social media networks.

FY19 was also a record-breaking year for our digital fundraising program with more than $4 million raised through online membership and fundraising efforts. More than 90,000 members were acquired online as a result of our digital marketing efforts, up 11 percent from the previous year. Social media was a key driver of this increase. Facebook alone generated more than $560,000 in gross revenue and accounted for 4 million visits and 4 million page views on the DU website.

**The Prairie Experience**

Last year, Ducks Unlimited launched the virtual Prairie Experience on the DU website. This interactive application allows visitors to explore the Prairie Pothole Region through rich photography and informative videos. The Prairie Experience consists of multiple interactive stations that include a wealth of information on nesting, breeding, migration and the vital conservation work Ducks Unlimited conducts throughout this region.

The Prairie Experience was introduced inside the Waterfowling Heritage Center at Bass Pro Shops at the Pyramid in Memphis. This interactive display provides tens of thousands of annual visitors a chance to learn about the importance of the prairie pothole landscape to breeding waterfowl of North America. The Ducks Unlimited Waterfowling Heritage Center has welcomed more than 1 million visitors since opening in 2015.
Ask a Ducks Unlimited Canada (DUC) scientist about their university studies and prepare to be entertained. They’ll regale you with tales of early morning bird counts and learning to walk in boot-sucking mud. They’ll share stories about banding waterfowl and tracking their movements via satellite transmitters. These experiences, coupled with the expert training that go with them, are what ignite their lifelong passion for conservation science.

Unfortunately, many universities and colleges in North America no longer have programs devoted to wetland and waterfowl issues. This puts the future of the field, and the future of DUC, at risk.

Committed to ensuring future conservation leaders have access to the training they need, DUC has taken a bold and novel step to establish the DUC Endowed Chair in Wetland and Waterfowl Research at the University of Saskatchewan.

“The DUC Endowed Chair will be the first and only one of its kind in Canada,” said Dr. Karla Guyn, CEO of DUC and a proud University of Saskatchewan alumna. “Investing in innovative research and the bright young minds behind it is an outstanding opportunity to support—and shape—the future of conservation science.”

Students at the University of Saskatchewan will undertake innovative research to offer practical solutions that balance the needs of the economy and the environment.

DUC will assist the University of Saskatchewan in recruiting the professor who will serve as chair and will help set the direction of the research program. Located in the heart of the Prairie Pothole Region, with easy access to the Western Boreal Forest, the University of Saskatchewan is ideally positioned to address questions in the most important landscapes in North America for waterfowl conservation.

2019 CONSERVATION RESULTS

Strong science continues to power DUC’s conservation achievements across the country. In the past year, DUC conserved more than 98,000 acres of prime waterfowl habitat and influenced the conservation of 26.2 million acres more. This brings DUC’s total conservation footprint to 6.4 million acres conserved and 177.2 million acres influenced.

MEET ERIC AND WENDI DEMERS

Eric and Wendi Demers, Grand Slam Sponsors in Perpetuity, attended their first Ducks Unlimited dinner 15 years ago in Stanwood, Washington. Eric’s passion and enthusiasm for waterfowl and conservation made it an easy decision to join Team DU. He has served in many roles including state campaign chair as well as serving on the National Development Committee.

Eric and Wendi continue to look for new ways they can impact the next generation of conservationists. In 2020, Eric will serve as Washington State chairman.

“It’s the lifelong friendships that we have made and will continue to make that keep our DU fire burning,” Eric said.
In FY19, 53 DU Varsity chapters raised an astonishing $427,416 in event income. Through the Varsity Chapter and Club programs, high school students from across the country learn about wetlands conservation while gaining valuable business and communication skills.

Each spring, Ducks Unlimited awards 61 scholarships to graduating high school seniors from across the country and 2019 marks the second year of the program. Led once again by selection committee chairman Dr. Luke Laborde, the group of 20 DU volunteers who reviewed and selected this year's winners were proud of the second annual class of recipients.

“I am humbled by the Selection Committee’s hard work and attention to detail in putting together the 2019 class of scholarship winners,” said Dr. Ronal Roberson, DU Youth and Education senior advisory vice president. “These young men and women who were chosen represent Ducks Unlimited in a positive manner and will be our champions for wetlands conservation now and in the future; I hope everyone realizes the significance of this program.”

The University Chapter program also experienced continued growth during FY19 with 115 chapters raising more than $2 million in event income. Much of the collegiate chapter program success can be attributed to Third Term, the annual leadership summit hosted at Ducks Unlimited national headquarters in Memphis. In 2018, the fifth annual summit was honored to have Axalta Coating Systems as its first presenting sponsor. With a record-breaking crowd of more than 180 college volunteers from 52 chapters, participants learned about DU’s conservation mission, fundraising techniques and leadership development. One of the most rewarding experiences for the students is networking with other chapter members from across the country.

The DU National Scholarship Endowment is providing the necessary funding for scholarship recipients. Thanks to each major sponsor for supporting the endowment through a named scholarship.

DU President Rogers Hoyt Jr., 2019 DU National Scholarship winner William Anderson and retired DU CEO Dale Hall show off Anderson’s big check at the 2019 DU National Convention in Hawaii.
“Tell me, if you can, of anything that’s finer than an evening in camp with a rare old friend and a dog after one’s own heart.”

–Nash Buckingham
Ducks Unlimited’s major sponsors and volunteers choose to make a significant impact on wetlands conservation by supporting the mission of Ducks Unlimited. These philanthropists and volunteers are leading the charge to *Rescue Our Wetlands* and secure our continent’s waterfowl habitats to make our vision of skies filled with ducks a reality.

The donors listed on the following pages represent those who made a gift in FY19 (July 1, 2018 to June 30, 2019) or have given at least $1 million to Ducks Unlimited in their lifetime. Thanks to the leadership of more than 59,000 volunteers, the states and chapters listed represent those that performed at the highest level in 2018.

Please contact Jenna Sanchez at 901-758-3871 or jsanchez@ducks.org for information about being included in next year’s annual report.
Thank You for Making Rescue Our Wetlands a Success

Celebrate! Your work and dedication made the Rescue Our Wetlands campaign an enormous achievement. In this year’s annual report, we have highlighted your leadership during the seven-year campaign.

Rescue Our Wetlands focused on the critical goals of your organization. Our mission has not changed for 82 years. Together we have persuaded, advocated, negotiated and fought for wetlands. You are the face and the voice of stewardship for the vast and unique natural wetland resources in North America. Thank you for that commitment!

Many of you are humble, letting actions and results do the talking. However, it’s important to recognize your contributions, your event committee successes and personal philanthropic commitments in this report. We hope you take a minute and share the results of this campaign and this recognition with your family, especially your children and grandchildren. Your contributions as a conservationist are an important part of your legacy.

You are a key leader of Team DU, the world leader in wetlands and waterfowl conservation and champions of clean water. Together we have conserved more than 14.5 million acres of the most threatened wetlands and associated habitats in the world and put at least some protections on hundreds of millions of acres in the remote Boreal Forest. Mitigating climate change, clean water, sustainable water and places to enjoy the outdoors, we do the tough work of actual, physical conservation. While others talk, you are making the world a better, healthier place.

We hope you feel great pride in the conservation work you have accomplished. It is well deserved. We genuinely appreciate all you have done, and we know that while the campaign is over, your commitment to conservation does not end.

THANK YOU for the great work!

SHAWN DE CENTO  
Senior Advisory Vice President of Event and Volunteer Management

DOUG FREY  
Senior Advisory Vice President of Development

KATHLEEN CHRISTIAN  
Senior Advisory Vice President of Membership
## 2019 State, Chapter and Event Awards

### Elite Chapter Awards

For chapters that exceed $65,000 in funds raised in a calendar year through the following revenue streams:
- Event income from all events (minimum $10,000 in event income to qualify)
- Chapter silent bid auction income
- Non-event major gift payment originating from the chapter’s assigned zip codes
- Mail marketing membership and fundraising payments originating from the chapter’s assigned zip codes

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<tr>
<th>$1,000,000 + CHAIRMAN’S ELITE CHAPTERS</th>
<th>$250,000 - $999,999 + CHAIRMAN’S HONOR ROLL CHAPTERS</th>
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**SOUTH CAROLINA** 1,945 Volunteers | 20,032 Members, Sponsors and Major Donors
Event and Major Gift Income $1,784,862
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<td>Winnegamie Wetlands, WI</td>
<td>Jackson Hole, WY</td>
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$65,000 - $99,999 + PRESIDENT’S ROLE OF HONOR CHAPTERS

Auburn University, AL
Birmingham-Downtown, AL
Jacksonville, AR
Mississippi County, AR
Beach Cities, CA
Contra Costa County, CA
Dingville Duck and Social Event, CA
Granite Bay, CA
Half Moon Bay, CA
Orlando, FL
Pasco County, FL
Sarasota, FL
St. Petersburg, FL
Orlando, FL
Pasco County, FL
Sarasota, FL
St. Petersburg, FL
Thomasville, GA
McHenry Fox Flyway, IL
North Shore Chicago, IL
University of Louisiana, LA
West Bank, LA
Atlantic Frontier, MA
Boston, MA
Douglas County, CO
Fort Collins, CO
Lapalata County, CO
The Originals, CO
Central Delaware, DE
Eastern Sussex, DE
Hunters, DE
Nanticoke, DE
New Castle County, DE
Citrus County, FL
Clearwater, FL
Fernandina Beach, FL
Harney Pond, FL
Jacksonville, FL
Olive Branch, MS
Blackfoot River, MT
Missouri Milk River, MT
Clinton, NC
Currituck, NC
Dogwood, NC
Johnston County, NC
Pirate-Greenville, NC
University of Nebraska, NE
Western Nebraska, NE
Las Vegas, NV
Winnemucca, NV
Genesee County, NY
Owasco Lake, NY
Geauga County, OH
Shelby County, OH
Cleveland County, OK
Tulsa Committee, OK
Portland, OR
Aiken, SC
Spartanburg, SC
York County, SC
Lake Poinsett, SD
Sioux Falls Sponsors, SD
Watertown, SD
Chattanooga-Hamilton County, TN
Christian Brothers High School, TN
Collierville, TN

Diamond Events

A single fundraising event that secures $75,000 or more in giving through the following methods:
- Event income
- Major gift pledges associated with the event
- Any major gift cash processed at NHQ in association with an event
- Matching gifts and/or matching forms associated with a cash payment made at an event

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<td>San Joaquin Valley Signature, CA</td>
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<td>Placerville Dinner, CA</td>
<td>Carbondale Dinner, CO</td>
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<td>Denver Sponsor Event, CO</td>
<td>Colorado State University Dinner, CO</td>
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<td>Appoquinimink Spring Fling, DE</td>
<td>Brandywine Dinner, DE</td>
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<td>South Dakota Volunteers</td>
<td>8,217 Members, Sponsors and Major Donors</td>
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<td>Event and Major Gift Income $1,554,075</td>
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TENNESSEE 1,166 Volunteers | 17,280 Members, Sponsors and Major Donors
Event and Major Gift Income $4,417,229

National State Excellence Awards

Recognizes all states that show growth in the following criteria:
- all income
- event income
- all members
- event attendance
- volunteers

Growth in all five in a calendar year equates to Gold Level status, four to Silver Level status and three to Bronze Level status.

GOLD
Arkansas
Michigan
Minnesota
Nevada
New Mexico
New York

Oklahoma
South Carolina
Tennessee
Texas
Utah
West Virginia

SILVER
Delaware
Florida
Georgia
Hawaii
Maryland
Massachusetts

Mississippi
New Hampshire
New Jersey
Ohio
Wisconsin

BRONZE
Alabama
California
Idaho
Iowa
Kentucky
Washington

Diamond Events (continued)

Harney Pond Dinner, FL
Naples Dinner, FL
Pasco County Dinner, FL
Tampa Bay 100 Dinner, FL
Atlanta Cocktail Party, GA
Mid-Iowa Dinner, IA
Logan Co (Lincoln) Dinner, IL
McHenry Fox Flyway Dinner, IL
ROW Capstone Gala, IL
Fort Wayne Sponsor Event, IN
Indy Sponsor Event, IN
South Johnson County Spring Dinner, KS
Lake Cumberland Dinner, KY
McCacken Sponsor, KY
Abbeville Dinner, LA
Baton Rouge Annual Banquet, LA
Baton Rouge Sponsor Event, LA
DU of Terrebonne Sponsor Event, LA
East Ascension Gun Bash, LA
Lafayette Area Sponsor Event, LA
Lake Charles Dinner, LA
New Iberia Dinner, LA
New Orleans Sponsor Event, LA
Shreveport Sponsor Event, LA
St. Tammany West Dinner, LA
Upper Lafourche Dinner, LA
Federal City Dinner, MD
St. Marys County Dinner, MD
Greater Grand Rapids Dinner, MI
Monroe Chapter Dinner, MI
Critical Conservation Club, MN
Frozen North Calendar Program, MN
Garrison Fishing for Ducks, MN
Lake Minnetonka Dinner, MN
Marsh Lake Miscellaneous, MN
Paul Bunyan
  Gull Lake Event, MN
Squaw Creek Dinner, MO
St. Joseph Dinner, MO
Central Mississippi Sponsor, MS
Greater Bozeman Dinner, MT
Charlotte Dinner, NC
North Carolina State University Dinner, NC
Raleigh Dinner, NC
Wilmington Dinner, NC
Winston Salem Dinner, NC
Nebraska Calendar Program, NE
Elko Annual Dinner, NV
Nevada Continental Shoot, NV
Reno Annual Dinner, NV
Albany High Flyers Dinner, NY
Capital Region High Flyers, NY
Eastern Suffolk Dinner, NY
New York City Dinner, NY
Cleveland County Dinner, OK
South Central Oklahoma Dinner, OK
Forbes Trail Dinner, PA
Lancaster County Dinner, PA
East Cooper
  Oyster Roast SEWE, SC
Georgetown Dinner, SC
Conservation For Arts, TN
Memphis Dinner, TN
Memphis University School Varsity Dinner, TN
Nashville Corporate Shoot, TN
Wolf River Sponsor Event, TN
Aggieland Dinner, TX
Austin Dinner, TX
Corpus Christi Dinner, TX
Corsicana Dinner, TX
Dallas Dinner, TX
Dallas Miscellaneous, TX
Denton Dinner, TX
Ducks Unlimited Legacy Gala, TX
Ellis County Dinner, TX
Frisco Dinner, TX
Galveston Dance and Dinner, TX
Georgetown Dinner, TX
Gordy and Son’s Sponsor Event, TX
Lagrange Dinner, TX
McKinney Dinner, TX
Mexia Dinner, TX
Midland Dinner, TX
Navasota Dinner, TX
Rockport-Fulton Dinner, TX
San Antonio Dinner, TX
San Antonio Sponsor, TX
Texoma Dinner, TX
Victoria Dinner, TX
Fredericksburg Dinner, VA
Richmond Dinner, VA
Seattle Dinner, WA
Kenosha Dinner, WI
Milwaukee Couples Dinner, WI
Milwaukee Dinner, WI
Sheboygan Area Dinner, WI
Jackson Hole Dinner, WY
“A duck call in the hands of the unskilled is one of conservation’s greatest assets.”

— Nash Buckingham
2018 Varsity All-Stars and University All-Americans Shine

In January 2018, the National Youth and Education Committee voted to change the competition structure for the Varsity All-Stars and University Sweet 16 (now called All-American) programs. To mirror the success of the adult chapter recognition program, a tiered grading system was implemented allowing more chapters to be recognized for their fundraising accomplishments. The criteria for both the All-Stars and All-American programs have remained unchanged:

- Event income from all events (minimum $2,500 in event income to qualify for Varsity chapters and $5,000 in event income for University chapters)
- Chapter silent bid auction income
- Donor directed major gifts

All-American Chapters

The Tiger Chapter from Baton Rouge, Louisiana, is the 2018 Ducks Unlimited Collegiate Chapter National Champion. This chapter consistently holds outstanding events that rank among the top in the country. Chapter president Gunther Spore and the committee, along with their faculty adviser Dr. Luke Laborde, paved the way for another successful fundraising year by raising more than $240,000.

GOLD
Aggieland Chapter, College Station, TX
Colorado State University, Fort Collins, CO
University of Nebraska, Lincoln, NE
State College Chapter, Raleigh, NC
Tiger Chapter; Baton Rouge, LA–National Champion

SILVER
Auburn University, Auburn, AL
University of Georgia, Athens, GA
University of Louisiana at Lafayette, Lafayette, LA
Pirate Chapter; Greenville, NC

BRONZE
Arkansas State University, Jonesboro, AR
Bemidji State University, Bemidji, MN
Citadel College Ducks Unlimited Chapter, Charleston, SC
Georgia Southern University, Atlanta, GA
McNeese State University, Lake Charles, LA
Milwaukee School of Engineering, Milwaukee, WI
Ole Miss Chapter, Oxford, MS
SUNY College of Environmental Science and Forestry, Syracuse, NY
Tech DU Chapter, Lubbock, TX
Texas A&M University-Commerce, Commerce, TX
USC Ducks Unlimited Chapter, Columbia, SC
University of Virginia, Charlottesville, VA
University of Wisconsin-Madison, Madison, WI
University of Wisconsin-Stevens Point, Stevens Point, WI
University of Wisconsin-Whitewater, Whitewater, WI
**Varsity All-Star Chapters**

For the third consecutive year, which is a first for the DU Varsity program, the Memphis University School Varsity Chapter claimed the number one spot. Led by Area Chairman Bailey Keel and William Quinlen, this young group of volunteers raised more than $140,000 for DU’s conservation mission, a new milestone in event fundraising for the high school chapter program.

**GOLD**
Cape Henlopen High School, Lewes, DE  
Christian Brothers High School, Memphis, TN  
The Collegiate School, Richmond, VA  
Greenville High/CCES, Greenville, SC  
Memphis University School; Memphis, TN—National Champion

**SILVER**
Broughton High School, Raleigh, NC.  
Charlotte Youth for Conservation, Charlotte, NC

**BRONZE**
Buckshot Varsity, Cleveland, TX  
Carthage High School, Carthage, TX  
East Bladen High School, Elizabethtown, NC  
Jackson Prep High School, Jackson, MS  
Midway High School, Newton Grove, NC  
Princeton High School, Princeton, NC  
Smyrna High School, Smyrna, DE  
St. Christopher’s High School, Richmond, VA

**2018 Greenwing Honor Roll**
The Greenwing Honor Roll is comprised of the 11 largest youth program chapters in the country based on an equal rating of membership and event income from their Greenwing events.

1. State Committee Chapter, Delaware  
2. Upper Lafourche Chapter, Louisiana  
3. Greenwing Conservation Day Chapter, Texas  
4. Jacksonville Chapter, Arkansas  
5. Tennessee Valley Chapter, Tennessee  
6. Mid-South and Desoto County Regional Chapter, Mississippi & Tennessee  
7. Walton County Chapter, Georgia  
8. Fergus Falls Area Chapter, Minnesota  
9. Greater Kansas City Chapter, Missouri  
10. Chattanooga-Hamilton County Chapter, Tennessee  
11. Golden Triangle Chapter, Florida
Recognition in the President’s Council honors DU’s staunchest supporters who make an annual
cash gift of $10,000 or more to our conservation mission. President’s Council members understand
that an ongoing and significant annual commitment is necessary to achieve our goals, and they are
dedicated to making DU one of their highest giving priorities each year.

Ducks Unlimited is pleased to recognize the following individuals as members of the President’s
Council for the prior and current calendar year (as of 7/15/2019):

Jay Ackley
Richard and Dale Ahearn
John and Emily Alexander
Andy Anderson
Dallas Anderson*
Don Anderson
Mikkel R. Anderson and
Peggy Sundstrom
Bill and Libbie Ansell
Mary D. Arbogast
Duane and Annamaria Arnister
Adam and Leslie Arnold
Sherwin and Kaycie Artus
Paul C. Aughty III
J. Michael and Andrea Bacharach
B.J. and Tiffany Baker
Jeannie and Ray Baldwin III
Chris and Marna Bame
Richard and Theresa Barch
Robert E. Barnhill, Jr.
Matthew and Dawn Barr
David M. Barrett
Peter Barrett
Ron Bartels
Lee and Ramona Bass
Stan and Kristine Baty
Craig and Kelly Beason
Gary Bechtel
Henry “Peter” C. Beck
Lt. Col. (Ret.) and Mrs. James R. Beck
John Belford
Taylor J. Bennett
C. Mickler Bentley
Andrew and Julie Berger
John F. Bergstrom
Shirley and John Berry, Jr.
Mark and Jodie Biddlecomb
Sandi and Paul Bonderson, Jr.
Sherwood M. Boudeman
J. Michael Bowers
James and Bella Brannan
Grant R. Brees, DVM
Forrest W. Brehm
P. D. “Pat” Brooks III
Jeff and Kathy Browne
Devon and Yvonne Bruce
Charles Bruning III
Tracy Bruning
Denise and Dave Bunning
Porteus and Margaret Burke
David Burns
Blake Burwell
Michael Burwell
Peter Burwell
August A. Busch III
Jimmy Byrd
Jim and Marcy Calaway
John and Joan Calder
Benjamin and Karyn Campbell
Angie and Harold Cannon, Jr.
Mike and Robbi Carey
Blake M. Carlson
Martin and Laurie Carollo
Stephanie and R. R. M. Carpenter III
Randy and Martha Carson
Tab and Debbie Casper
Scott and Karla Cassels
John and Elaine Chambers
James and Valerie Chandler
Wendy and Matt Chandler
Brian and Emilie Cheramie
Michael Chiaramonte
Kay Church
Edward E. Clark
Randal L. Coffin and Sandy Huston
Norman* & Marie Commerford
Angus R. Cooper III
Peter and Marilyn Coors
Richard A. Corbett
John R. Costello
William T. Couch
Jack Coughlin
Randall* and Kathleen Crocker
Gary and Pat Cromes
D. Blair Crump
Christopher C. Curfman
Greg J. Currell
Eileen and John Cushman II
John and Cheryl Dale
Bill and Sarah D’Alonzo
Betty and Ben J. Davenport, Jr.
Paul Lewis Davies III
Whitney and Jacob Davis
Beverly and Richard Davis, Sr.
Shawn de Cento
Eric and Wendi Demers
Bill and Linda Demmer
Mark and Janice Dickson
Paul and Beverly Dickson
Skipper and Cindy Dickson
Tripper and Emily Dickson
Eric and Holly Dillon
Jan M. Dillow*
Katherine and John Hull Dobbs, Jr.
Scott and Liz Doll
David H. Donahue
Patricia and Dr. James Donelan
William L. Driscoll and
Dr. Lisa M. Hoffman
Mark and Denise Dudenhoeffer
Karl David Duex
Tommie and William Dunavant, Jr.
Bonnie Buckles Dunham
Livia and George H. Dunklin, Jr.
E. Bradford duPont, Jr.
James Earnest
Trent and Jennifer Edwards
Katy and Paul Ehlen
Jim and Anne Eidsvold
Scott and Melissa Eisenhauer
Joel and Mary Ann Elftmann
Dan and Julie Elieff
John and Martha Engquist
Thomas and Ora Enos
John and Kathryn Erion
Jim Escoffier
Scott and Marcia Evett
Chad Falciani
Kevin Faris
Nate and Whitney Farley
Douglas* and Carol Federighi
Jay C. Feil
Matt Fenske
Erik A. Foraker
Cory Foskett
Doug Fout
Austin Frey
Douglas and Allison Frey
John Gabbert
Stephen and Bridgitte Gaither
Brett and Nancy Galyan
David Gardner
Marla Garvey
Dr. Rodney Gigstad and
Dr. Carol Hagen
Frank and Vera Ginotti
Frank* and Agnes Godchaux III
John W. Goddard
Mitchell T. Goetz
William H. Goodwin, Jr.
Byron Goulding
Stephen and Peggy Goulding
Gerry and Col. Wallace D. Gram
Tricia and Jim Grant
Matt and Kathleen Grayson
J. Michael and Peggy Griem
David R. Grieve
Claude Grillo
James and Norah Grimes
Dave and Marg Grohne
Adam and Catherine Groover
Warren Guidry
Scott and Lisa Gunning
Michael Hackley
Marshall and Gwen Haferkamp
Dale and Sarah Hall
Pat J. Halloran
Mary Margaret Hamilton

*Deceased

VERMONT  133 Volunteers | 1,519 Members, Sponsors and Major Donors
Event and Major Gift Income $99,477
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<td>Brandy Robinson</td>
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<td>Eugene G. Rochette</td>
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<td>S. Kent Rockwell</td>
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<td>Gary and Debbie Salmon</td>
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*Deceased*
Local Ducks Unlimited staff and volunteers from Wyoming Valley and Scranton, Pennsylvania, chapters along with officers, land managers and biologists from the Pennsylvania Game Commission, celebrate the completion of the Shohola Marsh Waterfowl Area Project.

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A deep and abiding passion to make the world a better place for waterfowl, wildlife and people inspires these men and women whose commitments bring millions of dollars annually to wetlands conservation.

We are pleased to recognize the following Major Sponsors who have given at least $1,000,000 to Ducks Unlimited, with special thanks to those making a gift in fiscal year 2019 (July 1, 2018 to June 30, 2019).

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- Susan Phifer and George Dean Johnson, Jr.

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Kitterlin Creek, LLC
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Names in BOLD – FY19 Gift

Hunters enjoy the dawn.

WISCONSIN  2,418 Volunteers | 38,155 Members, Sponsors and Major Donors
Event and Major Gift Income $3,426,912
We are also pleased to recognize the following Major Sponsors who made a gift during the 2019 fiscal year (July 1, 2018 to June 30, 2019).

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*Deceased

**WYOMING** 281 Volunteers | 4,473 Members, Sponsors and Major Donors
**Event and Major Gift Income $424,788**
It was a beautiful evening at the 2019 DU National Convention in Hawaii for Gold Benefactor and Grand Slam Heritage Sponsors Mike and Kay Ptaschinski, who are also Silver Feather Society members.

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Frank Ginotti and his daughter, Anne Green, enjoyed the Wings over Wetlands dinner at the Ducks Unlimited National Convention in Hawaii.

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Chico State University Ducks Unlimited Committee members take time out from their event for a photo.

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78

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Legacy Greenwings dedicate the South Dakota Swan Lake Game Protection Area restoration project as part of the Rescue Our Wetlands Campaign.
Celebrating the achievement of Montana’s Major Sponsor goals, Ducks Unlimited Director of Development Chris Hildebrandt anticipates a nice haircut.

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North Carolina Ducks Unlimited Traditional Decoy Carving Championship winner Tyler Wood is presented his award by Competition Chairman Chase Luker.

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Nene geese make a visit to the 82nd Annual Ducks Unlimited Convention in Hawaii.

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A dedication ceremony in honor of past Ducks Unlimited President Hazard K. Campbell was held at DU’s Couteau Ranch in North Dakota.
Diamond Legacy Sponsor Bob Wilson and Past President Peter Coors enjoy a moment at the Ducks Unlimited National Convention in Hawaii.

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Diamond Legacy Sponsor Bruce Lauritzen, Heritage Sponsor Tom Smith and Ducks Unlimited Biologist Tom Peterson on a Platte River project tour in Nebraska.

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The North Carolina Ducks Unlimited Hall of Fame ceremony on the USS North Carolina was held during the state convention in Wilmington.

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Life Sponsors and 40-plus year volunteers Kevin Holthaus and Dan Kloock received their volunteer recognition pins from Nebraska State Chair elect Mike Dudzinski.

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Participants of the 2019 Ducks Unlimited de México Mangrove Experience head out for a plant inventory workshop.

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Greenwing Legacy Griffin Roberts checks out the Axalta sponsored race car at the 4th Annual Ducks at the Track Super Quick 66 Gun Raffle held at the Chicagoland Speedway.

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Watkins Glen Ducks Unlimited Committee members, local DU staff, employees from Cargill Salt-Watkins Glen and New York Department of Environmental Conservation celebrate the completion of the Catharine Creek Marsh conservation project.
Dr. Chuck Brunell, Joe Spell and Stephen Gauthier talking ducks at a President’s Council hunt at Grande View Lodge in Grand Chenier, Louisiana.

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Sherwin and Kaycie Artus of Golden, Colorado, participate in the live auction at the 82nd Ducks Unlimited National Convention.
Gary Butler, WAT Board member, and Heritage Sponsor Peter Ottesen during a quiet moment on the prairies of Saskatchewan.

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A patriotic moment at the start of the Elkhorn, Nebraska, membership dinner.

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<td>Sally Roch-Tubbs</td>
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Robert and Cheryl Saathoff
Cathy and Tom Sanders

*Deceased
Names in BOLD - FY19 New Commitment
103
Entering a Mangrove Restoration Area on the Yucatán Peninsula in Mexico.
Feather Society members make the ultimate gift to Ducks Unlimited by pledging their resources through deferred giving plans such as wills, trusts, gift annuities, retirement plans, and life insurance policies. These commitments ensure DU’s ability to deliver our conservation mission beyond the donor’s lifetime. We are pleased to recognize our Feather Society members who have made a planned gift commitment of at least $100,000 with special thanks to those making a new commitment in fiscal year 2019.

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Diamond Life Sponsor Bryan Hammer hosts an Evening of Conservation in Sioux Falls, South Dakota.

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**Names in BOLD – FY19 New Commitment**
We are also pleased to recognize the following Silver Feather Society members who made a new commitment during the 2019 fiscal year (July 1, 2018 to June 30, 2019).

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The Presbyterian College Chapter Committee prepares for their first event.
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<td>Doug Miller</td>
<td>Scot Storm</td>
</tr>
<tr>
<td>Bruce Culpepper</td>
<td>James Killen</td>
<td>Johnny Morris</td>
<td>John Sullivan</td>
</tr>
<tr>
<td>Paul Dickson</td>
<td>Cal Kingsmill</td>
<td>Hon. Lisa Murkowski</td>
<td>Hon. Mike Thompson</td>
</tr>
<tr>
<td>Skipper Dickson</td>
<td>Jim Konkel</td>
<td>Diane Oberhelman</td>
<td>John Thompson</td>
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<tr>
<td>John Dorrance</td>
<td>Susie Konkel</td>
<td>Doug Oberhelman</td>
<td>Jeff Trandahl</td>
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<tr>
<td>Billy Dunavant, Jr.</td>
<td>Ryan Lance</td>
<td>Anthony Padgett</td>
<td>Ronnie Wells</td>
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<tr>
<td>David Farren</td>
<td>Charles Lane</td>
<td>Tony Palermo</td>
<td>Bill Willsey</td>
</tr>
<tr>
<td>Hon. Raul Grijalva</td>
<td>Hugh Lane</td>
<td>Jerry Raedeke</td>
<td>Hon. Rob Wittman</td>
</tr>
<tr>
<td>Dave Grohne</td>
<td>Bruce Lauritzen</td>
<td>Dan Ray</td>
<td>Richard Zuschlag</td>
</tr>
<tr>
<td>Marg Grohne</td>
<td>Gerry Lauritzen</td>
<td>Oran Richard</td>
<td></td>
</tr>
<tr>
<td>Scott Gunning</td>
<td>Sissy LaVigne</td>
<td>Steve Roberts</td>
<td></td>
</tr>
</tbody>
</table>
Volunteer Service Recognition

The Volunteer Service Recognition program acknowledges those who have dedicated 20 or more years of service to Ducks Unlimited through their gifts of time and talent to our mission. Volunteers are the backbone of Ducks Unlimited’s success and we are grateful to these individuals for their unwavering and ongoing leadership.

<table>
<thead>
<tr>
<th>SERVICE YEARS</th>
<th>(55-59)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Richard Dobbs</td>
<td>Duane Peitzmeier</td>
</tr>
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<table>
<thead>
<tr>
<th>SERVICE YEARS</th>
<th>(50-54)</th>
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<tbody>
<tr>
<td>Don Ainsworth</td>
<td>James Bradford</td>
</tr>
<tr>
<td>Sheldon Brooks</td>
<td>Thomas Cates</td>
</tr>
<tr>
<td>Thomas Davidson</td>
<td>William Dekle</td>
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<tr>
<td>Donald Densow</td>
<td>Gregg Kuehn</td>
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<tr>
<td>Mark Hanauer</td>
<td>George Heger</td>
</tr>
<tr>
<td>James Handley</td>
<td>Andrew Kay</td>
</tr>
<tr>
<td>Tom Meitler</td>
<td>Thomas Mouat</td>
</tr>
<tr>
<td>Howard Nixon</td>
<td>Mary Simmang</td>
</tr>
<tr>
<td>Bryant Palmore</td>
<td>James Simmang</td>
</tr>
<tr>
<td>Darrell Birmingham</td>
<td>John Schiller</td>
</tr>
<tr>
<td>Susan Beitzel</td>
<td>Robert Boyce</td>
</tr>
<tr>
<td>Robert Benge</td>
<td>Bill Brannan</td>
</tr>
<tr>
<td>Dean Bergeaux</td>
<td>Thomas Brossia</td>
</tr>
<tr>
<td>William Bialecki</td>
<td>Dennis Ward</td>
</tr>
<tr>
<td>William Bowens</td>
<td>Bill Wehrle</td>
</tr>
<tr>
<td>Robert Canary</td>
<td>William Randolph</td>
</tr>
<tr>
<td>Howard Carnes</td>
<td>James Vance</td>
</tr>
<tr>
<td>Bill Wehrle</td>
<td>Bungo Taege</td>
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<table>
<thead>
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<th>SERVICE YEARS</th>
<th>(45-49)</th>
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<tbody>
<tr>
<td>Dennis Anderson</td>
<td>Ron Bartels</td>
</tr>
<tr>
<td>Frank Batson</td>
<td>Eugene Bayard</td>
</tr>
<tr>
<td>Eric Beier</td>
<td>James Bel</td>
</tr>
<tr>
<td>James Cartmill</td>
<td>Richard Copeland</td>
</tr>
<tr>
<td>Jeff Churan</td>
<td>Robert Corrigan</td>
</tr>
<tr>
<td>William Dupont</td>
<td>Mike Dvorak</td>
</tr>
<tr>
<td>John Farley</td>
<td>Douglas Freshwater</td>
</tr>
<tr>
<td>John Fulker</td>
<td>Kenneth Green</td>
</tr>
<tr>
<td>Steven Greenwell</td>
<td>James Grew</td>
</tr>
</tbody>
</table>
John Hoover
John Howell
Douglas Hubbard
Maynard Isaacson
Donald Jago
Wayne Jarnan
Catherine Jenssen
Mark Jenzen
Gerry Johnson
Howard Johnson
Tom Jordan
Gilbert Kalinec
Thomas Kapellas
John Kelsey
Junior Kerns
Thomas Kerr
Andrew Killoren
Rick Knobloch
David Kominkiewicz
Robert Koverman
Walter Kuntze
William Lange
Scott Lassila
Thomas Lawrence
Rusty Legg
Charles Lehman
Monty Lewis
Jim Lillis
Richard Lipsey
Robert Loring
Philip Lukish
Robert Lunz
Maurice Lusby
Stuart Maas
Joseph Maggini
James Manderfield
William May
Randy Mc Donough
Charles Mccosh
John McDonald
Lynn McDowell
Tim McEntire
Peter McHugh
James Mears
Richard Micka
Charles Miller
Henry Miller
Robert Monroe
Donna Morgan
Michael Morgan
John Murphy
Rives Nebbett
Cherry Niemeyer
Paul Niemeyer
William O’Neill
William Ottum
Randal Pagel
Don Paschke
Gerald Pavelok
William Pearsall
Keith Petersen
Donald Pfotenrauer
John Poston
William Price
Thomas Quarandillo
Bob Reiss
Jon Renner
Kirk Rentschler
Gary Rhone
Craig Riley
Terry Robbins
Don Roberson
Chris Rogers
Charles Rose
Joel Rosenow
Al Rosgaard
Dick Rost
Todd Rost
Joseph Rowan
Gary Salmon
Dolores Sapetal
Gary Schaub
Robert Scheelk
Richard Schiebel
Terry Schroeder
Raymond Scoggins
Carroll Senn
Douglas Shade
Thomas Shryock
Fred Simpson
Robert Siverton
Roger Sorensen
Stephen Stackhouse
Henry Stefanski
Kathy Stelly
William Stullken
Larry Sukup
Francis Svoboda
John Talmage
Dale Terryberry
Richard Thoma
Ronald Thornhagen
William Thurman
Tim Till
Dennis Tilly
Chuck Truesdale
Ellen Truesdale
W. Scott Turner
Marvin Tuttle
Wayne Valentine
David Vandenboom
David Verone
Michael Vigneau
George Vincent
Brian Wagener
Sandra Wagener
Jack Walker
John Warren
David Wente
Willard Wheeler
Gordie White
Jim Wilson
James Wolfe
Bradley Wright
Stephen Wyckoff

SERVICE YEARS
(35-39)

Don Aarstad
Edmund Alexander
Randy Ammann
David Anderson
Les Anderson
Robert Arigoni
James Arrington
Pete Babineaux
Dale Barnett
Peter Bartley
Marcia Battey
Edward Beacom
Brad Beard
Nancy Beck
Phil Bellows
Brick Berberich
Robert Berg
Terry Bernard
George Berry
Harold Bickner
John Bischof
Glenn Bush
Bob Bissonneute
Brant Bittman
Roy Blackshear
Bill Bolin
James Bolin
Urie Boulden
Terry Boxdorfer
Rob Boyce
John Braun
Joyce Braun
Tim Brazell
Ross Breitweiser
Robert Brewton
Jan Brindo
Larry Brinley
Lyle Brock
Charlie Brown
Don Brown
Leroy Brown

Donald Buchanan
Ken Bucklew
Larry Bybee
Ted Byerly
Robert Call
Rick Campbell
Joyce Camper
Elaine Carlson
Butch Carraway
Donald Carter
William Charlton
Joe Cioni
Gary Cleland
Bradley Close
Bruce Cole
Frank Collas
William Collins
Pete Coors
Harold Corfits
Daniel Crieger
Steve Cruse
Michael Cunningham
Benjamin Curtiss
Milton Dailey
Gatewood Dashiel
Jerry Dashiel
Robert Davis
Thomas Day
Bruce Deadman
Larry Dennis
John Dinan
George Dobney
Keith Dosch
Charles Driessen
James Dunks
Harry Easley
Jeanene Ebert
Robert Edgell
Darrell Ehlers
Bruce Ellis
Leland Enochs
David Foos
Linda Foos
Stephen Foster
Marvin France
Daniel French
Neil French
Bruce Froh
Roger Frye
Robert Gald
Richard Gallina
Tom Giese
Richard Gillespie
Clell Goodson
Michael Grady
Brooke Gray
John Green
Neal Griffin
Joe Gronski
Mike Guilfoile
Larry Guldenbrein
Scott Gunderson
Maynard Gwaltney
Sonny Hagseth
Mark Hailey
Jim Hall
Richard Hamilton
James Hamtak
Keith Hancock
Jeffrey Hansel
David Hargrave
David Harper
Bruce Hartel
Roger Hebeisen
Todd Heidelbauer
Brent Hemly
Bill Henry
William Herrmann
Larry Hill
Timothy Hofius
Dale Howard
Ronald Howard
Camille Hoyt
Rogers Hoyt
Thomas Hughes
Edward Hulsman
Rod Isebrand
Edward Jacobson
Brad Jensen
Jon Jeresek
Beverly Jester
Galen Johnson
Glen Johnson
Richard Johnson
Robert Johnson
Robin Johnson
Douglas Jones
Mary Jones
Donald Kallenberger
Steven Karber
Brent Kelly
Clyde King
Steven King
Edward Kircher
Greg Koczur
Steve Kohlhoff
Ray Konz
Paul Kooiker
Alan Kovarik
John Kovarik
Tony Krahn
Herbert Krueger
Allen Kube
Molly Lane
Thomas Langenhorst
Rodney Larson
Ronald Lau
Martin Lawrence
Frank Lemcke
Larry Lett
Ralph Lettieri
Donald Lewers
Renae Liming
Carl Loff
Blase Lorio
Gretchen Lovelace
Woody Lovelace
Conrad Lozano
Roger Luhrsen
Thomas MacKie
Barbara Maines
Will Maines
Lester Mallette
Dwight Marquardt
Jim Mason
Ronald Maurer
James McDonald
Adrian McInnis
James McMahon
Thomas Meister
Gene Meleski
Suzanne Meleski
Fred Miller
Donald Molitor
Dale Moody
Barb Moore
Mark Morris
Hans Muelle
John Munson
Dean Muntz
Charles Myers
Jodi Naatz
Lane Nebecker
Darryl Nelson
Joyce Nelson
Troy Niemeyer
John Ochs
Daniel Olson
Larry O’Neil
Gregg Ouverson
Gerald Palmer
Larry Parker
Perry Pelton
Jon Perpich
Neil Person
Gary Peterson
Henry Peterson
Rodger Petrtyk
Gene Pfeiffer
Richard Pickard
Mike Piepel
Stanley Pitcher
Franz Plattner
Ruth Plett
Don Poggensee
William Poindexter
John Pope
Phillip Puestow
Frank Ramey
Scott Rasmussen
Mike Reagan
Karen Reed
Martin Reed
Tom Reed
Dan Reiff
Dennis Renfro
Gilbert Repa
Lawrence Ringley
Edward Rockhill
Ted Rowe
Kenneth Sabrusla
Anthony SanGregory
Brian Saybe
Charles Scanlan
William Schaefer
Steve Schmidt
Linda Schomberg
Neal Schuleman
William Schuster
Tony Sellers
Terry Senke
Robert Sensel
David Shafferly
Robert Shimanek
Lena Shores
Roger Shortill
Darrel Simon
Jules Simoneaux
Edward Slaminski
Albert Smaistrla
James Smith
David Smrczek
William Snyder
Tim Soderquist
Lew Steckler
Thomas Steele
Leon Stenz
Willie Strickland
Margie Stuart
Paul Sullivan
Suzanne Sullivan
Otto Sumner
John Suva
Gene Swanson
Fred Tanner
Fred Taylor
Nora Taylor
Bruce Teigen
Roe Terry
James Thomas
Phil Thompson
Lonnie Thornton
Louis Tonsmeire
Vernon Traxler
Steve Trochuck
Todd Trumm
Leonard VanAusdal
Roger Vincent
Norbert Wagner
Doug Wainwright
Don Walkowicz
George Walthall
Robert Webber
Mike Webster
Leroy Whitaker
James White
Ken Wiederrick
James Williams
John Williams
Lee Wimberley
Frank Wolka
David Young
Paul Zemlyn
Leonard Zierke
Steven Zimmerman

SERVICE YEARS
(30-34)

James Abbott
Roy Abbott
James Adams
Kurt Adams
Joseph Aitken
Robert Aitken
Ted Albers
Leonard Albinia
Peter Albrecht
Sandy Albrecht
Mark Albright
Don Alcorn
Nancy Alexander
Danny Allen
Richard Allen
Jay Alsaker
Donald Anderson
Gregg Anderson
John Anderson
Thomas Anderson
Wayne Anderson
William Ansell
Ronald Anway
Lynn Appleford
John Argent
Bernie Meier  
Kim Mello  
Charles Melton  
William Meredith  
Frank Mertz  
Bert Metz  
Brian Metzger  
Arthur Meyer  
Carl Meyer  
Kurt Michael  
Debbie Middleton  
Douglas Miller  
Gerald Miller  
Jeremy Miller  
Mary Miller  
Raymond Mills  
Winfield Mitchell  
Lowell Mohler  
David Monk  
Edward Montague  
Christopher Montgomery  
Don Moore  
Bob Moran  
Timothy Morgan  
Jerry Moritz  
Phil Mormann  
Danny Morris  
Jon Morse  
Joe Moss  
Barry Mower  
Susan Moxley  
Willard Mueller  
Tom Muench  
Timothy Mullen  
Thomas Munich  
Cathy Munson  
Jeffrey Munson  
Joe Murphy  
John Myers  
Billy Myrick  
Jack Nagle  
Jerry Narr  
Dale Naunay  
Larry Neal  
Clifford Nelson  
Buza Neprud  
Lee Ness  
John Newman  
Maurice Newman  
Charles Nicholls  
Thomas Nichols  
George Nitzel  
James Nixon  
Greg Norlin  
Jimmy Nygaard  
Tracy Oberleiter  
Dennis Ochs  
Jim O’Fallon  
Roy Oliver  
Paul Olle  
Rod Olson  
Val Olson  
Kevin O’Malley  
William O’Neal  
John Overby  
Dennis Ovserson  
Dennis Pabst  
David Pankow  
Richard Paris  
Doug Pariseau  
Michael Parkowski  
Duane Parsons  
Jared Patout  
John Pauli  
Eric Pauli  
Raymond Pederson  
Brian Pellish  
Mike Peltz  
Clyde Penrod  
Dave Perry  
Jody Peters  
Dennis Petersen  
Gregory Petersen  
Kent Petersen  
Richard Phillips  
Lud Pierce  
Richard Pierce  
Curt Pilkington  
Kenny Pitre  
John Pittenger  
Bruce Posey  
William Powell  
Mark Pratt  
Robert Preston  
Joseph Propst  
Bruce Prouten  
Dennis Purington  
Crawford Purser  
Mike Putz  
Lawrence Pyne  
Laverne Ratzlaff  
Harold Ravenscraft  
Frederic Reid  
Anthony Reiff  
Don Reinardy  
Sue Reinardy  
Charles Reinholtz  
Darrel Reinke  
Bill Reisz  
Rich Reitz  
Ark Rhowmine  
Richard Riccio  
James Rice  
Ron Rich  
Ira Richardson  
William Richardson  
Lloyd Ricks  
John Rife  
Mark Robbins  
Ronal Roberson  
Kirby Roberts  
Keith Robinson  
Steven Rolleson  
Lynn Rollin  
Donald Rollins  
Clifton Rooney  
Jay Roper  
Billy Rose  
Robert Roth  
Gary Roussan  
Joe Routh  
William Rowland  
Lynne Rozine  
Steve Rucker  
Larry Ruebke  
Virgil Rukuiza  
Rusty Russell  
Rick Saenz  
Mark Saigh  
Rick Salchert  
Richard Sanders  
Timothy Sanders  
George Sapna  
Patrick Saunders  
Ted Schacht  
Darrell Scherwinski  
Dick Schick  
Philip Schlarmann  
Steven Schleper  
Michael Schlichte  
Patricia Schmalitz  
John Schmidt  
Lyle Schmidt  
Wade Schmidt  
Dennis Schmidtke  
Dennis Schneider  
Gene Schneidewind  
Jeffery Schnell  
Gene Schneweis  
Michael Schriever  
Dennis Schroeder  
Gregory Schulte  
Edward Schultz  
Angela Schuster  
Terry Schutz  
Ron Schweigert  
Stephen Scott  
William Scott  
Jesse Scudder  
David Seitz  
Tony Senn  
John Senty  
John Serigny  
Dennis Seabert  
Cornelius Sheehan  
Daniel Shevock  
Thomas Shuff  
Gloria Sirila  
Gregg Silverberg  
Cameron Simmons  
Lee Simonar  
Eddie Simons  
Craig Simpson  
Michael Simpson  
Chuck Sisserson  
Jeff Skidmore  
James Skogstrom  
Kenneth Skowronski  
Bill Smith  
Dave Smith  
Georgetta Smith  
Harold Smith  
Mike Smith  
William Smith  
Latt Soileau  
Thomas Souvignier  
James Sowers  
Kim Spilhmann  
Steve Spilhmann  
Robert Spoorl  
Bryce Sproul  
Michael Stahl  
Kevin Stallard  
Alan Staples  
James Steckley  
Joseph Steever  
Michael Stefanski  
Warren Stefanski  
Mike Stegmann  
Katherine Stevens  
Myron Stevens  
James Stewart  
Robert Stinson  
Court Storey  
Scott Stubbe  
Bradford Sturgis  
Samuel Suchon  
Jim Supe  
Jeffery Sukup  
William Sullivan  
Debra Sutherland  
Bob Sutton  
Charles Svoboda  
Kyle Swanson  
Lee Swearingen  
Larry Swofford  
Harry Tabor  
Eddie Talbert
Kirk Talbot
Thomas Tameling
Andrew Tarkington
Daryl Tasler
Randy Taylor
Bonnie Thelke
Charles Thieme
Thomas Thornton
Mark Toomey
Peter Toutant
Jeffrey Townsend
Scott Treiber
Gary Tremblay
James Tringale
William Triplar
Joseph Trujillo
Daniel Tully
Craig Turbak
Richard Turcott
Karol Turner
Tad Turner
Mark Umnus
Warren Vahle
Mike Van Abel
Timothy Van Abel
Dan Van Doren
Peter VanLaarhoven
Kenny Vaughn
Mindy Vaughn
Harold Veeder
Joseph Viscuso
Brent Waddell
David Wagner
Kenneth Wagner
Ronald Wakimoto
Tom Waldbeeser
Scott Waldner
Ben Walker
Jim Wallace
Richard Wallace
Larry Walls
Michael Walsh
Kenneth Walters
Ray Walters
Scott Wangsgard
Keith Warrick
John Watson
Allen Watts
Janice Wavra
Gerald Wehmeyer
Robert Weiler
Duane Wellnitz
Larry Werner
Bimbo West
William West
Dennis Westerman
Dale Wetzel
John Wetzel
Glenn Wheeler
John Whitty
Fred White
Frederick White
Julian Whittington
Greg Wicke
Jack Wiese
Ronald Wiese
Neil Wiken
Paul Wilhelm
Warren Wilkinson
Dale Willey
Walter Williams
Harry Willis
Cynthia Wilson
George Wilson
H.A. Wilson
Mark Wilson
Roy Wilson
Garry Winchester
Michael Wing
Ralph Winkler
Robert Winterton
Gregory Wirtz
William Wister
Michael Witt
Musial Wolfe
Harley Wood
Karen Wood
Wayne Wood
Albert Woodhead
George Woodring
Mike Woods
Michael Woottton
Robert Word
Abe Workman
Matthew Wright
Ronald Wright
Dennis Young
Michael Young
Dennis Zimmerman

Ralph Aldrich
Harbert Alexander
Mark Allegranza
Farrell Alleman
Bill Allen
Jack Allen
Tim Allen
Lawrence Amacker
Mark Anderson
Neal Anderson
Peter Anderson
Tom Anderson
Tye Anderson
Vernon Anderson
Robert Andrews
Wayne Andrews
Libbie Ansell
Gerald Anson
Judy Appleberry
William Argabright
James Argerbright
Mel Arias
Dennis Armour
Charles Armstrong
Mark Armstrong
Jay Arnold
Joe Arnold
Peter Arnold
Sherry Arnold
Michael Arthur
Patrick Arthur
Sherwin Artus
Wayne Atkinson
John Auier
Dwayne Augustus
Pete Avitito
Charles Aydeltte
Scott Baccus
Wogan Badcock
Barnett Bailey
Daniel Baker
George Baker
Greg Baker
William Baker
Rodney Bakken
Brian Baltz
Jerry Balzhame
Michael Bambauer
Clifford Bampton
Dave Bang
Brian Banister
Steve Barber
Jack Barkholz
Al Barnes
Daniel Barnett
Robert Barry
Calvin Barstow
Ronald Bartz
Thomas Barz
Robert Bass
Michael Bauerschmidt
Norma Baxter
Donald Beardsley
Bob Beaver
Ronald Bechard
Fred Becker
Vern Becker
Chip Beckford
Luann Behnken
Steven Behnken
Mark Beifuss
Peter Beischer
Ron Belden
Tammy Belk
Sandi Bell
Joseph Bellavance
Rick Benavides
Don Beneke
Mary Benhard
Frank Beninate
Keith Bennett
Larry Bennett
Mike Bennett
Lester Bensch
Richard Benson
Rosemary Berg
Rick Berkenpas
William Bemmel
Brian Bermes
Tyler Beutow
Clinton Bevins
Tony Biamont
Alex Bideaux
Blair Bissell
Cheryl Bizek
Daniel Bizek
Richard Bizek
Terri Bizek
William Black
Mike Blaha
Linda Blake
Richard Blakely
Matthew Blomeke
Tom Bodtke
Mal Boland
Gene Bolin
Franklin Bolton
Don Bonar
James Bonds
Ryan Bonser
Tom Booker
Paula Bordelon
Brian Boree
John Borel

SERVICE YEARS
(25-29)

Von Abbott
David Ackerman
Gene Adams
James Adams
Jeff Adams
Linda Ahleman
Lawrence Albanese
Rudy Albert
Bill Aldinger
Oliver Aldrich

Ronald Bartz
Thomas Barz
Robert Bass
Michael Bauerschmidt
Norma Baxter
Donald Beardsley
Bob Beaver
Ronald Bechard
Fred Becker
Vern Becker
Chip Beckford
Luann Behnken
Steven Behnken
Mark Beifuss
Peter Beischer
Ron Belden
Tammy Belk
Sandi Bell
Joseph Bellavance
Rick Benavides
Don Beneke
Mary Benhard
Frank Beninate
Keith Bennett
Larry Bennett
Mike Bennett
Lester Bensch
Richard Benson
Rosemary Berg
Rick Berkenpas
William Bemmel
Brian Bermes
Tyler Beutow
Clinton Bevins
Tony Biamont
Alex Bideaux
Blair Bissell
Cheryl Bizek
Daniel Bizek
Richard Bizek
Terri Bizek
William Black
Mike Blaha
Linda Blake
Richard Blakely
Matthew Blomeke
Tom Bodtke
Mal Boland
Gene Bolin
Franklin Bolton
Don Bonar
James Bonds
Ryan Bonser
Tom Booker
Paula Bordelon
Brian Boree
John Borel
Gerard Jackson  
Guy Jackson  
Peter Jackson  
Buddy Jacob  
David Jacober  
Mike Jacobs  
Bob Jaeger  
Allen Jaggi  
Roy James  
Glen Jammaron  
Larry Janicek  
Robert Jansen  
Bill Januszewski  
Larry Jarvis  
Bruce Jasper  
Michael Jeansonne  
Curtis Jeffers  
Doug Jeffers  
Roy Jennings  
Deborah Jensen  
Frank Jezek  
Leonard Jurik  
Brad Johnson  
Eric Johnson  
Greg Johnson  
Keith Johnson  
Kevin Johnson  
Marvin Johnson  
Reed Johnson  
Wade Johnson  
Andrew Jones  
Douglas Jones  
Jeff Jones  
Keith Jones  
Mark Jones  
Robert Jones  
Spike Jones  
David Joor  
John Jordan  
Margie Jordan  
Kevin Jornlin  
Robert Julian  
Scott Jurk  
Jeff Justice  
James Justiss  
David Justus  
Leroy Kalass  
Thomas Kalupa  
Bruce Kamrath  
John Kannengeiser  
Wayne Kasworm  
John Kavalier  
James Keach  
Frank Keating  
Richard Keck  
Megan Kehoe  
Dennis Keller  
Joanne Keller  
Mark Kettelkamp  
Lyle Kibbe  
Henry Kidd  
Gordon Kiesgen  
James Killen  
George Killian  
Ted Killingsworth  
Glenn Kimmel  
Bill King  
Billy King  
Larry King  
Richard Kinn  
David Kisch  
Joe Klein  
Bret Klobendanz  
Steve Kloeck  
Ralph Knepper  
Jeffrey Knittel  
Bonnie Knoedler  
Lon Knoedler  
Diane Knox  
Chester Koch  
Sharon Koch  
James Kocsis  
Richard Kohrt  
James Kolak  
Tom Kolstoe  
Leo Konkay  
Randy Konkay  
Donald Konickson  
Jim Kuntz  
Stephen Kordiyak  
Norman Kostboth  
Terry Kostinec  
Matt Koury  
Martin Kramer  
David Krechnke  
Peter Kriskak  
Keith Kroeger  
Jeff Kroll  
Lois Kroll  
Pat Kroll  
Marvin Krueger  
Colleen Kruse  
Jon Kruse  
Larry Kruemarker  
Janice Kuen  
Jeffrey Kuen  
Brian Kuest  
Duane Kuhlenschmidt  
Peter Kurth  
Douglas Kutina  
Diane Labouisse  
Joe Lake  
Larry Lampe  
Joe Landi  
Bradley Larson  
Mark Larson  
Troy LaRue  
Gregory Laubacher  
Kenneth Lauer  
Michael Laughman  
Joe Laukemper  
Scott Laukemper  
Sue Lavnerg  
Robby Lawson  
Paul Leahy  
David LeBato  
Norbert LeBlanc  
Darwin Leek  
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Please direct questions regarding the Ducks Unlimited annual report to: Jenna Sanchez, Manager of Development Operations
901.758.3871 or jsanchez@ducks.org
# Wetlands America Trust

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<td>Steve Whatley</td>
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## Vice President

Doug Oberhelman

## Secretary / Treasurer

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Dan Thiel

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