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EXECUTIVE SUMMARY

Improvise. Adapt. Overcome.

Fiscal Year 2020 (FY20) saw this unofficial motto of the Marine Corps quickly become the battle cry of Ducks Unlimited’s thousands of volunteers and staff. Starting in March, the COVID-19 virus forced us to drastically alter the way we do business to continue our 83-year-old wetlands and waterfowl conservation mission. Team DU continues the fight to regain revenue lost due to the virus-related shutdown all over the world.

We started FY20 celebrating the historic success of DU’s Rescue Our Wetlands campaign. At the 2019 DU National Convention in Hawaii, we announced that this ambitious campaign was a huge success, raising $2.34 billion and conserving more than 2.2 million acres. Team DU was headed for a record-breaking year in FY20, until the global pandemic emerged, leaving death and dislocation in its wake. The pandemic took only weeks to close businesses, clear city streets, crash international financial markets and postpone more than 2,000 DU events. But even with the loss of revenue and in-person event limitations, bright spots emerged during the crisis.

In spite of the pandemic, Ducks Unlimited generated revenues of $230 million in FY20. More than 57,000 Ducks Unlimited volunteers teamed with staff to raise nearly $95 million in philanthropic support for DU, well exceeding our original post-COVID projections.

Each year, Ducks Unlimited’s promise is to spend at least 80 percent of all funds raised on our conservation mission. We met that goal again in FY20 with 83 percent of our expenditures going toward our mission.

Other great news from FY20 includes Ducks Unlimited’s conservation impact on 606,745 acres of wetland habitat, well above the budgeted goal of 372,000 acres. Our conservation staff worked tirelessly throughout the pandemic and followed all local COVID-19 guidelines to ensure we made good on our mission. They slept in repurposed ice fishing houses, campers and even tents to ensure our work never stopped. Throughout North America, Ducks Unlimited has conserved almost 15 million acres since its inception in 1937.

And our corporate partners continued to support the greatest wetlands conservation organization in North America, even in the darkest of days.

For example, in FY20:

• First National Bank of Omaha sponsored 350 virtual events.
• Nestlé Purina sponsored a buy-one, get-one membership offer.
• Bass Pro Shops’ round-up promotion generated $375,000 for the ducks.
• ConocoPhillips donated $1 million.
• Phillips 66 celebrated more than $2 million in total contributions.
• We celebrated nearly 20 years of partnership with Anheuser Busch and the Busch Beer brands.

You can read about our corporate partners and more in this annual report, which is filled with facts about how DU improvised, adapted and fought to overcome historic challenges.

Ducks Unlimited continues to find new ways to communicate, deliver on our mission and continue on-the-ground conservation work in the eye of the storm. And, like everyone, this is affecting every aspect of our business. Our team is stepping up in new and creative ways, just like the conservationists who started our beloved organization during the Dust Bowl days of 1937.

Our supporters, volunteers and leaders are every bit as committed to the cause as our founders were in the late 1930s. But, unlike our founders, we have the benefit of their foresight as our hindsight. We know our mission is a righteous one.

With some adjustments, our conservation staff pressed on and outperformed our pre-crisis acreage goals. Our event planners and their volunteer committees ran auctions and raffles online and raised money for the ducks, even as public gatherings disappeared.

As we write this, offices are reopening, banquets are gradually coming back and habitat work continues at full throttle.

We welcome to the helm our new president, Doug Schoenrock, who has lived the DU life for more than 20 years and brings to the role a profound respect for the outdoors and a clear vision for our future. Our past president, Rogers Hoyt Jr., served a rare three-year term and led us through a record-shattering fundraising campaign.

This crisis, like others we’ve weathered, will pass. And when it does, thanks to 57,000 volunteers like you, Ducks Unlimited will still be delivering on our mission to fill the skies with waterfowl.

Doug Schoenrock
President
Ducks Unlimited, Inc.

Adam Putnam
Chief Executive Officer
Ducks Unlimited, Inc.
“In the middle of difficulty lies opportunity.”

– Albert Einstein
Since its founding in 1937, Ducks Unlimited has set the standard for North American conservation, fundraising and partnerships. Through wars, hurricanes, economic recessions and national emergencies, DU has maintained a clear focus on its mission. No challenge, it seems, could ever bring DU down. And today, nearly 15 million acres of habitat stand as a monument to the organization’s work.

In the first half of Fiscal Year 2020, DU was headed for one of its best years ever. Event attendance, acres on the ground and Major Sponsor support were trending upward. But when COVID-19 hit the world in early spring, DU was faced with a challenge like no other. Suddenly, DU fundraising events were canceled, and the reality of doing significant conservation work on the ground was in doubt. In the midst of all this uncertainty, DU members, volunteers and staff rallied and quickly found solutions. Like all those DU leaders who steered the organization through various crises over the last 83 years, these passionate conservationists refused to let this pandemic slow the pace of habitat work across the continent.

There were some difficult decisions, but there were also creative new ideas and innovative thinking about how DU does business. Despite the overwhelming challenges, and thanks to the hard work, creativity and flexibility of everyone involved, FY20 proved to be a record-breaker. When all was said and done, Ducks Unlimited had impacted over 606,000 acres of crucial wildlife habitat — more than any other year in DU’s history.
Hitting the ground running

Conserving wildlife habitat on a continental scale takes year-round planning. A disruption in any part of that work cycle can have a domino effect on conservation projects and their positive contributions to wetland habitat and water quality. Spring is one of the most active seasons for DU’s conservation teams. Field staff in northern locations begin on-the-ground projects that were put on hold during the winter freeze, squeezing as much work into construction seasons as the weather and budgets allow. In FY20, the pandemic introduced several new layers of difficulty. “With all the government shutdowns, at first we were just figuring out if we were able to do work on the ground,” said Karen Waldrop, DU’s chief conservation officer. “Our bioengineering teams had to get out in the field and onto public lands to work, and some public areas were closed.”

At a time when many businesses were forced to shut down, much of DU’s conservation work was deemed essential, and DU crews began their field work with a top focus on safety. Waldrop said new protocols were created, including minimizing hotel stays, not sharing vehicles and not meeting contractors in person when possible.

Field teams used innovative methods to stay safe while working. For example, longtime DU engineers Les Morgenstern and Brad Karel stayed in a pair of mobile ice-fishing house campers at Talcot Lake Wildlife Management Area in southwest Minnesota, where they were conducting vital conservation engineering work. “Spring traditionally is the season when we do most of our project mapping and topographical survey work, and this way we were not subjecting ourselves to hotel rooms and the risk,” said Karel, manager of conservation services for DU’s Great Lakes/Atlantic Region.

In many areas, conservation work on private lands continued as well. “We stayed active and engaged as much as we could considering the circumstances,” said Bruce Toay, conservation programs manager for South Dakota. “Local landowners were still operating as normal. Crops were in the ground. We continued to work with producers to help them implement management practices that are beneficial to their livelihoods as well as wetlands and wildlife.”

Waldrop said many office staff worked from home, where they coordinated with partners and contractors to quickly get paid for projects. Thanks to several years of pre-planning, regional conservation teams generated a record $109 million in public revenue to conduct conservation delivery work across the nation, leveraging dollars from DU events, major donors and corporate supporters. Thanks to the flexibility of field and support staff, fiscal year 2020 still proved record-breaking. Ducks Unlimited projected 372,000 acres impacted and ended up at more than 606,000 acres.

“Our team was very nimble. We never slowed down,” Waldrop said.

Participants at the Central Mississippi Corporate Fun Shoot support the efforts of Ducks Unlimited by breaking some clay targets.
DU events reimagined

Spring is also one of the busiest times of year for DU fundraising events. As COVID-19 shutdowns were implemented in early March, DU volunteers and regional directors across the country were forced to make major adjustments to events at the last minute. “On March 15, we were on our way to another record year,” said David Schuessler, national director of event fundraising. “It took a pandemic to derail our momentum. It shifted us immediately to start asking ‘what do we do now?’”

As states began prohibiting large gatherings of people, DU’s event schedule dried up. The reach of the closures revealed a daunting reality: More than 2,000 events had been canceled, and $17 million in unrestricted funding was at risk of being lost. This reality energized DU volunteers and staff to find new ways to raise dollars for the mission. Like many workplaces across the country, the event system went virtual. Ducks Unlimited already had a productive online fundraising presence, but not to the scale that was needed to deal with the historic challenges brought on by the pandemic. “We’ll look back on how we fought this and realize our greatest accomplishment was to react quickly,” Schuessler said. “In two weeks, we created programs that had never existed, and these programs raised $5 million between the end of March and June 30.”

Online auctions and events took shape on social media and quickly evolved. The Lancaster County Chapter in Pennsylvania was one of the first chapters to conduct a virtual event. Five committee members and staff, clad in facemasks, staked out a corner of the World Wide Web on April 18 to raise funds for conservation. “We averaged about 170 people watching live on Facebook, with people coming and going throughout the night,” said committee member Chad Hohenwarter. “By 10 p.m., we had reached 3,700 people. It got out there hard and fast.” By the time they logged off, the chapter had grossed $67,000 for wetlands and waterfowl conservation, a total that would be successful for any in-person event, and even more so for a first-ever online event.

Schuessler said DU regional directors have been emphasizing increased event attendance and recruiting new volunteers in recent years. That tactic paid off as volunteers across the country used creative means to hold events. In Montana, State Chair Jake Hansen said his state’s auction sites provided a means for DU volunteers to keep the organization’s conservation mission moving forward. “When everyone is stuck at home and they can’t attend anything from school events to Ducks Unlimited dinners, it’s nice to give them something where they can still join their fellow DU members.

Meet Tom Squeri, international DU donor

Tom Squeri, CEO of Graniterock Construction in Gilroy, California, attended a DU virtual conservation chat presenting information about mission delivery in the Prairie Pothole Region of Canada. He was inspired to support DU’s continental approach to conservation and upgraded his DU sponsorship to become an international donor.

As a 27-year supporter, Tom is no stranger to DU and comes from a duck hunting family. His dad was a member of DU and Tom was a Greenwing in the early 1970s.

After college, Tom began hunting again and fell in love with the sport. He knows the importance of supporting and protecting ducks, habitat and marshes across the continent.
and, in a way, mingle with a group,” Hansen said. “It keeps people engaged, and that may be even more beneficial than the dollars we raise for right now.”

All of this effort by DU’s stalwart volunteers helped to blunt the projected loss of event income. By the end of FY20, the DU event system had absorbed $7.5 million of the initially feared $17 million loss.

Amy Batson, Ducks Unlimited’s chief fundraising officer, said that extra-mile mentality was evident in all of DU’s fundraising branches. “The development team really went to work intentionally reaching out to people. That kept volunteers and donors engaged in such a way that made them a part of the solution,” Batson said.

Working closely with DU staff, donors stepped up and demonstrated increased engagement with significant cash contributions to ensure the organization remained in a strong position to deliver conservation. In FY20, major gift and planned gift cash totaled over $41.8 million, exceeding pre-COVID goals by $5.8 million. “It is a true inspiration to see that our dedicated and passionate supporters will stand with us when times get tough,” said DU National Director of Development Richard Smith. “This does not happen overnight but was enhanced over many days, weeks, months and years. A nonprofit organization cannot expect to have donors support their actions in tough times without first building solid partnerships and relationships that can withstand tough conditions.”

Batson added that DU’s direct response and digital team also contributed to the effort by coming up with different kinds of offers and calls to action and exceeded their planned goals.

Spreading the word

Even during challenging times, DU’s conservation work remains as important as ever. Like most nonprofit organizations, DU was concerned about reductions in available funding. Staff and volunteers increased their efforts to remind stakeholders of the need to continue conservation support and programming. DU’s policy team, which has traditionally relied on daily in-person communications with legislators and staff, was forced to switch exclusively to virtual interactions. Policy staff took advantage of a new Constituent Relationship Management system to track and coordinate outreach to members of Congress.

Working with a new coalition of nonprofit organizations, DU advanced several key provisions that benefited wetland and waterfowl conservation in the CARES Act and other legislation passed by Congress. And, despite all the headwinds, DU’s policy volunteers and staff also advanced a number of key priorities in Washington, DC, and in state capitals across the U.S. These included a new habitat stamp in South Dakota, new revenue streams for the Colorado Water Plan, a new DU license plate in Florida, record-breaking support in Congress for the North American Wetlands Conservation Act, a raffle bill in Nebraska and more. “What this small team of volunteers and staff delivered during this pandemic is truly remarkable,” said DU Chief Policy Officer Zach Hartman. “These folks are a real powerhouse when it comes to conservation policy and are the envy of our industry.”
In addition, DU joined forces with other leading conservation organizations to spearhead #ResponsibleRecreation—a media campaign encouraging Americans to enjoy outdoor recreation while adhering to proper COVID-19 safety protocols. Along with DU, the National Wild Turkey Federation, Theodore Roosevelt Conservation Partnership, Congressional Sportsmen’s Foundation, Trout Unlimited, Pheasants Forever and Association for Fish and Wildlife Agencies participated in the effort.

DU’s communications team kept messages about the organization’s conservation mission front and center. On May 1, then President Rogers Hoyt Jr. penned an opinion piece that appeared in the USA Today network of papers, urging Congress to help nonprofits affected by the pandemic. And on May 16, the importance of Ducks Unlimited to migratory birds was featured in a CBS This Morning television segment, which featured DU Regional Director Wayne Roberts and volunteer Larry Davis on Davis’s Connecticut property.

**Looking ahead**

The pandemic fundamentally changed how Ducks Unlimited will operate in the future. Despite implementing creative new ways to raise dollars, the shortfall in funding forced many difficult decisions, including some staffing separations. The national recession could impact tax revenues that federal, state and local governments use to support conservation projects. However, the situation could have been worse. “Ducks Unlimited is a financially well-managed organization,” said Darin Blunck, DU’s chief financial officer. “Despite the loss of revenue, we had sufficient cash reserves to keep operations moving forward without having to rely on crushing debt or lines of credit.”

Because of the crisis, DU has gained new tools and strategies that will help the organization grow stronger. A majority of the online events this spring were coordinated at the state level. Schuessler said that in fall 2020, DU will take those lessons and bring them down to the chapter level, teaching more volunteers how to effectively keep an audience engaged in virtual events. “While we have thousands who have supported statewide fundraising, we have hundreds of thousands who will support local fundraising efforts,” he said.

Virtual meetings, streamlined accounting and new fundraising opportunities are helping the bottom line, Blunck said. “COVID may be delaying important initiatives, but we have consistently maintained our investment in the prairies, water quality and wetland habitat critical to North American waterfowl.”

Dave Eller, committee chair of the Lancaster County, Pennsylvania, Chapter, works the camera as Chad Hohenwarter talks to an online event audience April 18.

**For Dave and Denise Bunning, DU is about science and education**

Dave and Denise Bunning of Lake Forest, Illinois, have a passion for research, education and the environment. The couple has devoted more than 15 years to supporting the search for a cure for life-threatening food allergies like those that afflict their two sons.

Dave grew up fishing and hunting, and he and Denise are passionate conservationists. They own properties in Illinois and South Dakota, where they have completed extensive habitat restoration work and manage the land for waterfowl, pheasants and deer.

Dave is a Trustee on the Wetlands America Trust Board and the couple are DU Diamond Legacy Sponsors and members of the Diamond Feather Society and President’s Council.
“Adversity causes some men to break; others to break records.”

– William Ward
There’s no doubt that FY20 presented major challenges across all facets of Ducks Unlimited, but we met them head-on and ultimately exceeded all expectations.

“When COVID-19 hit us and our event system in late February and early March, it looked like we would burn through our cash reserves quickly,” said DU Treasurer Wendell Weakley. “We were having a very strong year financially, and the rug was pulled out from under us.”

In March, Weakley said it appeared Ducks Unlimited was staring at a loss in cash flow of almost $30 million over the final four months of the fiscal year.

“Some 2,000 events were postponed or canceled, and the impact on our largest donors and our mission projects looked dire,” he said. “We quickly drew on our $15 million line of credit to have cash on hand and added another line of credit of $20 million as insurance, if necessary.”

That was then.

“What happened over the four months after our March DU Board meeting was a great reflection of the strength of this organization and its team members,” Weakley said. “Our event system team found new revenue sources and exceeded all expectations by more than $5 million. Our major donors stepped up and exceeded our pre-COVID-19 goals. Our conservation team accelerated projects and billings to far exceed our pre-COVID cash flows and secure a DU record of impacted acres in excess of 600,000.”

We also put in place significant cost containment measures.

“In the end, we actually improved our cash position from where we were at the same time a year earlier, even when you exclude the line of credit, which we have now paid back,” Weakley said. “To not only meet the challenges we faced but exceed our financial and conservation goals makes FY20 a year to be very proud of.”
Where Your DU Dollar Goes

Waterfowl and Wetlands Conservation and Education 83%
Fundraising and Development 14%
Administration 3%

Sources of Support and Revenue

Events, Sponsorships and Memberships 21%
Donated Conservation Easements and Public Service Announcements 10%
Federal and State Habitat Support and Nongovernmental Partnerships 48%
Major Gifts and Endowments 16%
Royalties, Advertising and Other Revenues 5%

Total Endowments

FY16 FY17 FY18 FY19 FY20
$80,000,000 $70,000,000 $60,000,000 $50,000,000 $40,000,000 $30,000,000 $20,000,000 $10,000,000 $ -
Ducks Unlimited, Inc. and Affiliates

Consolidated Balance Sheets

June 30, 2020 and 2019

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<thead>
<tr>
<th>Assets</th>
<th>2020</th>
<th>2019</th>
</tr>
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<tr>
<td>Cash and cash equivalents</td>
<td>$ 41,694,717</td>
<td>27,831,121</td>
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<tr>
<td>Restricted cash and cash equivalents</td>
<td>25,668,560</td>
<td>22,951,765</td>
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<td>Restricted non-negotiable certificates of deposit</td>
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<td>12,152,820</td>
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<td>Events receivable, net</td>
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<td>1,014,292</td>
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<td>Pledges receivable, net</td>
<td>35,701,274</td>
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<td>Habitat conservation and other receivables</td>
<td>23,531,569</td>
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<td>Event merchandise inventory</td>
<td>7,138,149</td>
<td>4,266,462</td>
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<td>Investments</td>
<td>76,162,686</td>
<td>75,753,451</td>
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<td>Land held for conservation purposes</td>
<td>52,835,385</td>
<td>57,795,590</td>
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<td>Land, buildings, and equipment, net</td>
<td>18,188,901</td>
<td>19,079,513</td>
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<td>Other assets</td>
<td>6,853,965</td>
<td>20,186,916</td>
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<td><strong>Total assets</strong></td>
<td><strong>$ 293,139,933</strong></td>
<td><strong>305,950,159</strong></td>
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<table>
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<tr>
<th>Liabilities and Net Assets</th>
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<tr>
<td>Accounts payable and accrued expenses</td>
<td>$ 16,000,588</td>
<td>20,637,594</td>
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<td>Compensation and related accruals</td>
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<td>Deferred revenue</td>
<td>28,347,358</td>
<td>11,345,737</td>
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<tr>
<td>Pension and deferred compensation accruals</td>
<td>9,787,474</td>
<td>5,187,913</td>
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<td>Accrued postretirement benefits</td>
<td>752,253</td>
<td>427,230</td>
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<td>Revolving land line of credit</td>
<td>7,385,000</td>
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<td>Operating line of credit</td>
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<td>Other liabilities</td>
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<td>1,582,608</td>
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<td><strong>Total liabilities</strong></td>
<td><strong>76,633,437</strong></td>
<td><strong>55,761,596</strong></td>
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Net assets:

| Without donor restrictions                              | 78,312,272    | 86,437,259    |
| With donor restrictions                                 | 138,194,224   | 163,751,304   |
| **Total net assets**                                    | **216,506,496** | **250,188,563** |

**Total liabilities and net assets**                     | **$ 293,139,933** | **305,950,159** |
Ducks Unlimited, Inc. and Affiliates

Consolidated Statements of Support and Revenues Without Donor Restrictions and Expenses

Years ended June 30, 2020 and 2019

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<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
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<tr>
<td><strong>Operational revenue:</strong></td>
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<tr>
<td>Philanthropic sources:</td>
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<tr>
<td>Net proceeds from committee events</td>
<td>$34,826,196</td>
<td>47,739,265</td>
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<td>Direct response membership</td>
<td>13,290,076</td>
<td>12,210,010</td>
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<td>Major gifts</td>
<td>38,971,948</td>
<td>40,085,402</td>
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<td>Planned gift maturities</td>
<td>1,918,337</td>
<td>1,000,000</td>
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<td>Royalties</td>
<td>2,334,531</td>
<td>2,276,713</td>
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<td><strong>Total philanthropic revenue</strong></td>
<td>91,341,088</td>
<td>103,311,390</td>
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<td>Other operational support and revenue:</td>
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<tr>
<td>Federal and state habitat reimbursements</td>
<td>83,764,853</td>
<td>60,821,751</td>
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<td>Nongovernmental partnerships</td>
<td>22,917,194</td>
<td>23,233,528</td>
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<td>State grants</td>
<td>3,221,397</td>
<td>3,438,652</td>
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<td>Donated conservation easements</td>
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<td>31,656,126</td>
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<td>Advertising revenue</td>
<td>1,964,115</td>
<td>2,582,907</td>
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<tr>
<td>Donated educational programming</td>
<td>15,254,956</td>
<td>6,177,741</td>
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<tr>
<td>Appropriated endowment and quasi-endowment earnings</td>
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<td>4,146,234</td>
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<td><strong>Total operational support and revenue</strong></td>
<td>229,721,868</td>
<td>235,437,651</td>
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<td><strong>Operational expense:</strong></td>
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<td>Program service expenses:</td>
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<td>Waterfowl conservation:</td>
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<td>U.S. habitat delivery</td>
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<td>Government relations</td>
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<td>Ducks Unlimited de Mexico</td>
<td>908,326</td>
<td>961,928</td>
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<td>Conservation education:</td>
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<td>Magazine</td>
<td>3,779,210</td>
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<td>Communications and conferences</td>
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<td>Donated educational programming</td>
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<td>Fund-raising expenses:</td>
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<td>Field operations</td>
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<td>12,096,445</td>
</tr>
<tr>
<td>Direct response membership development</td>
<td>10,168,622</td>
<td>9,236,963</td>
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<td>Major gift development and advertising</td>
<td>10,963,001</td>
<td>11,553,410</td>
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<tr>
<td><strong>Total fund-raising expense</strong></td>
<td>32,617,530</td>
<td>32,886,818</td>
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<td>Administration</td>
<td>6,681,617</td>
<td>8,092,112</td>
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<tr>
<td><strong>Total operational expense</strong></td>
<td>232,584,915</td>
<td>231,097,921</td>
</tr>
<tr>
<td>Operational (loss) surplus</td>
<td>(2,863,047)</td>
<td>4,339,730</td>
</tr>
<tr>
<td>Nonoperational:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revolving land contributions</td>
<td>2,862,829</td>
<td>1,430,000</td>
</tr>
<tr>
<td>Net losses on land sales</td>
<td>(335,940)</td>
<td>(1,080,393)</td>
</tr>
<tr>
<td>Other quasi-endowment contributions</td>
<td>356,822</td>
<td>1,156,703</td>
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<tr>
<td>Unappropriated quasi-endowment (loss) earnings</td>
<td>(2,315,167)</td>
<td>345,127</td>
</tr>
<tr>
<td>Net periodic benefit cost other than service cost</td>
<td>(863,150)</td>
<td>(559,470)</td>
</tr>
<tr>
<td><strong>Nonoperating (loss) surplus</strong></td>
<td>(294,606)</td>
<td>1,291,967</td>
</tr>
<tr>
<td><strong>(Deficit) excess of support and revenues without donor restrictions over expenses</strong></td>
<td>$ (3,157,653)</td>
<td>5,631,697</td>
</tr>
</tbody>
</table>

FLORIDA 1,395 VOLUNTEERS | 16,417 MEMBERS, SPONSORS AND MAJOR DONORS
EVENT AND MAJOR GIFT INCOME $3,063,149
“Out of adversity comes opportunity.”

– Benjamin Franklin
Before people decide to invest their hard-earned money in a cause, they want to know what kind of return they’ll get on that investment. They want to be assured their money will be used as efficiently and effectively as possible to achieve desired goals. As the world’s largest nonprofit dedicated to conserving North America’s waterfowl habitat, Ducks Unlimited has always relied on science to inform our conservation strategies and investments. Science-based information is at the foundation of DU’s habitat work and ensures the wise use of funding provided by our supporters and conservation partners.
It's science

We follow basic principles of adaptive management as we execute our mission. This means we use science to plan conservation work in our priority landscapes, we implement programs, we evaluate our results and we use the new information to refine our programs. That commitment ensures that we achieve our mission in the face of uncertainty and limited financial resources.

In 2019, Ducks Unlimited and our two sister organizations—Ducks Unlimited Canada and Ducks Unlimited de México—collaborated on and completed a total revision of the Ducks Unlimited International Conservation Plan. For the first time in DU’s history, our scientists developed a return-on-investment (ROI) model that predicts where DU can achieve the largest benefit to waterfowl populations per dollar invested across North America.

This first-generation model informs our work and conservation investments today, and our scientists are developing a second-generation model to sharpen the focus of our work in the future. This relentless commitment to science is why our supporters can always trust that DU will invest their generous funding wisely.

DU scientists working on this effort used information on waterfowl abundance, landscape-specific habitat capacity estimates, rates of habitat loss/gain and our own cost/acre data within each landscape of importance to waterfowl in North America. The model was mathematically weighted to reflect that waterfowl populations are most impacted by events that occur on important breeding landscapes such as the Prairie Pothole Region, Boreal Forest and Great Lakes Region.

Christine Thomas, Chair of DU’s Conservation Programs Committee, underscored the significance of this new scientific model.

“For the first time, we now have a data-based ROI model to answer the question, ‘Where in North America can Ducks Unlimited have the greatest impact on waterfowl populations per dollar invested in conservation programs,’” Thomas said.

Meet Paul and Beverly Dickson, passionate DU volunteers and owners of Pinola Conservancy

Paul and Beverly Dickson are passionate about birds and conservation. They are DU Conservation Pioneer Sponsors, DU Canada Benefactors and members of the DU President’s Council and the DU Canada President’s Council.

Paul is a Trustee on the Wetlands America Trust Board and serves on the Public Policy Committee of DU’s Board of Directors.

The family is active with the Shreveport, Louisiana, Chapter’s sponsor event and graciously hosts DU volunteers and supporters at their Pinola Conservancy, which includes managed wetlands and an aviary of more than 300 species of birds.

The Dicksons contribute to continental conservation projects in the Boreal Forest, the Canadian and U.S. prairies and near their home in Shreveport.
Working for waterfowl

Subsequent to the completion of our first-generation return-on-investment model, an alarming paper was published in *Science* (Volume 366:120-124; 2019) that reported the loss of three billion birds across multiple families and species since 1970. But there was also some good news. The authors of the paper noted that waterfowl were one of the few bird groups that actually increased in numbers, and they attributed that increase in part to hunter-conservationists providing funding for habitat conservation—specifically recognizing Ducks Unlimited for our work. The report indicated that some grassland species, like the chestnut-collared longspur and Sprague's pipit, and wetland birds like the long-billed curlew and lesser yellowlegs, have sustained serious population declines. The population trajectory of these species reminds us that conservation is a long-term commitment to sustain the systems that support waterfowl, other birds and people. The authors went on to call for the broader bird conservation community to develop conservation programs for the declining species based on the habitat conservation model used for waterfowl.

Waterfowl populations fluctuate with habitat conditions on important breeding areas like the Prairie Pothole Region. Droughts and wet periods come and go, and waterfowl populations will cycle in step with these events. What is remarkable, based on the report in *Science*, is that at least since 1970, many waterfowl populations have increased, in part because of committed conservationists that provide funding and time to help DU and the waterfowl conservation community successfully implement the North American Waterfowl Management Plan.

“Such sustained commitment is precisely what is required—and science now confirms—if we are to maintain waterfowl populations in the face of great conservation challenges,” Thomas said. Although most waterfowl are said to be stable or increasing, some species, such as northern pintails and lesser scaup, continue to exhibit lower than desired populations. The population trends of these species remind us that our commitment to conservation must not waver, and that we must always monitor populations and important landscapes for new threats and challenges and engage in science to seek solutions to emerging challenges.

Science-based conservation, now backed by a science-based ROI model, is achieving desired mission-based results. Gifts provided by our members and supporters are essential for our on-the-ground delivery. In FY20, DU raised more than $230 million in revenue from private and public supporters.
essential for our on-the-ground delivery. In FY20, DU raised more than $230 million in revenue from private and public supporters.

“Our world-class, volunteer-run event fundraising system, committed major donors and members, devoted foundations, corporate partners and government conservation agencies all provide valuable resources of time and treasure that ensure our conservation mission continues to be funded,” said Chuck Smith, DU’s first vice president. “With their support and dedication, we know we will continue to fulfill our vision of wetlands sufficient to fill the skies with waterfowl today, tomorrow and forever.”

Supporters also advance waterfowl conservation in other meaningful ways, such as assisting DU’s public policy efforts, including securing funding for the North American Wetlands Conservation Act (NAWCA). In its first 30 years of existence, NAWCA has helped conserve more than 30 million acres of habitat while investing more than $1.8 billion into conservation. This includes projects in every state in the U.S., as well as in Canada and Mexico. In the Prairie Pothole Region of Canada, for example, each dollar provided by DU is matched by state wildlife agencies, NAWCA, and a conservation partner in Canada, resulting in a minimum of $3 invested for each dollar provided by DU. The efforts of DU and our supporters to influence public policy are critical to maintaining desired funding levels for NAWCA and other important conservation programs.

**Farm Bill benefits**

Another key federal program that contributes to DU’s mission is the Farm Bill, specifically the Conservation Title. Every five years, a Farm Bill is authorized by Congress, and DU’s policy team invests heavily in developing new programs and refining existing Farm Bill programs. Al Montna, a farmer and volunteer chair of DU’s Public Policy Committee, emphasized the intersection between the Farm Bill and waterfowl habitat.

“Our goal is to make certain that habitats important to waterfowl are a focal point in the legislation while ensuring farmers and ranchers have the tools to implement the best available conservation management practices,” Montna said.

This past year, a team of DU staff and volunteers produced the first-ever Agricultural Strategic Plan, which will ensure we are working with the agriculture community to strengthen our partnership and advance conservation and habitat on working lands. Modeled after DU’s Rice Stewardship Partnership, which has been a huge success for both rice farmers and waterfowl, the Agricultural Strategic Plan seeks to develop additional programs with cattle ranchers, soybean farmers and others to expand the benefits of collaborative conservation and farming/ranching.
State support

State-based programs focused on habitat conservation are another great source of matching funds for DU programs. These state programs provide critical matching funds for federal grants and help leverage DU donor funds as well. Fortunately, DU’s policy and conservation teams have worked with states to secure vital conservation funding, such as Minnesota’s Outdoor Heritage Fund, the South Carolina Land Bank, various water bonds in California and state duck stamp funds. In FY20, DU volunteers in South Dakota established a new state funding stream with the passage of the South Dakota Habitat Stamp. DU is continuously working to make sure long-term, secure funding sources are available—as exemplified by support of the Iowa Natural Resources and Outdoor Recreation Trust Fund, which is awaiting approval by the Iowa state legislature in 2021.

The bottom line: you

As a DU supporter, you are investing in an organization that focuses on habitat—protected native habitat, restored habitat and sustainably used, working-lands habitat. While our primary goal is waterfowl habitat, your investment is returning other valuable services to people. Based on our ROI model we can assure supporters that DU is investing in landscapes that have the greatest potential to increase waterfowl populations. These investments also provide an array of other important services to people in the form of habitat for other fish and wildlife, improved water quality, flood mitigation, carbon sequestration and groundwater aquifer recharge.

At Ducks Unlimited we take our responsibility to steward your investments seriously. We apply science-based information to ensure your investments sustain waterfowl, wetlands and wild places for people—both today and for generations to come. As the report in Science indicates, our partnership-based approach is uniquely effective at leveraging and maximizing each dollar you provide to conserve waterfowl and their habitat. Each investor in DU is leaving a legacy of dividends paid forward so future generations will one day witness the mystery of migration. Thank you for trusting us with your gifts of money and your gifts of time—we cannot go forward without you.

The Johnson family supports DU’s mission in South Carolina and beyond

George Dean Johnson Jr.; his wife, Susan (Susu); their son, George Dean Johnson III (Geordy) and his wife, Carter, are all passionate about Ducks Unlimited. George Dean and Susu are Diamond Legacy Sponsors and members of Ducks Unlimited’s President’s Council. The Johnsons are avid conservationists and staunch patrons of the DU mission in South Carolina’s Lowcountry and beyond. Supporting local events near their home in Spartanburg and helping fund an honorary DU Varsity Scholarship are just a couple of the ways they’ve made a significant impact.

Perhaps the family’s greatest contribution is a conservation easement that they placed on Pon Pon Plantation in South Carolina’s famed ACE Basin. The family’s generosity has enhanced, restored and protected more than 3,900 acres of natural habitat.
I hope all our President’s Council members and their families are staying well. We knew this pandemic and its economic impact were going to be a challenge, and I am immensely proud of the response across every part of the Ducks Unlimited organization. Truly, adversity has made us stronger.

It is my pleasure and honor to succeed Rogers Hoyt Jr. as president of Ducks Unlimited. Rog completed a stellar three-year run leading the council. During his tenure, the council celebrated its 15th anniversary and grew from 357 to 437 members, exceeding ambitious goals every year. Thanks for your leadership, Rog!

Dedication to the mission describes the members of our President’s Council. This loyal group of annual donors helps Ducks Unlimited provide significant funding for high priority, long-term conservation programs and projects. This pandemic has not deterred our success in meeting this mission. We continue to deliver Ducks Unlimited’s promise of waterfowl and wetlands for today and tomorrow.

I am especially proud of the role the President’s Council played in providing significant unrestricted funding this year. The impact this will have on how our organization emerges from this time of uncertainty cannot be overstated. This is a story that we will be telling for years to come. In the meantime, we will continue to create new funding programs, contain costs and, most importantly, deliver conservation.

Meet President’s Council members Doug and Kathie Unruh

McPherson is home to many of Ducks Unlimited Kansas’ major donors, including Doug and Kathie Unruh. The Unruhs have both been heavily involved, not only in the oil and gas industry, but in raising conservation dollars for the McPherson area, as well as the Prairie Pothole Region of the Dakotas and Canada.

Doug and Kathie were instrumental in forming the McPherson Ducks Unlimited Chapter and have supported the chapter’s annual event for more than 30 years. And there’s no sign of them slowing down. Doug also served with Ducks Unlimited’s Conservation Program Committee.

One of the couple’s noteworthy contributions has been their support of Ducks Unlimited’s President’s Council. They have been annual members of the council for 13 years. As Doug says, “We believe in the conservation mission of DU and we shall support it.”

Although Kansas is one of those states that has an extremely low percentage of open state lands, it’s conservationists like Doug and Kathie Unruh who are ensuring these precious lands are protected and maintained for all sportsmen and conservationists to enjoy.
The Ducks Unlimited de México (DUMAC) Board of Directors met in February 2020 at South Padre Island, Texas, to discuss the end of FY19 and the budget for FY20.

Their FY20 budget projected an investment of almost $4 million, including 20 percent in U.S. non-federal funds, 55 percent U.S. federal funds, 10 percent from Ducks Unlimited Inc. and 15 percent from public and private sources in Mexico.

“Unfortunately, like the rest of the world, Mexico is suffering the effects of the COVID-19 pandemic, and the normal operations of DUMAC were reduced to guarantee the welfare of the staff,” said DUMAC President Bill Ansell. “But we are still making significant progress, and in spite of the challenges we have been conducting business at a distance. Through our human dimensions program, we are conserving wetlands while also providing critical social benefits by developing new wastewater treatment plants to improve the water quality of wetlands for waterfowl and people.”

DUMAC continues planting seeds for the future by providing professional training through the RESERVA program, a 60-day intensive training course that educates conservation professionals from Mexico, the rest of Latin America and the Caribbean. The program recently celebrated its 30th anniversary.

DUMAC’s work on mangrove forests continues along the coast of the Yucatan peninsula. At San Bruno, DUMAC is restoring 3,670 acres of critical habitat for migratory and resident waterfowl and shorebird species.

“DUMAC is also reviving the Mexico mid-winter waterfowl surveys that the U.S. Fish and Wildlife Service discontinued after 2006,” Ansell said. “We are using biologists from the U.S. Fish and Wildlife Service and others for the aerial surveys and training observers following the protocols used in the original mid-winter waterfowl surveys.”

And wetland conservation continues, even in the midst of the pandemic.

The freshwater wetlands adjacent to the Laguna Madre provide critical habitat for migratory waterfowl. In the heart of this region, DUMAC is restoring more than 1,000 acres of freshwater wetlands at La Mesquitoza Ranch.

“We are working in challenging times,” Ansell said. “But DUMAC and our partners are working together more than ever to guarantee the fulfillment of our continental mission.”

Meet Lisa Scheller, President and Chair, Silberline Manufacturing Company

Lisa Scheller, president and chair of Silberline Manufacturing Company in Tamaqua, Pennsylvania, is an entrepreneur whose bottom line is measured not only in dollars but also in lives bettered, communities improved and environmental resources preserved.

Lisa’s passion for conserving global resources and improving lives makes her and Ducks Unlimited great partners. She is passionate about the environment, waterfowl, shorebirds and all wildlife species that benefit from the great work Ducks Unlimited does, but she is most passionate about the benefits that DU and DUMAC’s conservation work have on people.
“We acquire the strength we have overcome.”

– Ralph Waldo Emerson
Spring is known and welcomed as a time of change in Canada. This year, the changes were nothing Ducks Unlimited Canada (DUC) could have expected.

“When COVID-19 hit, we were just closing the books on our 2020 fiscal year,” said DUC CEO Karla Guyn, “And while it was another banner year for wetlands conservation, the pandemic made us pause. It gave everyone time to ponder what we can and must do for the future.”

DUC’s conservation results provide motivation to continue raising the bar. Over the past year, 108,000 acres of critical habitat were secured across Canada. This brings the total number of acres under DUC’s care to 6.5 million. It was also another outstanding year for conservation in the Boreal Forest, with 24 million acres influenced through policy and partnerships, pushing our cumulative influenced-acre total to 190.6 million.

“There’s growing emphasis on sustainability among all our partners,” Guyn said. “That’s why we’re confident conservation will play a significant role in a post-pandemic world. From landowners to industry groups to corporations, all are looking to balance environmental and economic needs. DUC’s focus on working landscapes allows us to provide solutions that are win-win.”

A landmark agreement signed with Louisiana-Pacific Building Solutions, an international forestry company, is a perfect example. Louisiana-Pacific has committed to implementing wetland best-management practices on the Boreal landscapes where it operates that will positively impact 6.2 million acres.

DUC’s ongoing work with the Canadian Roundtable for Sustainable Beef is another example of a partnership-driven conservation solution. DUC is collaborating with agricultural industry and food service giants like McDonald’s Canada to develop standards that recognize sustainable beef practices, protect prairie grasslands and support the host of birds that depend on them.

When ducks returned to Canadian breeding grounds last spring, they sent DUC a powerful message of how to navigate an uncertain future. They, too, endured an arduous journey. They made it because they traveled together. DUC is doing the same. Their flock is strong, and it’s growing. Because of this, DUC’s conservation successes continue.
Partnerships drive waterfowl conservation across the continent. That’s how Ducks Unlimited turns dollars 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 Fall Flights Program, which conserves habitat on the Canadian breeding grounds.

Two huge efforts to help drive continental support for the nesting grounds are the North American Waterfowl Management Plan (NAWMP), adopted in 1986, and the North American Wetlands Conservation Act (NAWCA), signed in 1989.

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 Fall Flights Program for state wildlife agencies to support projects in Canada. In response, Ducks Unlimited committed to match every dollar contributed by the state agencies with funds from our events, major gifts and other fundraising efforts. Recently celebrating its 30th anniversary, NAWCA has helped fund more than 3,000 projects and conserved over 30 million acres in all 50 states, areas of Canada and areas of Mexico. More than 6,300 partners, including private landowners, industry and state governments, have worked together to conserve wildlife habitat through NAWCA grants.

DU volunteers and staff work with policy makers to support the Fall Flights program and increase state contributions to Canadian habitat. In FY20, 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 $13.3 million. Factor in the exchange rate and that adds up to more than $17 million in conservation funding on the ground in Canada.

The results of this 55-year international partnership are nothing short of amazing—state wildlife agencies have contributed more than $107 million to help conserve over 6.4 million acres of habitat across Canada.

**Total FY20 = $3.3 million from 43 States**
This trend and others have led DU to refine its approach to working with farmers and ranchers in DU’s priority landscapes, creating a solid path for conservation in lands increasingly dominated by agriculture.

Developing Ducks Unlimited’s agriculture strategy has meant actively seeking input from farmers and ranchers and embracing innovation and flexibility. Since private landowners and corporations own most of the land in DU’s high-priority landscapes, DU Advisory Senior Vice President for Policy Al Montna says there is no conservation that goes on the ground that isn’t profitable for the landowner.

“Conservation is a three-legged stool—people, planet and profit,” says Montna, who farms rice in California’s Central Valley and co-chairs the USA Rice–Ducks Unlimited Rice Stewardship Partnership. “For conservation programs to succeed, they have to enhance a farmer’s ability to be profitable and not impede their capacity to be successful.”
The need for a new plan

Despite heroic efforts by sponsors, partners, lawmakers and Ducks Unlimited staff conserving record numbers of acres, the United States continues to lose habitat faster than DU and its partners can protect it. The increase in the conversion of grasslands and wetlands to other uses is assisted by new technology, commodity prices and other incentives. DU needed to find a way to grow our conservation mission on cropped landscapes.

The land on which producers live and farm is critical for waterfowl and other wildlife, and the success of their businesses is important to the future of that habitat. If DU developed a new plan, the interests of farmers and ranchers had to be a part of the strategy.

Coffee cups and kitchen tables

In the Dakotas and Montana, Ducks Unlimited hired more staff, including agronomists, to work on the ground with farmers and ranchers. Over coffee at kitchen tables, producers told DU staff they needed financial help to take the risk out of trying new conservation practices but wouldn’t sign up for a program that was inflexible and required long-term commitments. Ducks Unlimited used that advice to help develop our successful soil-health program, which promotes the adoption of new practices geared to improve farmer profitability and habitat conservation. DU offers technical advice and financial aid to make changes such as planting cover crops and adding cattle into their farm operations.

North Dakota farmer Cole Johnson said to make it in agriculture today, producers must start doing things differently. When Cole and his wife, Brianna, looked to improve their land and profits, they decided to adopt soil-health practices because they were simpler and more cost effective.

“Ecology and economics go hand in hand out here,” Cole says. “If we take care of the land and resources provided to us, it will improve our bottom-line. But if land is not maintained appropriately, it will deplete and not give us anything in return. It’s a give-and-take relationship, and I think cover crops, livestock integration and proper rotational grazing are some key steps.”

South Dakota farmers learn through demonstration

New grazing infrastructure and management practices are beginning to improve soil health at the Cheryl and John Dale Demonstration Farm in South Dakota’s James River Valley as well. Ducks Unlimited is transitioning the South Dakota property, owned by Wetlands America Trust, into a long-term soil-health demonstration site, in partnership with the USDA Natural Resources Conservation Service (NRCS) and the local Beadle Conservation District. The site will provide an opportunity for local agricultural producers to see firsthand how soil-health practices work in an environment with both high-quality cropland and high densities of shallow wetlands.
John and Cheryl Dale: Protecting their piece of the prairie

John and Cheryl Dale of Waubay, South Dakota, have been ardent DU supporters for more than four decades.

Living in Minnesota and South Dakota, they’ve learned firsthand the importance of DU’s work on the prairies for continental waterfowl populations. Thanks to their visionary leadership and support, DU has expanded its conservation easement programs in the United States and Canada and launched new regenerative agriculture programs working with farmers and ranchers. John and Cheryl are Diamond Legacy Sponsors and members of the Wetland Guardian Feather Society.

DU is proud to dedicate a first-of-its-kind soil-health demonstration farm in Beadle County, South Dakota, in their honor.

Protecting prairie wetlands and grasslands

Each year, Ducks Unlimited invests more than $10 million in private contributions to protect habitat in the U.S. Prairie Pothole Region. DU and our partner, the U.S. Fish and Wildlife Service, offer willing farmers and ranchers financial incentives to place perpetual conservation easements on grasslands and wetlands. The easements permanently protect the property from being converted for other uses. Ducks Unlimited works with landowners across the country who are interested in protecting their land’s conservation values.

Offering more flexibility but lower incentives, DU helps landowners sign up for NRCS wetland easements with a 30-year commitment. Other states offer their own access-oriented agreements, including 30-year conservation agreements with Montana Fish, Wildlife and Parks.
Ducks Unlimited is proving wildlife habitat and agriculture can coexist

In rice-growing states, habitat and agriculture benefit each other. A myriad of wildlife depend on rice fields, including more than 30 threatened or endangered species. After the Deepwater Horizon oil spill affected miles and miles of critical habitat along the Gulf Coast, DU learned inland rice fields were not only important—they were indispensable.

“Rice is one of the only agricultural crops that can provide habitat when birds are migrating south,” says Jeff Durand, Louisiana rice and crawfish farmer and co-chair of the Rice Stewardship Partnership. “If we lose these rice farms, we won’t have that habitat in the flyway anymore. Once the land is converted to another crop, such as sugar cane, you no longer have the water and food source for waterfowl.”

The Rice Stewardship Partnership is making great strides in helping rice growers across the country steward the natural resources on their farms while producing food for the world. The program is a public-private partnership between USA Rice, Ducks Unlimited, Anheuser-Busch, NRCS and supply chain partners. The collaboration provides growers in six rice-growing states with technical and

The Mosaic Company

Since 2015, DU Diamond Legacy Sponsor The Mosaic Company has supported the USA Rice-Ducks Unlimited Rice Stewardship in the Mississippi Alluvial Valley, where rice farming meets migratory flyways.

Mosaic is committed to promoting best farming practices that improve nutrient stewardship, conserve wildlife habitat and help farmers stay productive and profitable. The company’s efforts continually improve rice farming for the future.
financial support to transition to more efficient irrigation, nutrient and energy practices, while creating wildlife habitat on working rice lands.

Montna said Ducks Unlimited helped rice farmers transition away from burning fields to dispose of the straw after harvest. The rice industry was being blamed for air-quality issues in California’s Central Valley.

“We were getting a lot of attention from the American Lung Association, and the state legislature was taking notice,” he says. “I looked around for ways to mitigate the smoke and found some had started flooding the fields to get rid of the straw.”

Ducks Unlimited bought rollers to rent to farmers who wanted to flatten the straw, which helped it decompose. This process provided more food for waterfowl with more waste grain and invertebrates that fed on the decomposing straw. The improved water quality turned the valley into a high-priority area for Ducks Unlimited.

“We started to notice a bigger use of waterfowl after that process,” Montna says. “Farmers were skeptical at first but then saw the number of ducks and geese that showed up in their flooded fields. Plus, because we weren’t burning, we started to have some friends in the legislature. Becoming environmentally friendly turned rice from a black-hat into a white-hat industry.”

Maintaining water quality is also a growing issue in Iowa. Runoff from farmland is sending excess crop nutrients into Iowa’s waterways, causing water-quality problems downstream. The city of Des Moines has had to warn residents occasionally not to drink city tap water because its water-treatment plant cannot keep up with the high levels of excess nutrients.

Conservation groups have worked to get funding for the Iowa Water and Land Legacy (I Willis) amendment since it was passed overwhelmingly by voters in 2006. The amendment would receive funding from the first 3/8ths of one cent of any new sales tax, but none has been approved. The state legislature was close to passing a sales tax increase, but COVID restrictions shut down the legislature. Ducks Unlimited volunteer Tammi Kircher says the proposal would generate an estimated $180 to $200 million a year for natural resources and to help farmers and ranchers adopt conservation practices.

“It is our duty and obligation to leave this world a better place than we found it. Conservation and natural resources have to be on the highest priority list for my grandchildren,” Kircher says. “When neighboring states have approved dedicated funding, they have the means to keep up with water quality and can help farmers put in place the right farm practices.”

DU volunteers like Kircher have played an essential role in promoting legislation to fund conservation work. Ducks Unlimited could not have conserved almost 15 million acres across the continent over the last 83 years without a combination of private contributions and government funding. A direct link between our most important conservation efforts and public policy helps fund and incentivize our work on the ground.

Corporate partners like Nestlé Purina also play a major role in our ability to improve wetlands, waterfowl habitat and water quality. Nestlé Purina partnered with DU to improve wetlands and lakes across Iowa’s Prairie Pothole Region. Purina, which operates three pet food manufacturing facilities in Iowa, committed $1 million to DU’s Living Lakes Initiative in Iowa to help restore and protect 1,600 acres of wetlands and grasslands across the state. Restored wetlands can remove 70 percent of nitrates and 20 percent of phosphorus from an upstream watershed. Restored grasslands filter runoff, reducing nitrates by up to 90 percent and phosphorus by up to 55 percent.

There is no limit to what we can accomplish by bringing together farmers and ranchers, major sponsors and corporations, and conservation organizations and our government partners. We are all driven to use resources wisely, provide for people and wildlife, and leave this planet better for following generations.
“Good timber does not grow with ease. The stronger the wind, the stronger the trees.”

– Douglas Malloch
In appreciation of the broad support Nestlé Purina provides to DU, we presented them with this year’s Corporate Conservation Achievement Award. This is the fourth year this award has been presented, and it remains one of the highest honors at DU.

The Ducks Unlimited Corporate Conservation Achievement Award recognizes corporations from the United States, Canada or Mexico that have made remarkable contributions to wetland conservation and environmental stewardship in North America.

Since 2017, Nestlé Purina has been a proud supporter of the USA Rice–Ducks Unlimited Rice Stewardship Partnership. Healthy rice fields provide excellent habitat for wintering waterfowl, and rice is an important ingredient used in many pet food recipes. Working together, DU and Nestlé Purina want to ensure a sustainable approach to the rice farming industry for the benefit of waterfowl and to ensure a healthy, consistent supply of this critical grain for years to come.

“Supporting rice stewardship is consistent with Nestlé Purina’s purpose and values,” said Joe Sivewright, CEO, Nestlé Purina. “We exist as a company to create richer lives for pets and the people who love them, and this includes stewarding natural resources for future generations.”

Nestlé Purina also made an investment in the Living Lakes Initiative and has been partnering with the DU and the farming community in Iowa to protect and restore vital shallow wetlands that not only provide excellent habitat for waterfowl but also play a large role in water-quality issues and help deliver cleaner water to associated communities downstream.

“Nestlé Purina’s dedication to conservation is one of the reasons why we get our work done on the ground,” said DU CEO Adam Putnam. “Our partners go the extra mile to make sure we continue our mission.”

This year’s recipient is no stranger to DU’s corporate relations program. DU and Nestlé Purina joined efforts in 2015, and Purina Pro Plan remains the Official Performance Dog Food of DU today.

Nestlé Purina, a global leader in pet care, has been making high-quality pet food for more than 90 years. They want to offer the brands that pet owners trust, and that dogs and cats love, well into the future.
PARTNERSHIPS WITH A PURPOSE

DU’s corporate partners lead the way

Industry leading companies and brands recognize Ducks Unlimited as the leader in wetlands conservation and as the preferred partner when they want to reach a qualified audience of loyal, conservation-minded consumers and to make a difference for our natural resources. Our corporate partners value the importance of supporting DU’s mission.

At no time since our inception in 1937 has it been more pivotal for us to lean in with our corporate partners. FY20 provided a challenging landscape for DU and our partners. Consumer behavior changed, the retail landscape was different, and people changed how they consume information on a daily basis. Working side by side with our corporate partners, we met these challenges head-on and turned them into opportunities.
Nestlé Purina’s award-winning year

Nestlé Purina sponsored DU’s annual buy-one-get-one summer membership drive, which ran from May 1 through June 8. During this membership drive, we acquired more than 2,000 new DU members. Along with the membership drive, Nestlé Purina also invested in and produced a series of three Facebook Live events all featuring Purina pro staff. These Facebook Live events allowed DU members and sporting dog enthusiasts to learn from experienced trainers and nutritionists and to engage with them in conversation and ask questions.

FNBO – first DU virtual sponsor

First National Bank of Omaha (FNBO), proud issuer of the DU VISA credit card, provided critical support last April and stepped up as the presenting sponsor of DU’s first-ever virtual state auction program. Nearly 40 states participated in this innovative fundraising initiative, and through the support of FNBO, all merchandise used for fundraising was underwritten. This $250,000 commitment went a long way in helping all states maximize their revenue potential and make as much money as they could for DU.

The Ducks Unlimited Visa Card products are the only cards that allow members, with every card purchase, to provide automatic financial support to the organization’s wetlands and waterfowl conservation programs.
Filson helps open doors

During the crisis, Filson also provided us the unique opportunity to host fundraising events at all 14 Filson retail stores across North America where allowed by local guidelines. Filson opened their locations for our committees to host small events, observing social distancing, at no charge to DU. Not only did they offer their store locations, they also staffed the events with Filson team members.

An official partnership with Filson was announced in September, creating a limited-edition collection of cobranded products. The collaboration consists of timeless Filson apparel and accessories, all of which contain DU branding. Every purchase will help support DU’s wetlands and waterfowl conservation mission.

“Ducks Unlimited and Filson are both iconic brands with rich histories, so it only seemed fitting for us to align to provide DU members and supporters a unique, cobranded line of merchandise,” said DU CEO Adam Putnam. “The Filson brand is known for its quality, and we know our members appreciate the craftsmanship of each piece.”

Wetlands America Trust

Our focus on keeping the DU brand strong and resilient opened the door for us to begin to look at the Wetlands America Trust brand.

One of the highlights of last year’s winter Wetlands America Trust (WAT) meeting, hosted by past DU President Paul Bonderson Jr., was a discussion and agreement to conduct a branding review and analysis for WAT, the land trust arm of Ducks Unlimited. Joe Sivewright, CEO of Nestlé Purina, agreed to lead this effort and engage his company’s branding team. Working with WAT President Steve Maritz, DU Chairman of the Board Rogers Hoyt Jr. and DU CEO Adam Putnam, a small team from the WAT and DU boards and DU staff are diligently working on the WAT branding effort. The goal for this project is to strengthen the WAT brand and position it and the organization for continued success for years and generations to come.

Onward and upward

Other corporations also stepped up during the pandemic, including our foundation partners. We all share the planet’s resources, so DU and our energy sector partners have a shared vision to conserve and protect our land and water resources. DU salutes our collaboration with our many energy partners who understand they are critical to making a difference in conservation.

“Phillips 66 has been a strong partner in conservation for many years, and they have recently elevated their contributions to help us do more for wetlands, waterfowl and people in several states,” said Matt Bunn, DU director of development. “In just the last five years, Phillips 66 has contributed over $2 million to support important wetland restoration projects in Texas, Louisiana, Illinois, Kansas and Colorado.”

Phillips 66 contributed $150,000 to DU for the Sargent Marsh Breakwater Project in Texas.
ConocoPhillips’s commitment to conservation across North America also exemplifies the many ways corporations can work with DU and other partners to achieve common goals. For example, ConocoPhillips’s Canada business unit is a partner with DU and the city of Calgary on habitat preservation efforts. Together, they have supported Bullshead Conservation Area, which encompasses more than 2,000 acres of wetland-rich prairie as well as recreational sites and education programs.

Amid the crisis, this year marks a 20-year, multi-million-dollar partnership with our Proud Partner, Anheuser Busch. They understand the importance of DU’s mission to wildlife, people and the communities in which they live, as well as the critical need, now more than ever, to get behind the mission with commitments, resources and quality products. Prior to COVID-19, DU was honored to have the duck head featured on Kevin Harvick’s No. 4 Busch Ford Mustang NASCAR, which resulted in a trip to Victory Lane for the No. 4 team!

“We were thrilled to watch Kevin Harvick’s Busch Beer/Ducks Unlimited No. 4 Ford Mustang take the checkered flag at the AAA Texas 500. A big win for the team that also secured Harvick’s spot in the 2019 NASCAR Cup Series Championship 4! said Daniel Blake, senior director, U.S. Value Brands. “As the beer brewed for the great outdoors, we’re proud to partner with Ducks Unlimited in their support of wetland conservation to drive meaningful progress in our shared objective of a better world.”

Sustainable food and clean water

The COVID-19 crisis highlights the need for more sustainable food production, more resilient infrastructure and increased availability of outdoor recreation spaces. Corporations are looking long-term and have maintained environmental, social and governance commitments including increased water use efficiency, reduced carbon footprints and maintaining reliable supply chains. DU has seen strong and growing support for the conservation work with farmers and ranchers because these programs help diversify agricultural operations while also incentivizing environmental outcomes such as reduced downstream flooding, cleaner water and healthier soils.

The current pandemic has amplified concerns about our nation’s water resources, especially those related to flooding, drought and drinking water. Investments like those from Microsoft in the Iowa Conservation Reserve Enhancement Program will help address these water-resource concerns by using wetland and grassland restoration to absorb excess floodwater and remove fertilizers in runoff. This program improves drinking water quality and community resilience and is a great example of corporate stewardship and responsibility. Our conservation partners have also increased their recognition of the need to build resilient landscapes to buffer climate change. The Joseph and Vera Long Foundation is contributing $2.3 million to DU’s Hill Slough wetland restoration in California that not only improves the resilience of public lands to flooding and sea level rise but will sequester tens of thousands of tons of carbon dioxide from the atmosphere.

Coca-Cola is water balanced and working to improve safe, clean drinking water in communities where it is needed most.
The Coca-Cola Foundation

The Coca-Cola Foundation, the Coca-Cola Company and Ducks Unlimited have joined forces to conserve wetland habitat and protect water resources.

The partnership has helped restore more than 1,200 acres of vital wetlands and replenished more than 1 billion liters of water across the continent.

The Coca-Cola Company and the Coca-Cola Foundation have provided more than $1 million for Ducks Unlimited’s conservation work. DU ensures that Coca-Cola’s investment is targeted to acres that are important to the company, but also deliver a broader ecological impact, providing clean water, flood protection, carbon storage and habitat for waterfowl and wildlife.

One sustainability partner, Coca-Cola, is striving to return every drop of water used back to the environment. With the help of organizations like DU Canada, it mitigates the billions of liters of water they use in their products.

“We do watershed restoration, and in some undeserved communities we do clean water access and sanitation projects,” said Jon Radtke, sustainability director, Coca-Cola North America. “It’s about restoring the natural hydrology of a location.” Since 2015, Coca-Cola has been working with DU Canada on several projects focused on sustainability and conservation.

Conservation in a crisis continues

Our work continues across the United States, Canada and Mexico. In April, Bass Pro Shops and Cabela’s Outdoor Fund approved a grant of $375,000 to DU. This grant will support work in the Prairie Pothole Region and will focus on breeding habitat in North Dakota and Canada. These funds will also restore 500 acres of critical wintering and migration habitat across Illinois and Missouri. Additionally, this grant will support the first phase of renovation at Schell Lake, a historic public wetland area in Missouri.

COVID-19 sent our country into crisis, but that did not mean it was time for panic. Two things never changed: The spring migration of waterfowl moving north was right on schedule, and with the help of countless volunteers, staff and corporate partners, we continued to put conservation projects on the ground.

Bass Pro Shops at the Memphis Pyramid is a national destination. The expansive 535,000-square-foot structure offers something for everyone.
The Ducks Unlimited brand is a sought-after, leading outdoor consumer brand that provides a powerful partnership platform that is very attractive to companies looking to reach and connect with consumers. DU works with over 55 companies on powerful marketing programs and branded merchandising initiatives, allowing enthusiasts to wear the DU logo with pride and support companies that support DU.

DU’s Corporate Partner Program has generated more than $100 million in unrestricted funds for conservation. Those dollars are used where waterfowl, wetlands and other wildlife need it most. Our corporate partners support DU through sponsorship fees and royalties but also support DU by investing in advertising, sponsoring events and donating products for fundraising.

Our Corporate Partners

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“If you are going through hell, keep going.”

- Winston Churchill
Federal Ammunition a Proud Partner of Ducks Unlimited

Federal Ammunition joined the DU Corporate Partner program in October 2019. As a Proud Partner of Ducks Unlimited, their sponsorship focuses on the promotion of their new Black Cloud TSS waterfowl ammunition.

Along with their sponsorship commitment, Federal is also a Gold Sponsor of the inaugural DU Expo (DUX), a hands-on outdoor event scheduled in 2021 at Texas Motor Speedway, one of the largest venues in Texas.

Before the end of their first program year, Federal provided 700 cases of target loads for DU’s Continental Shoot Program, a much-needed product donation that substantially reduced operational costs for the two sporting clay events.

“At Federal Ammunition, we have a deep commitment to do more,” said Federal Ammunition President Jason Vanderbrink. “It is our responsibility to help create long-lasting environmental improvements for future generations.”

Mossy Oak continues leading by example

Ducks Unlimited and Mossy Oak renewed their multi-year conservation partnership in FY20 by signing an additional five-year term through 2025. The renewal includes Proud Partner Sponsor fees, DU advertising and other media investments to promote Mossy Oak camouflage brand as the official camo of Ducks Unlimited.

“The Mossy Oak partnership has strengthened our ability to deliver vital wetland habitat,” said DU Chief Fundraising Officer Amy Batson. “Their commitment to DU and conservation in general is truly appreciated. We are excited to see what the future holds with the new Shadow Grass Habitat pattern.”

During the 2020 SHOT Show, Mossy Oak launched its newest waterfowl patterns, Shadow Grass Habitat and Elements Terra Bayou. Ducks Unlimited now has three camo patterns that contain the iconic DU logo: Mossy Oak Original Bottomland, Shadow Grass Blades and new Shadow Grass Habitat.

“Giving back to our nation’s wildlife is a priority for Mossy Oak as the Official Camouflage of Conservation,” said Mossy Oak Senior Vice President and Chief Sales Officer Chris Paradise. “This partnership allows our patterns to not only be the best at concealment, but also gives those who support them an opportunity to proudly serve with us in a bigger mission.”
Our system works. It’s not just taking a young person hunting once or twice and hoping the love of the sport takes hold. It’s not just talking to youth about conservation and believing they will take up the mantle and spend their time and energy conserving wetlands and wildlife resources. It’s not just throwing a youth event and expecting the attendees to hear and understand our message and want to be involved.

What we do is different. Ducks Unlimited starts youth on the conservation path with their own membership level, something they can be a part of and participate in. We introduce our mission to elementary school students as Greenwings and give them their own membership card and magazine. We answer their questions and pique their interest. As they age, DU Varsity chapters at high schools around the country fan that conservation flame as they meet others with similar backgrounds and aspirations.

The students enter college, meeting new friends and making new contacts at their local Ducks Unlimited University chapters. They graduate with degrees and spread out around North America, finding DU chapters in their new home cities and towns.

Over time, those young men and women with an interest in conserving waterfowl and wetlands become adults with a genuine passion for the DU mission. And they have made many friends along the way through shared experiences. It’s those peers who kept them going all the way to leadership roles as DU volunteers, winning awards and becoming vital parts of our conservation mission. It’s with those people that they share sunrises in the blind with, have dinners with and watch their children start the DU journey with. The people have become friends through a common bond and relationships that last a lifetime.
**DU and R3**

The R3 movement in this country is directed at recruiting, retaining and reactivating people into the world of hunting, shooting sports and other outdoor activities. Ideally, these people will also fund and support wildlife conservation. A National Hunting and Shooting Sports Action Plan is in motion by the Council to Advance Hunting and the Shooting Sports and the Wildlife Management Institute to kick-start R3.

At DU, however, our R3 plan has been in motion for decades. Ducks Unlimited Chief Operating Officer Nick Wiley recognizes our R3 successes, knows where they came from and is excited about the future.

“Our high school and college programs are a sustainable network, particularly in peer-to-peer mentoring,” Wiley said. “This is the holy grail of R3, and we have it figured out. Traditional adult mentor-to-child structure helps, but DU’s approach goes much deeper. Rather than taking someone on one or two hunts, our system is a network that supports young people on their road to a lifetime of conservation service and hunting experiences.”

But the R3 movement faces challenges; the first is how to find new people to join, otherwise known as recruitment. Once we have strong volunteers in place, how do they entice others to help and believe in the mission? An important way that DU introduces young people to the organization is the family-friendly nature of our event system. Volunteers and members involve their families in banquet organization and attendance and in event planning and execution. Those kids grow up with Ducks Unlimited.

"Our high school and college programs are a sustainable network, particularly in peer-to-peer mentoring. This is the holy grail of R3, and we have it figured out."
— Nick Wiley, Ducks Unlimited Chief Operating Officer

**Success stories**

The 2020 DU National Scholarship winner is Betsy Newbill of Dyersburg, Tennessee. Her success is a prime example of how family DU involvement leads to youth participation and leadership. Newbill started her DU journey at a very young age.

“I began attending DU events when I was around six,” Newbill said. “My grandfather cofounded three DU chapters in Dyersburg and the surrounding area. You can say Ducks Unlimited has been in my blood for quite a while.”

Newbill excelled in her DU Varsity chapter, rising to chapter president by her senior year. She is attending Mississippi State University, pursuing a degree in business while joining the Ducks University chapter there and continuing her volunteer path. University programs around the nation provide great conservation volunteer opportunities often leading to community chapter involvement after graduation.
Two shining stars of the university program are Jordan Keller (Texas A&M) and Sam Wigand (Colorado State). Each led their respective university chapters to great membership and fundraising heights and then took their talents to Houston and Denver, chairing those chapters soon after college. These are the two largest chapters in the country, raising millions for the DU mission.

Following graduation Keller moved to Houston for work, and she found the DU chapter there, accepting her with open arms and retaining her commitment to wetlands conservation. Being involved in the future of conservation and hunting traditions means a lot to her.

“It’s always been important to me to know that everyone after us gets to enjoy the sport of duck hunting and the outdoors,” Keller said. “Being able to say I had a hand in that is really important to me.”

Wigand followed a similar path, his new career leading him to Denver and a top chapter open to young leadership. He knows what his chapter does on a local level helps to reach a much bigger goal.

“The magnitude of what we are doing really can’t be understood when you sit at home and only see it locally,” Wigand said. “DU is such a great cause and being able to interact with people from all over the country who are equally as passionate keeps you motivated and keeps you going.”

Varsity, University and Third Term

Each year, Ducks Unlimited gathers university program leaders for a summit called Third Term. In 2019, more than 200 participants from 55 collegiate chapters traveled to Memphis and DU national headquarters to meet new people, learn how to become strong leaders and further their conservation experience. This year, a global pandemic knocked Third Term down but not out. The virtual summit was held via Zoom and strong participation further demonstrated the lasting commitment of DU university leaders.

More than 100 university volunteers from 40 chapters tuned in to the virtual event.

Longtime DU Youth and Education leader Dr. Ronal Roberson supports DU’s youth programs and believes the secret to their success lies in the unselfish nature of established chapters and their ability to accept and welcome young new leaders.

“One of the best things we have done with varsity and university programs is allowing these young people to be the leaders,” Roberson said. “That’s why these programs have caught fire. They are proving themselves every year and their momentum drives the future of Ducks Unlimited.”
Of course, DU varsity and university chapters have fundraising at their core. In 2019, roughly 120 university chapters raised over $2 million for DU’s conservation mission. High school chapters raised over $500,000. The successful events held around the country on campuses and event centers attract tremendous support for Ducks Unlimited and wetlands and waterfowl conservation.

Youth programs have proven track records with membership recruitment and retention. How do they reactivate those who have let their conservation commitment lapse? They use their youth and energy to fan the spark of a fire that has turned into a strong flame again. It’s even easier with those who came up in the DU Varsity and University programs to renew their volunteer commitment after stepping away.

A prime example of that conservation spirit renewal is Chelsi Thornton, a former standout member of the Texas A&M Aggieland Chapter. She started her DU university volunteer career at Kilgore College and quickly found a DU home at A&M after transferring. Thornton was social and public relations chair for Aggieland as well as chapter president during her final two years in school.

As often happens, life changed priorities for Thornton who continued her education in nursing school, got married and had a son. While she may have not been active with DU, her heart still longed for the relationships and mission she found before.

“My family is heavily involved in DU, and I’m a legacy Greenwing,” Thornton said. “So joining a university chapter when I went to college just came naturally. But life got a little crazy after I graduated from A&M, and I just didn’t have the time to devote to DU.”

Thornton couldn’t stay away for long, however. The love of the DU mission and the great things that DU does in wetlands and waterfowl conservation led to her membership and leadership reactivation. Now she has committed to helping varsity and university programs across Texas as the new Youth and Education chairman for that state.

“I have always admired the Youth and Education chairman position and jumped at the chance to hold it,” Thornton said. “To have the opportunity to instill the passion I have for Ducks Unlimited into a new generation of youth is a dream come true.”
DU Ecology Conservation and Management Certification

An exciting development for youth around the country, the Ducks Unlimited Ecology Conservation and Management Certification is now available on the iCEV industry certification online testing platform. This certification is designed to prepare individuals for a career in natural resources management and help the next generation understand ecology issues and gain experience in wildlife and habitat conservation.

The Ecology Conservation and Management Certification exam consists of 100 questions and assesses knowledge and skills from industry standards, including ecological principles, species identification, wildlife and habitat conservation management.

“The Ecology Conservation and Management Certification provides a strong foundation in basic ecology and natural resource management,” said DU Chief Scientist Dr. Tom Moorman. “It gives students who are working toward a college degree and a career in natural resources management a detailed exploration of the science that is the foundation of this profession. For students who choose a career in agriculture, forestry or other natural resources, this certification helps them be better stewards of land.”

Clearly, the R3 movement is growing across the United States, thanks to work from many organizations with a vested interest in the continuation of hunting and shooting sports. To maintain the rich traditions of hunting and conservation, this movement needs all organizations to be successful. We know our formula at Ducks Unlimited is working. There is no doubt about DU’s success in engaging youth of all ages with peer-to-peer mentoring groups that establish, nurture and sustain the DU conservation lifestyle. Young people find a place where they can belong, where they can make a real difference and where they can thrive with individuals like themselves and achieve a common goal.

“We all come to Ducks Unlimited a different way,” Keller said. “But we all stick around for the same reason.”

Ducks Unlimited’s 2019 Third Term leadership conference brought more than 200 young DU volunteers from 55 chapters across the country to DU National Headquarters in Memphis.
“The struggle you are in today is developing the strength you need for tomorrow. Don’t give up.”

– Robert Tew
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 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 FY20 (July 1, 2019 to June 30, 2020) or have given at least $1 million to Ducks Unlimited in their lifetime.

Thanks to the leadership of more than 57,000 volunteers, the states and chapters listed represent those that performed at the highest level in 2019.

Please contact Jenna Sanchez at 901-758-3871 or jsanchez@ducks.org for information about being included in next year’s annual report.
For generations to come, conservationists, outdoors enthusiasts and the waterfowl and wildlife that depend on wetlands will be forever indebted to all the Ducks Unlimited Volunteers, Major Donors and Feather Society members listed on the following pages. Thank you for your continuous, unflagging support.

In the last half of FY20, few of us could have envisioned the series of calamities that would impact our lives and our country. But as Ducks Unlimited supporters have done since 1937, we continued our ongoing mission: waterfowl sufficient to fill the skies today, tomorrow and forever.

It is our distinct pleasure to recognize those who have gone far above and beyond to help us meet our organizational goals with impressive performances in philanthropy and restored, enhanced and protected wetland acres.

We have overcome tough times before. For more than eight decades of Ducks Unlimited’s existence, there have been many challenges that could have derailed our work. They did not! Ducks Unlimited was born during epic drought, economic disaster and a looming global conflict, arguably an even more catastrophic time.

Your organization doesn’t take our present circumstances lightly. However, we do know that this too will pass. We believe in our mission and we look forward with absolute certainty that things will be even better for not only our organization but also for people like you who support conservation.

It is an honor to represent you as the Senior Advisory Vice-Presidents for Development, Events and Volunteer Management and Membership. We will continue to work beside you to promote support for Ducks Unlimited, support that creates a legacy of wetlands conservation for all of us.

We are immensely grateful for your commitment. Because of you, the work we are dedicated to doing continues.
## 2020 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 payments originating from the chapter’s assigned zip codes
- Mail marketing membership and fundraising payments originating from the chapter’s assigned zip codes

### $1,000,000 + Chairman’s Elite Chapters

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<td>Weld County, CO</td>
<td>Logan County, IL</td>
<td>Dorchester County, MD</td>
<td>Charlotte, NC</td>
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<td>Southern Fairfield, CT</td>
<td>McHenry Fox Flyway, IL</td>
<td>Pine Tree State, ME</td>
<td>Gastonia, NC</td>
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</table>
Harnett County, NC
Raleigh, NC
State College Chapter, NC
Winston Salem, NC
Bismarck, ND
Burt-Washington County, NE
Seward, NE
Elko, NV
Reno Ducks Unlimited, NV
Eastern Suffolk, NY
Genesee County, NY
Tulsa Committee, OK
Lancaster County, PA
Columbia, SC
North Edisto, SC
Day County, SD
Memphis, TN
Wolf River, TN
Aggieland, TX
Bellaire, TX
Big Thicket, TX
Corpus Christi, TX
Corsicana, TX
Dallas, TX
Ellis County, TX
Georgetown, TX
Lake Lewisville, TX
McKinney, TX
Navasota, TX
Rockport-Fulton, TX
Texoma, TX
Tomball, TX
Victoria, TX
Weatherford, TX
Woodlands, TX
Fredericksburg, VA
Western Henrico, VA
Vancouver, WA
Waukesha County, WI

$65,000 - $99,999 + President’s Roll of Honor Chapters

Jacksonville, AR
Mississippi County, AR
Anchorage Fall, AK
Bethel, AK
Over The Mountain, AL
Antelope Valley, CA
Contra Costa County, CA
De Anza, CA
Fresno, CA
Granite Bay, CA
Riverside, CA
Sacramento Valley Crab Feed, CA
San Joaquin Valley, CA
Tri Valley Chapter, CA
West Sacramento, CA
Crystal River, CO
Douglas County, CO
Evergreen, CO
Fort Collins, CO
Highlands Ranch, CO
Laplata County, CO
Pueblo, CO
Central Delaware, DE
Delaware Hunters, DE
Nanticoke, DE
Clearwater, FL
Jacksonville, FL
Naples, FL
Palm Beaches, FL
Panama City, FL
Pasco County, FL
Tallahassee, FL
Columbus, GA
Okefenokee, GA
Pike County, GA
Rome, GA
Thomasville, GA
Lake Country, IA
North Shore Chicago, IL
Peoria, IL
Quincy, IL
Sauk Valley, IL
Crown Point, IN
Fort Wayne, IN
West Central No.8, KS
McCraken, KY
Abbeville, LA
Lincoln Parish, LA
McNeese State University, LA
New Iberia, LA
Pecan Island, LA
Plaquemines Parish, LA
Atlantic Frontier, MA
Annapolis, MD
Anne Arundel County North, MD
Kent County, MD
National Capital, MD
St. Mary's County, MD
Western Washtenaw, MI
West Oakland, MI
Bemidji, MN
Capitol Chapter, MN
Fergus Falls Area, MN
Freeborn County, MN
Meeker County, MN
Morrison County, MN
Roseville, MN
Sizzlin' Southeast Minnesota, MN
Southwest Minnesota
Cooters, MN
Southwest Minnesota, MN
St. Croix Valley, MN
Christian County, MO
Great Rivers Confluence, MO
Olive Branch, MS
Bitterroot Valley, MT
Missouri Milk River, MT
Clinton Sampson County, NC
Johnston County, NC
Wilmington, NC
Elkhorn, NE
University of Nebraska, NE
Carson Valley, NV
Sparks, NV
Winnemucca, NV
BC Chapter, NY
Finger Lakes, NY
Owasco Lake Chapter, NY
South Towns, NY
Watkins Glen, NY
Fallen Timbers, OH
Geauga County, OH
Shelby County, OH
Cleveland County, OK
South Central Oklahoma, OK
Bend, OR
Portland, OR
Forbes Trail, PA
Lehigh Valley, PA
Beaufort, SC
Chester, SC
Lexington, SC
Saluda County, SC
Lake Poinsett, SD
Sioux Falls Sponsors, SD
Watertown, SD
Chattanooga-Hamilton County, TN
Collierville, TN
Knoxville, TN
Memphis University School, TN
Brazos Valley, TX
Celina, TX
Centex, TX
Denton, TX
Dripping Springs, TX
Fort Worth, TX
Hopkins County, TX
Hunt County, TX
Katy-Brookshire, TX
Kerrville, TX
Lagarde, TX
Mexia, TX
New Braunfels, TX
Pearland, TX
San Marcos, TX
Seguin, TX
Tyler, TX
West Houston, TX
Whitehouse, TX
Salt Lake, UT
Alexandria, VA

SOUTH CAROLINA 2,013 VOLUNTEERS | 17,953 MEMBERS, SPONSORS AND MAJOR DONORS
EVENT AND MAJOR GIFT INCOME $1,870,177
2019 CHAPTER EXCELLENCE AWARDS

These awards recognize chapters that meet the following growth criteria in calendar year: base qualifier – primary chapter event must be 10/30 compliant

- All Income (to include net event revenue, non-event major donor income from assigned zip codes, SBA proceeds and direct mail proceeds from assigned zip codes)
- Event Income for all chapter events
- All members (event members and direct mail members from assigned zip codes)
- Event attendees for all chapter events
- Volunteers

Growth in all five criteria over a calendar year constitutes a Gold chapter ranking, four is Silver and three is Bronze.

Gold

Cold Bay, AK
Kenai River, AK
State Committee, AK
280 Scotch & Cigar, AL
Geneva County, AL
Marion, AL
Ozark, AL
Cache River, AR
Conway County, AR
Howard/Pike County, AR
Sierra Vista, AZ
Tucson, AZ
West Valley\Peoria, AZ
Oakdale, CA
Brighton, CO
Delta, CO
Evergreen, CO
Eastern Connecticut, CT
Yale University, CT
Fernandina Beach, FL
Lake Wales, FL
Orlando, FL
South Walton, FL
ABAC Tifton UGA, GA
Bank-Jackson County, GA
Columbus, GA
Hawkinsville, GA
Lake Oconee, GA

Lake Seminole, GA
Pickens County, GA
Pike County, GA
Troup County, GA
Allamakee, IA
Boone Area, IA
Chain-Of-Lakes, IA
Chariton Area, IA
Dyersville, IA
Echo Valley, IA
Greene County, IA
Lake Country, IA
Little Sioux, IA
Mitchell County, IA
Srv Ducks Unlimited, IA
Lewis-Clark, ID
Meridian, ID
Silver Valley, ID
Effingham, IL
Herrin, IL
Johnson County, IL
Macon County, IL
North Adams, IL
Adams County, IN
Crown Point, IN
Evansville, IN
Mud Lake, IN
Tell City, IN

White River, IN
Whitley County, IN
Big Lake Area, KS
Central Kansas, KS
Garnett, KS
Hutchinson, KS
Jayhawk, KS
John Redmond, KS
Leavenworth Area, KS
Parsons, KS
Seward County, KS
South Johnson County, KS
Valley Center DU, KS
Hickman, KY
Livingston Parish, LA
Slidell Area, LA
St Charles, LA
Washington Parish, LA
Cochituate, MA
Annapolis, MD
Talbot County, MD
Blue Water, MI
Houghton Lake, MI
Msu Ducks Unlimited, MI
Muskegon County, MI
North Kent, MI
Northern Michigan University, MI

Apple Valley Area, MN
Cottage Grove, MN
Delano, MN
Foley Area, MN
Gustavus Adolphus, MN
Le Sueur County, MN
Lost Marsh, MN
McLeod Ducks Unlimited, MN
Meeker County, MN
Ottertail, MN
Quaker Backers, MN
Rum River, MN
Sioux Trails, MN
Squaw Lake Area, MN
SW MN State University, MN
Whistling Wings, MN
Winona County, MN
Barry/Lawrence County, MO
Greater Springfield Chapter, MO
Lake Stockton, MO
Mid-East Missouri, MO
Missouri State University
DU, MO
O’Fallon-St Paul, MO
Perryville, MO
Smithville, MO
Warrenton, MO
Bolivar County, MS

SOUTH DAKOTA 798 VOLUNTEERS | 7,129 MEMBERS, SPONSORS AND MAJOR DONORS
EVENT AND MAJOR GIFT INCOME $1,633,998
Bulldogs, MS
Copiah County, MS
Covington County, MS
Hernando, MS
Jackson Prep High School, MS
Leflore County, MS
Madison-Ridgeland, MS
Anaconda Du, MT
Big Horn County, MT
Carbon County, MT
Great Falls, MT
Helena, MT
Ravalli, MT
Bladen County, NC
Brunswick County, NC
Camele, NC
Carteret County, NC
Cleveland County, NC
Concord, NC
Cumberland County, NC
Davie County, NC
Duplin County, NC
Durham, NC
Goldboro, NC
Greensboro, NC
New Bern, NC
Person County, NC
Raleigh, NC
Richmond County, NC
Rowan County, NC
UNCW/Wilmington, NC
Vanceboro, NC
Bismarck, ND
Mandan, ND
Pierce County, ND
Beatrice Area, NE
Beaver Valley, NE
Elkhorn, NE
Lower Platte River, NE
Saline County, NE
Sandhills, NE
Schuyler, NE
University of Nebraska
Kearney, NE
Rockingham County, NH
Las Cruces, NM
Dayton Valley
Ducks Unlimited, NV
Fallon, NV
Winnemucca, NV
Long Falls, NY
Northern New York, NY
Seneca Falls, NY
South Shore, NY
Ashtabula, OH
Black Swamp, OH
Henry County, OH
Broken Arrow, OK
Bryan County, OK
Canadian County, OK
Custer County, OK
Grand Lake, OK
McCurtain County, OK
Miami, OK
OSU, OK
Poteau, OK
Stillwater, OK
Wagoner, OK
Cottage Grove, OR
Enterprise, OR
Eugene, OR
Klamath Falls, OR
The Dalles, OR
Tualatin, OR
Bucks County, PA
Saucony Creek-Kutztown Du, PA
Toby Creek, PA
Chapin Ducks Unlimited, SC
Clemson University, SC
Greenville, SC
Kershaw, SC
Lakelands, SC
Ridge Flyway, SC
Ridgeland, SC
Day County, SD
Lynman County (Presho), SD
Montgomery Bell Academy, TN
Smoky Mountain, TN
Tennessee Valley, TN
Watts Bar, TN
Bonham, TX
Brownwood, TX
Granbury, TX
Gregg County, TX
Houston County, TX
Hunt County, TX
Kerrville, TX
New Braunfels, TX
Uvalde, TX
Flaming Gorge, UT
Heber Valley, UT
Fredericksburg, VA
Goochland High School, VA
Jefferson’s Country, VA
Louisa, VA
Norfolk, VA
Richmond, VA
Suffolk, VA
University Of Virginia, VA
Ballard, WA
Ephrata, WA
Sunnyside, WA
Tri-Cities, WA
Wenatchee, WA
Black Hawk, WI
Darboy, WI
Eau Claire, WI
Hudson, WI
Medford, WI
Northern Lakes, WI
Northern Lakes
Ducks Unlimited, WI
Stoddard, WI
University of WI
Stevens Point, WI
Upper Saint Croix, WI
UW-Whitewater Chapter, WI
Whitewater Area, WI
Eastern Panhandle, WV
Elkins, WV
Bridge Valley, WV
Fremont County, WV
Gillette, WY
Glenrock, WY
Silver
Bethel, AK
Fairbanks, AK
Homer, AK
Kodiak, AK
Mat-Su, AK
Seward, AK
Dothan, AL
Montgomery Capitol City, AL
Augusta - Black Swamp, AR
Craighead County, AR
Cypress Bayou, AR
Greenwood, AR
Hurricane Lake, AR
Auburn, CA
Beach Cities, CA
Blythe-Palo Verde, CA
Cal Poly University, CA
Del Cur, CA
Half Moon Bay, CA
Intermountain, CA
Madera, CA
Milpitas, CA
Sacramento Valley
Crab Feed, CA
Santa Barbara, CA
Fort Collins, CO
Grand Valley, CO
Longmont, CO
Pueblo, CO
Royal Gorge, CO
Summit, CO
Sussex Tech High School, DE
Bradenton, FL
Citrus County, FL
Ft Lauderdale, FL
Highlands County, FL
Ocala, FL
Palm Beaches, FL
Pasco County, FL
St Augustine, FL
Tri-County Chapter, FL
Augusta, GA
Chattahoochee River, GA
Dalton, GA
GA College & State University, GA
GA Tech, GA
Hartwell, GA
Jackson-Butts County, GA
Jefferson County, GA
Kennesaw, GA
Lake Blackshear, GA
Madison County, GA
Newton/Covington, GA
Okefenokee, GA
Paulding County, GA
Rockdale County, GA
Smyrna, GA
St. Simons, GA
Vidalia Four Rivers, GA
Waynesboro, GA
Big Creek DU, IA
Black Hawk, IA
Chicaqua Ducks Unlimited, IA
Cyclone, IA
Dallas County DU, IA
Davenport, IA
Greencastle Gunners DU, IA
Grundy, IA
ISU, IA
Maple River, IA
Mid-Iowa, IA
North East Iowa, IA
Northwest Iowa Du, IA
Shelby County, IA
Sioux Rivers, IA
Volga River, IA
1000 Springs, ID
Canyon County, ID
Jerome, ID
McCall, ID
Mini-Cassia, ID
Bartonville, IL
Chester, IL
Clinton Lake, IL
Logan County, IL
Menard County, IL
Monroe County, IL
Peoria, IL
S.I.U., IL
Taylorville, IL
Crawfordsville, IN
Hendricks County, IN
Two Rivers, IN
Bluestem, KS
Cloud County, KS
Miami County, KS
Salina Area, KS
Smoky Hill, KS
Waconda, KS
Winfield, KS
Christian County, KY
Livingston County, KY

Wetherby, KY
Wilderness Area, KY
Woodford County, KY
Carenco, LA
Jackson Parish, LA
New Orleans, LA
Rapides Parish, LA
SE Louisiana University, LA
St Bernard, LA
St Francisville, LA
St. Tammany West, LA
West Assumption, LA
Atlantic Frontier, MA
Baltimore, MD
Dorchester County, MD
Frederick County, MD
Herring Bay, MD
Pocomoke River, MD
R. Madison Mitchell, MD
Sassafras River, MD
Casco Bay, ME
Somerset County, ME
Ausable Valley, MI
Big Rapids, MI
Calhoun County, MI
Cass City, MI
Clare County, MI
Down River, MI
Frankenmuth, MI
Gun River, MI
Huron Valley, MI
Michigan Tech University, MI
Ogemaw County, MI
Portland, MI
Rochester-Romeo, MI
Sanilac County DU, MI
Thunder Bay, MI
Traverse City, MI
West Oakland, MI
White River, MI
Bemidji, MN
Blackduck, MN
Cannon Flyways, MN
Central Stearns County DU, MN
Clay County, MN
Des Moines River, MN
Freeborn County, MN
Frozen North, MN
Headwaters, MN
Hibbing/Chisholm, MN
High Island Feeders, MN
Madison Lake, MN
Mahnomen County, MN
Maine Prairie, MN
N.E.W. DUCKS UNLIMITED, MN
North Suburban, MN
Osakis Bluebills, MN
Perham, MN
Prairie Benson, MN
Red Lake County, MN
Rich Spring, MN
Southcentral, MN
Southwest Minnesota, MN
St Croix Valley, MN
University of MN Duluth, MN
Wadena Area, MN
Barton County, MO
Big Piney, MO
Callaway County, MO
Glenn D Chambers, MO
Great Rvrs Conflucn, MO
Lakes Country, MO
Lexington, MO
Odessa, MO
Osage, MO
Platte City, MO
Ten Mile Pond, MO
Aberdeen, MS
Hattiesburg, MS
Hinds County, MS
Jackson Academy Varsity, MS
Natchez, MS
Tombigbee, MS
Tunica County, MS
Gallatin-Madison, MT
Gardiner, MT
Kootenai Valley, MT
Milk River, MT
Rosebud County, MT
Anson County, NC
Clinton Sampson County, NC
Corinth Holders
High School, NC
Davidson County, NC
Eddie Scott-Jones County, NC
Elizabeth City, NC
Harnett County, NC
Hyde County, NC
Johnston County, NC
Kerr Lake/Vance County, NC
NCsu, NC
Pirate/Greenville, NC
Princeton High School, NC
Southern Pitt, NC
Kidder County, ND
Central Platte, NE
Cozad, NE
Lancaster County, NE
Ord Elyria, NE
Seward, NE
Monadnock, NH
Delaware Water Gap, NJ
Hudson River, NJ
Mercer County, NJ
Raritan Bay, NJ
Black Rock Desert, NV
Carson City, NV
Ducks University Reno, NV
Sparks, NV
Four Harbors, NY
Greene County, NY
Orleans County, NY
Saratoga Springs, NY
Sullivan County, NY
Thousand Islands, NY
Watkins Glen, NY
Western Suffolk, NY
Champaign County, OH
Fallen Timbers, OH
Grand Lake, OH
Kelles Island, OH
Middlefield Marsh, OH
Sandusky Bay, OH
Scioto Valley, OH
Altus, OK
Chandler, OK
Guthrie, OK
Kaw, OK
OCS, OK
Sand Springs, OK
Tahlequah, OK
Tulsa Committee, OK
McMinnville, OR
Polk County, OR
Roseburg, OR
Salem, OR
Sauvies Island, OR
Lehigh Valley, PA
Marsh Creek, PA
Perkiomen Valley, PA
Reading, PA
Beaufort, SC
Chester, SC

TEXAS 4,200 VOLUNTEERS | 53,241 MEMBERS, SPONSORS AND MAJOR DONORS
EVENT AND MAJOR GIFT INCOME $8,620,729
<table>
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<tr>
<th>Location</th>
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<tbody>
<tr>
<td>Greenville, SC</td>
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<tr>
<td>Laurens County, SC</td>
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<tr>
<td>Chamberlain Area, SD</td>
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<tr>
<td>Pierre, SD</td>
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<tr>
<td>Tri-State (Belle Fourche), SD</td>
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<tr>
<td>Clarksville, TN</td>
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<tr>
<td>Knoxville, TN</td>
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<tr>
<td>Tri Cities, TN</td>
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<tr>
<td>Big Thicket, TX</td>
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<tr>
<td>Brazoria County, TX</td>
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<tr>
<td>Canton, TX</td>
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<td>Corsicana, TX</td>
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<tr>
<td>Ft Worth, TX</td>
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<tr>
<td>Harlingen, TX</td>
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<tr>
<td>Hopkins County, TX</td>
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<td>Matagorda County, TX</td>
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<tr>
<td>McKinney, TX</td>
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<tr>
<td>Rice Belt, TX</td>
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<td>Robertson County, TX</td>
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<td>San Marcos, TX</td>
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<td>Seguin, TX</td>
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<tr>
<td>Texas A&amp;M Commerce, TX</td>
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<td>Texas State University, TX</td>
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<td>Weatherford, TX</td>
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<tr>
<td>Wimberley, TX</td>
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<tr>
<td>Guns and Roses, UT</td>
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<td>Price, UT</td>
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<td>Appomattox River, VA</td>
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<td>Chincoteague, VA</td>
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<td>Goochland, VA</td>
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<tr>
<td>Historic Triangle, VA</td>
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<tr>
<td>Mechanicsville, VA</td>
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<tr>
<td>Northern Neck</td>
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<tr>
<td>Ducks Unlimited, VA</td>
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<tr>
<td>St Christopher High School, VA</td>
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<td>Virginia Beach, VA</td>
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<tr>
<td>Chittenden Co North, VT</td>
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<tr>
<td>Bellevue, WA</td>
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<td>Burien, WA</td>
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<td>Columbia Gorge, WA</td>
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<td>Gig Harbor, WA</td>
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<td>La Conner, WA</td>
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<td>Quincy, WA</td>
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<td>Sky Valley, WA</td>
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<tr>
<td>Snoqualmie Valley, WA</td>
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<tr>
<td>Spokane Valley, WA</td>
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<tr>
<td>Adams County, WI</td>
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<tr>
<td>Algoma D U, WI</td>
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<tr>
<td>Clintonville Area, WI</td>
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<tr>
<td>Coulee Region, WI</td>
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<tr>
<td>Fort Atkinson, WI</td>
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<tr>
<td>Kewaunee/Door County, WI</td>
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<tr>
<td>Lake Poygan, WI</td>
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<td>Lakeshore, WI</td>
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<td>Mackford Prairie, WI</td>
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<td>Marinette/Menomonee, WI</td>
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<td>North Woods, WI</td>
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<tr>
<td>Plum Creek, WI</td>
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<tr>
<td>Pulaski Area, WI</td>
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<tr>
<td>Reedsburg Area, WI</td>
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<tr>
<td>Southwest Wisconsin, WI</td>
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<tr>
<td>Sun Prairie, WI</td>
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<td>Westosha, WI</td>
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<td>Wolf River Flyway, WI</td>
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<td>Yellow River Flyway, WI</td>
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<tr>
<td>West Virginia University, WV</td>
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<tr>
<td>Green River, WY</td>
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<td>Laramie, WY</td>
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</tbody>
</table>

**Bronze**

<table>
<thead>
<tr>
<th>Location</th>
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<tbody>
<tr>
<td>Copper Delta, AK</td>
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<tr>
<td>Juneau, AK</td>
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<tr>
<td>Ninilchik, AK</td>
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<tr>
<td>Auburn, AL</td>
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<tr>
<td>Eastern Shore, AL</td>
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<tr>
<td>University Of Alabama, AL</td>
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<tr>
<td>Black River, AR</td>
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<tr>
<td>Central Arkansas, AR</td>
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<tr>
<td>Crawford County, AR</td>
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<tr>
<td>Delta, AR</td>
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<tr>
<td>Languille River, AR</td>
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<td>Maumelle, AR</td>
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<td>Paragould, AR</td>
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<td>Poinsett County, AR</td>
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<td>Springdale, AR</td>
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<tr>
<td>Scottsdale, AZ</td>
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<tr>
<td>Amador County</td>
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<tr>
<td>Ducks Unlimited, CA</td>
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<tr>
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<td>De Anza, CA</td>
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<td>Dixon, CA</td>
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<td>Gilroy, CA</td>
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<td>Crystal River, CO</td>
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<td>Golden, CO</td>
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<td>Southwest Metro/Littleton, CO</td>
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<tr>
<td>Aspetuck Valley, CT</td>
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<td>Bigelow Hollow, CT</td>
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<tr>
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Girard, KS
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Northwest Kansas, KS
Spring River, KS
Simpson County, KY
Benton, LA
Cajun, LA
Cameron Parish, LA
Tiger, LA
University of Louisiana, LA
West Monroe, LA
Central Massachusett, MA
Central Maryland, MD
Charles County, MD
Saco Bay, ME
Waterville Winslow, ME
Benzie County, MI
Cadillac Area, MI
Cheboygan County, MI
Davidson/Flint Spring, MI
Glaro, MI
Greater Kalamazoo Co., MI
Harbor Springs, MI
Hlawatha, MI
Macomb Lake St Clair, MI
Midland, MI
North Oakland, MI
Orion-Oxford, MI
Reese, MI
Sebewaing, MI
Shiawassee, MI
South Kent, MI
South Oakland, MI
Swartz Creek, MI
Tri-Cities, MI
3 M Club, MN
Chain Of Lakes, MN
Grant County Area DU, MN
Koronis, MN
Lake Minnetonka, MN
Little Crow, MN
Morrison County, MN
Northern Cass County, MN
Rosemount, MN
Sherburn, MN
Steele County, MN
Upper Root River, MN
Warroad Du, MN
Zimmerman, MN
Bluff City Mallards, MO
Chariton County, MO
Grand River, MO
Greenheads, MO
St Peters, MO
Marshall Benton Coun, MS
Ole Miss, MS
Olive Branch, MS
Panola County, MS
Reservoir, MS
Sardis Lake, MS
Simpson County, MS
Warren County, MS
Billings, MT
Bitterroot Valley, MT
Blackfoot River, MT
Flathead Valley, MT
Medicine Lake, MT
Missoula, MT
Alton Turner Gates County, NC
Gastonia, NC
Greene County, NC
Greenville/Dr. Ray D. Minges, NC
Kinston Lenoir County, NC
Midway High School, NC
Pamlico County, NC
Roanoke Valley, NC
Wilmingon, NC
Barnes, ND
Grand Forks, ND
La Moure County, ND
Sakakawea, ND
Hastings Area, NE
Lincoln County, NE
Boars Head, NH
Capitol Area, NH
Greater Nashua, NH
Sedge Island, NJ
Albuquerque Chapter, NM
Henderson/Boulder City, NV
Eastern Suffolk, NY
Finger Lakes, NY
Genesee County, NY
Lower Adirondack, NY
Northern Chautauqua, NY
Peconic Bay, NY
South Towns, NY
Cambridge, OH
Fairfield, OH
Fremont, OH
Geauga County, OH
Harrison County, OH
Holmes County, OH
Madison County, OH
Miami County, OH
Middletown, OH
Norwalk, OH
Pickaway Plains, OH
Garfield County, OK
South Central Oklahoma, OK
Pendleton, OR
Willamette, OR
Beaver River, PA
Blue Spruce, PA
Butler County, PA
Conodoguinet, PA
French Creek Valley, PA
High Point, PA
Mercer County, PA
Northwestern, PA
Springton, PA
York Area, PA
Edisto Island, SC
Lake City, SC
Salkehatchie River, SC
Saluda County, SC
Waccamaw, SC
Big Sioux (Renner/Crooks), SD
Brookings, SD
Huron, SD
Lake Alvin (Harrisburg), SD
Watertown, SD
Christian Brothers
High School, TN
Greene County, TN
Highland Rim, TN
Aggieland, TX
Austi, TX
Bellaire, TX
Centex, TX
Cibolo Creek, TX
Dripping Springs, TX
Huntsville, TX
Jacksonville, TX
Kingwood, TX
Lake Somerville, TX
Lonestar Chapter, TX
Northwest Prairie, TX
Rockport/Fulton, TX
San Antonio, TX
Texoma, TX
Tomball, TX
Tyler, TX
Waco, TX
Delta Lone Quackers, UT
Tooele, UT
Alexandria, VA
Meherin River, VA
Middle Peninsula, VA
Prince William, VA
Shenandoah Co, VA
Grand Isle County, VT
Memphremagog, VT
Connell, WA
Goldendale, WA
Grays Harbor, WA
Kitsap County, WA
Lewis River Valley, WA
Longview, WA
Methow Valley, WA
Moses Lake, WA
Olympia, WA
Pend Oreille Valley Chapter, WA
Beaver Dam, WI
Big River, WI
De Pere-Nicolet, WI
Headwaters, WI
Kenosh, WI
Mayville, WI
Milwaukee, WI
Phillips, WI
Plum Creek South, WI
Plymouth Area Du, WI
Schofield/Rothschild, WI
Shawano Area, WI
Southern Wisconsin, WI
Yellow River, WI
Wildwater, WV
Powder River, WY
Powell Valley, WY
NATIONAL STATE EXCELLENCE AWARDS

These awards recognize growth in multiple categories. Growth in five is Gold, four is Silver and three is Bronze. Chapters must have an increase in event income to qualify.

- All income, including net event revenue, non-event major donor income from assigned zip codes, sealed bid auction proceeds and direct mail proceeds from assigned zip codes.
- Event income for all chapter events
- All members (event members and direct mail members from assigned zip codes)
- Event attendees for all chapter events
- Volunteers

GOLD

Alaska
Arizona
Hawaii
Idaho
New Mexico
Nevada
New York
Oklahoma
Wisconsin

SILVER

Kansas
Maryland
Minnesota
Mississippi
North Carolina
New Jersey
Ohio
South Carolina
Virginia
Washington

BRONZE

Georgia
Louisiana
Massachusetts
Michigan
Montana
North Dakota
Nebraska
Oregon
South Dakota
Texas
West Virginia

2019 TOP TEN STATES

States are ranked via Olympic-style scoring measuring absolute and percentage growth in the following categories:

- All income, including net event revenue, non-event major donor income from assigned zip codes, sealed bid auction proceeds and direct mail proceeds from assigned zip codes.
- Event income for all chapter events
- All members (event members and direct mail members from assigned zip codes)
- Event attendees for all chapter events
- Volunteers

Must have an increase in event income to qualify

1. Alaska
2. Arizona
3. Wisconsin
4. New Mexico
5. North Carolina
6. Nevada
7. TIE: Idaho and Oklahoma
8. New York
9. New York
10. TIE: South Carolina and Washington
2019 VARSITY ALL-STARS
AND UNIVERSITY ALL-AMERICANS

ALL-AMERICAN CHAPTERS

Collegiate chapters that exceed $25,000 in funds raised in a calendar year through the following revenue streams:

- Event income from all events (minimum $5,000 in event income to qualify)
- Chapter silent bid auction income
- Donor directed major gifts

Recognition levels:
- $75,000 + Gold All-American
- $50,000-$74,999 Silver All-American
- $25,000-$49,999 Bronze All-American

National Champion

Louisiana State University-Tiger Chapter, LA

GOLD

Texas A&M-AGgieland, TX
North Carolina State University, NC
University of Nebraska, NE
University of Wisconsin-Stevens Point, WI

SILVER

McNeese State University, LA
East Carolina University-Pirate/Greenville, NC

BRONZE

University of Virginia, VA
University of Wisconsin-Whitewater Chapter, WI
Bemidji State University, MN
Ole Miss, MS
University of Georgia, GA
Sam Houston State University, TX
Oklahoma State University, OK
Milwaukee School of Engineering, WI
Colorado State University, CO
ASU Arkansas State University, AR
Bulldogs - Mississippi State, MS
State University of New York,
   College of Environmental Science and Forestry, NY
Citadel College Ducks Unlimited, SC
Texas A&M Commerce, TX
University of Louisiana, LA
Ducks University Reno, NV
Campbell University, NC
DU University of Wisconsin-Madison, WI

Members of the DU Varsity LSU Tiger Chapter gathered for a group photo before the chapter’s fall event.
VARITY ALL-STAR CHAPTERS

High school chapters that exceed $10,000 in funds raised in a calendar year through the following revenue streams:

- Event income from all events (minimum $2,500 in event income to qualify)
- Chapter silent bid auction Income
- Donor directed major gifts

Recognition levels:
- $30,000 + Gold
- $20,000-$29,999 Silver
- $10,000-$19,999 Bronze

National Champion

Memphis University School, TN

GOLD

Christian Brothers High School, TN
Greenville High School, SC
Princeton High School, NC
Collegiate School, VA

SILVER

Jackson Prep High School, MS
Honeoye Lake Varsity, NY
Jackson Academy Varsity, MS
St Christopher High School, VA
Buckshot Varsity, TX
Broughton High School, NC

BRONZE

Smyrna High School, DE
Midway High School, NC
Montgomery Bell Academy, TN

2019 GREENWING HONOR ROLL

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

1. Upper Lafourche, LA
2. Kids and Wetlands, MO
3. Tennessee Valley, TN
4. Wilson, NC
5. North East Illinois, IL
6. Chattanooga-Hamilton County, TN
7. Greater Kansas City, MO
8. Jacksonville, AR
9. Benton County, AR
10. Rowan County, NC
11. St. Simons, GA

WEST VIRGINIA 164 VOLUNTEERS | 1,323 MEMBERS, SPONSORS AND MAJOR DONORS
EVENT AND MAJOR GIFT INCOME $84,879
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 7/15/2020):

Jay Ackley  
Richard and Dale Ahearn  
John and Emily Alexander  
Blake and Dell Amick  
Dallas Anderson*  
Don Anderson  
Mikkel R. Anderson and Peggy Sundstrom  
Mary D. Arbogast  
Duane and Annamaria Arnister  
Sherwin and Kaycie Artus  
Paul C. Aughtry III  
Michael D. Ayers  
Bentley Badgett  
Eve and Robert M. Balding, Jr.  
Mitchell & Hagins Ball  
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  
Marsha and James R. Beck, LTC (USA Retired)  
John Belford  
Taylor J. Bennett  
C. Mickler Bentley  
Nathan Bergeland and Jillian Link  
Andrew and Julie Berger  
Shirley and John Berry, Jr.  
Mark and Jodie Biddlecomb  
Sandi and Paul Bonderson, Jr.  
J. Michael Bowers  
James* and Bella Brannan  
Grant R. Brees, DVM  
Forrest W. Brehm  
Charles Bruning III  
Tracy Bruning  
Magalen O. Bryant  
Tim and Gail Buckley  
Denise and Dave Bunning  
Gary C. Butler  
Jimmy Byrd  
Jim and Marcy Calaway  
Joseph and Maryann Campanelli  
Benjamin and Karyn Campbell  
Angie and Harold Cannon, Jr.  
Mike and Robbi Carey  
Blake M. Carlson  
Jennifer & Henry “Chip” Carlson III  
Martin and Laurie Carollo  
Stephanie and R. R. M. Carpenter III  
Ken and Kristin Carroll  
Steve Cart  
Tab and Debbie Casper  
Scott and Karla Cassels  
John E. Cay III  
Dr. John E. Cabe  
Arlen B. Cenac, Jr.  
James and Valerie Chandler  
Wendy and Matt Chandler  
Brian and Emilie Cheramie  
Kay Church  
Edward E. Clark  
Peter T. Clarke  
Derick Close  
G. Eric Clutts  
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  
Randall and Kathleen Crocker  
D. Blair Crump  
Christopher C. Curfman  
Greg J. Currell  
Eileen and John Cushman II  
John and Cheryl Dale  
Travis Dale  
Bill and Sarah D’Alonzo  
Bill and Bonnie Daniel  
Dan and Trudy Davis  
Whitney and Jacob Davis  
Lane Davis  
Paul Lewis Davies III  
Beverly and Richard Davis, Sr.  
Edward B. Davison and Cathy O. Blight  
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  
Scott and Elizabeth Doll  
David H. Donahue  
Patricia and Dr. James Donelan  
William L. Driscoll and Dr. Lisa M. Hoffman  
Mark and Denise Dudenhoefler  
Karl David Duex  
Bonnie Buckles Dunham  
Jeffrey and Dawn Dunifon  
Tom Dunkin  
Livia and George H. Dunklin, Jr.  
E. Bradford duPont, Jr.  
Todd Eby  
Trent and Jennifer Edwards  
Scott and Melissa Eisenhauer  
Joel and Mary Ann Elftmann  
W. Mac Elliott  
George Emmerson  
John and Martha Engquist  
Thomas and Ora Enos  
John Erion and Kathryn Miller  
Jeffrey H. Farmer III  
Douglas* and Carol Federighi  
Matt Fenske  
J.B. Ferrarone  
Mike Fisher  
Erik A. Foraker  
Cory Foskett  
Doug Fout  
Thomas C. Frank  
George C. Freeman III  
Austin Frey  
Douglas and Allison Frey  
John Gabbert  
Stephen and Bridgitte Gaither  
David Gardner  
Marla Garvey  
Henry and Leta Gaulden  
Bill and Donna George  
Andrew and Louisa Gerling  
James and Leigh Gibson  
Frank and Vera Ginotti  
John W. Goddard  
Mitchell T. Goetze  
William H. Goodwin, Jr.  
Byron Goulding  
Stephen and Peggy Goulding  
Gerry and Col. Wallace D. Grant  
Tricia and Jim Grant  
David R. Grieve  
Claude Grillo

*Deceased

**WYOMING 280 VOLUNTEERS | 4,535 MEMBERS, SPONSORS AND MAJOR DONORS**

**EVENT AND MAJOR GIFT INCOME $376,491**
North Dakota Major Sponsors and Legacy Greenwings celebrate the success of the Rescue Our Wetlands campaign.

Linda and Charles L. Shields, MD
Grover and Mary Beth Simpson
Lee and Peg Skold
Albert J. and Susan Smith
Charles F. Smith, Jr.
R. Lee Smith
Charles A. Smithgall III
Sam and Stephanie Smolik
Jim and Burnley Snyder
Pepper Snyder
Jack and Cathleen Spector
Edward Spies
James C. Spies
Alexandra and John Spizziri, Sr.
Bob and Kim Spoerl
Edward Stall
Scott Stamerjohn
Frank C. Steinemann
C. Austin Stephens
Keith Stephens
Lane and Sally Stephenson
Alfred and Susan Stevens
Thomas and Mary Stillman
George and Edith Stokes
Joey and Jena Stough
Daniel E. Stout II
Dr. Michael Sullivan
Paul and Suzanne Sullivan
Carol Anne Sutfin
John and Gayle Swarbrick
Paul Sween
Barre C. and Iva Nell Tanguis
Alexander Cox Taylor
Rea Taylor
Ronald and Patricia Taylor
Ann Felice and Dan Thiel
Richard E. Thoma*, DVM
Joseph Thomas
John and Sandi Thompson
John and Judy Tomke
Tom and Pauline Tomlinson
Pam Tompkins
Chris and Dale Treeman
Mike and Melissa Treeman
Peter and Irene Treiber
Scott R. Treiber
J.T. “Skip” Tubbs and
Sally Roch-Tubbs
Reed Turner
Dick Uihlein
Margery Uihlein
Doug and Kathie Unruh
John Valluzzo
Tom and Susan Vick
Bruce Wagner
Tom and Susan Waldbuesser
William E. Walker III
Ray Wallander
Mike Wampold
Adam and Karen Warren
Wendell W. Weakley
Robert Weiss
Hope and David K. Welles, Jr.
Don Wellons
R.P. Wellons
Willis L. Wendt*
Stephen and Lucy Whatley
Linda and Edward E. Whitacre, Jr.
Bryan and Tiffany Wiesner
Nick and Evelyn Wiley
Becky Buckles Willhite
Joe and Janine Williams
Kim and Carol Williams
Rita M. Willits
Ward W. Willits
J. Robert and Katherine Wilson
Steve Winkey
Mark C. Winmill
Shawn and Kelly Wischmeier
Jack and Betsy Witt
James and Cindy Wolfe
Michael and Bonnie Woodward
Lindsay and Coleman Wortham III
Forrest E. Wylie
Tracy and Ann Yett
Richard Young
William and Vivienne Young
James A. Zaepfel
Richard and Elaine Zuschlag

*Deceased
MAJOR SPONSORS

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 2020 (July 1, 2019 to June 30, 2020).

WETLANDS GUARDIAN
($20 Million+)

Arcadia Plantation
Bear Island Holding Trust
Beckie and Harry Butler, Jr.
David F. and Margaret T. Grohne
Family Foundation
Dave and Marg Grohne
Jim and Sarah Kennedy
Main Pass, LLC
The Pew Charitable Trusts

WATERFOWL PATRON
($10 million-$20 million)

Axalta Coating Systems
Bank of America
The Adolphus A. Busch IV Family
Cane Island Club, LLC
Gaylord and Dorothy Donnelley
Foundation
Goochland Land Partners V, LLC
John L. Morris
Mt. Pleasant Plantation, LLC
Ware Creek Preserve, LLC
Willow Bend, LLC

CONSERVATION PIONEER
($5 million-$10 million)

Anonymous
Dennis A. Avery
Brenda and Wise Batten, Sr.
Beck’s Bay, Ltd.
Brierfield Hurricane, LLC
M. O. and Beverly Buder*
John W. Childs

DIAMOND LEGACY SPONSOR
($1 million-$5 million)

Academy Sports and Outdoors
Agridum U.S., Inc.
Kevin and Mary Albert
William Aiken, Jr.
The ALSAM Foundation
American Foundation For Wildlife
Anheuser-Busch InBev
Anonymous
Ayers Foundation
Ted and Grace Bachhuber
Foundation, Inc.
Baldwin Land Co.

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American Foundation For Wildlife
Anheuser-Busch InBev
Anonymous
Ayers Foundation
Ted and Grace Bachhuber
Foundation, Inc.
Baldwin Land Co.

*Deceased  Names in BOLD – FY20 Cash Gift
Supporters of the Bring Back the Bottoms campaign, raising money for the Cheyenne Bottoms project, enjoy a barbecue hosted by Kansas Congressman Roger Marshall.
We are also pleased to recognize the following Major Sponsors who made a gift during the 2020 fiscal year (July 1, 2019 to June 30, 2020).

<table>
<thead>
<tr>
<th>PLATINUM LEGACY SPONSOR ($750,000-$999,999)</th>
<th>LEGACY SPONSOR ($250,000-$499,999)</th>
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Dr. Johann Walker, director of operations in DU’s Great Plains Region, finds a mallard nest to show Diamond Heritage Sponsor Don Aarstad and Lori Kwasniewski during a tour of the Coteau Ranch in North Dakota.
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Diamond Legacy Sponsors Bob and Kitty Wilson enjoy the prairies at a dedication held in their honor at the Coteau Ranch in North Dakota.

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Participants in the Prairie Experience enjoy a hands-on day in the field learning about conservation projects taking place in the Prairie Pothole Region.
Former DU President and Diamond Benefactor Sponsor John Newman and Diamond Heritage Sponsor Eric Beier enjoy a successful hunt in Mississippi.

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President’s Council member Mack Nichols enjoys a break between goose flights at the Platte River Experience.
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Life Sponsors Nick Cusick and Mark Pinkerton discuss conservation programs in the Rainwater Basin region of Nebraska with DU Biologist Tim Horst following a morning teal hunt.

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South Dakota State Policy Chair Harold Bickner presents John Jackson his Life Sponsor pin following a pheasant hunt.
Ducks Unlimited volunteers and staff from across the country discussed wetlands conservation and water quality with members of Congress during the 2020 Ducks Unlimited State Chair Fly-In in Washington, DC.
The St. Agnes chapter in Memphis, Tennessee, is DU’s first all-girls Varsity chapter, led by a committee of young women committed to the future of wetlands.

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South Dakota DU supporters enjoy the day’s catch as part of the South Dakota Major Donor Fishing Rendezvous.

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Mike and Cathy Stewart receive their Life Sponsor plaque from DU Managing Director of Development Chad Manlove and Mississippi State Chair Steven Bridwell.

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Attendees are all smiles at the Ronal Roberson Greenwing Legacy dedication at William C. Deviney Wildlife Management Area, Indianola, Mississippi.

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Virginia and E. B.* Shawver
Joe Slivinski
Earl G. Smith*
Bob and Kim Spoerl
Dave Steger, MD
Todd and Jeannie Stoa
Gary J.* and Nancy Ann Stuart
Schuyler W. Sweet
Fred and Nora Taylor
Bill and Betty Treder
Michael G. Wendlandt
Stephen and Jeanan Willers
Jane Willits*
James C. and Susan K. Wilson
Barry E. Wood
Eric A. Wood
Steven R. Worth
Stephen and Dawn Wyckoff

GOLD FEATHER SOCIETY
($100,000 - $249,999)

GOLD FEATHER SOCIETY
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DU Biologist Tom Peterson leads a project tour during the Platte River Field Experience in Nebraska.

Jody Powers Barton
Michael D. and Nancy N.* Baudhuin
In Memory of Ed Baumbach
Edward A. Beacom IV
Carol A. and Phillip D. Beckman, Sr.
Lewis Bielanowski
Robert and Sarah Blackwell
Sarah Nell Blackwell
Jessop and Lindsey Boden
Rob Bolin
Mark A. Booth
Ryan Bowman
Terrence Boylan, Jr.
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Jared D. Brown
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Julie C. Burt
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William E. Byrd III and
Martha A. Hendrix
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Ray and Joanne Caldwell
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Coy Chappell and Sandy Madsack
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J. Michael Checkett
Greg and Sandy Christensen
Daniel L. and Vicki Churchward
Vicki Churchward
Randal L. Coffin
Caleb and Lindsey Colbert
Andrew Coleman
Cheryl Coleman

*Deceased  Names in BOLD = FY20 New Commitment
Brett and Brandi Henderson

Fred and Valerie Henke
Raymond P. Henkel, PhD
Boomer and Blair Hesley

Scott and Christine Hettermann

Chris and Malia Hildebrandt
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Jordan Keller
David Kennedy
A. H. King
Kenneth and Susan King
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Tammi and Dr. Edward Kircher
Kathleen K. and
Theodore S. Knapp III
Robert Knode
Bonnie Knoedler
Lon W. and Bonnie Knoedler
Terry D. Kostinec
John Koviak
Vernon E. Kreider, Jr.
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Jacquie Kuritzky
Ron E. Labonte*
Lucien P. Laborde, Jr.
Kendal Larson
Douglas N. Lasher
Anthony T. Law
Kirby B. Layman
Craig L. and Elia Lemke
Marty and Stacey Liesegang

Gary and Kara Link
A. Kel Long III, P.C.
Michael J. Long, MD
Tom and Melody Loomis
Tom Lowe
Eddy Dunn
Perry and Tanya Lund
Thomas S. and Kathryn A. Marks
John and Lisa Martell
Dennis J. Martin

Grant and Ginger Martin

Brian and Melissa Mattison
Joseph G. Mazon and Lisa D. Happy
Kathleen and Byron McCollum
In Memory of Linda McCrackin*
Kyle and Kimberly McGovern
Willard L. and Nancy K. McGowan
Scott Merlanti
Charles and Rosemary Meyer*
Mark and Julie Miller
Forrest E. Minges, Jr.
Brandon Mitchell
Mike Morrison

Kurt and Gail Mueller
John W. Newman
Dave and Amy Nicholson
James Allen Nygaard
Jill Olsen
Noel Orsak and Hunter McDonnell

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Patrick Ottemann
William “Liam” Ottemann
Julian and Haley Ottley
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Connie S. Parker
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Wendell Weakley
Daniel E. Webb Trust
J. David Weber

John Westra
Bryan and Tiffany Wiesner
Andrew T. Williams
Steve Williamson
Paul and Janet Wimsatt
Jack Witt
Sharon and Craig* Wood
Charles H. Wright
Denny and Kathy Wright
Joseph and Tisha Wright
Larry and Tracy Yeager
We are also pleased to recognize the following Silver Feather Society members who made a new commitment during the 2020 fiscal year (July 1, 2019 to June 30, 2020).

**SILVER FEATHER SOCIETY**  
($1 - $99,999)  

<table>
<thead>
<tr>
<th>Name</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tom G. Anderson</td>
<td>Anonymous</td>
</tr>
<tr>
<td>Anonymous</td>
<td>Paul Sullivan</td>
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<tr>
<td>Don and Cookie Bacque</td>
<td>Ron and Jackie Bartels</td>
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<td>Ron and Jackie* Bartels</td>
<td>Rebecca and Joseph C. Boles, Jr., LTC (USA Retired)</td>
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<td>Steven and Holly Bridwell</td>
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<td>Helen M. Posey*</td>
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<td>Brent Winingear</td>
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<td>Gary and Ronette Wise</td>
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<td>Ronald Zega, Jr.</td>
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<td>Ronald Zega, Jr.</td>
<td>Carl H. Zietz, Jr.*</td>
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<tr>
<td>Carl H. Zietz, Jr.*</td>
<td><em>Deceased Names in <strong>BOLD</strong> FY20 New Commitment</em></td>
</tr>
</tbody>
</table>

Diamond Legacy Sponsor Jim Konkel takes a shot at the Inaugural Eastern Continental Shoot in Missouri.
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.

**SERVICE YEARS**

**(55-59)**

Sheldon Brooks  
Richard Dobbs  
Duane Peitzmeier

**SERVICE YEARS**

**(50-54)**

Don Ainsworth  
Dedric Bergstrom  
Thomas Brossia  
Thomas Cates  
Jeff Churan  
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Gary Hamman  
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George Heger  
Virginia Heller  
Maynard Isaacson  
Andrew Kay  
Dan Kloock  
David Kominkiewicz  
David Kuen  
Stuart Maas  
Larry McConahay  
Gregory Meissner  
Tom Mettler  
Thomas Mouat  
John Murphy  
Howard Nixon  
William Ottum  
S. Bryant Palmore  
Donald Plotenbrauer  
Thomas Quaardenillo  
John Ragsdale  
Kermit Reid  
Chris Rogers  
Charles Rose  
Mark Saner  
John Schilier  
Valerian Schmitz  
John Schwab  
Mary Simmang  
Michael Simmang  
Tom Smalling  
William Stoffle  
Galen Stuke  
Brett Taylor  
Francis Tebbutt  
James Vance  
David Vandenboom  
Greg Wagener  
James Walton  
Dennis Ward  
Bernie Westfahl  
Willard Wheeler  
Donald Wilkinson  
George Wilson  
John Winkler  
Joel Winn  
Sandra Beitzel  
Robert Beng  
Brick Berberich  
Robert Berg  
Dean Bergeaux  
William Bialecki  
Douglas Biechele  
Thad Birmingham  
Mal Boland  
Bill Bolin  
James Bolin  
Steve Boothe  
Douglas Bowen  
Kent Bowman  
Rob Boyce  
Robert Boyce  
Gus Bramann  
Daniel Bray  
Ross Breitweiser  
Larry Briney  
Paul Brown  
Tim Brown  
Mark Bryant  
Ken Bucklew  
Ronald Buege  
Billy Burrow  
Rick Campbell  
Grover Cantwell  
J. Curtis Cantwell  
Joseph Cappadona  
Linda Carr  
David Carriere  
Robert Cary  
Mark Casper  
Steven Chancelor  
Rick Cherington  
John Chrzanowski  
Joe Citta  
Bradley Close  
Dan Couch  
Dan Cowling  
James Crelia  
Michael Cunningham  
John Depuydt  
Dick Ebert  
Robert Edgell  
William Eisley  
David Ellingson  
Darrell Ernst  
George Erwin  
John Esser  
Joseph Ferretti  
David Flore  
Julie Frischmeyer  
Marvin Frischmeyer  
Graham Gannon  
Gary Garrison  
Robert Garrity  
Wayne Gerondale  
Paul Gettelman  
Terrence Gibson  
Henry Gordon  
Jay Gordon  
Jeff Gronholz  
James Gronowski  
Richard Guiney  
Nick Handlow  
Jeffrey Hansel  
David Harper  
Nat Harris  
Palmer Harry  
Ronald Hartwig  
Brian Haukom  
Diane Hazen  
Micheal Hecht  
Robert Heidelbauer  
Mike Hogan  
Harvey Holland  
Janet Holland  
Royce Holland  
Joseph Holoubeek  
Kevin Holthaus  
Roy Honermann  
John Hoover  
Brett Hopponen  
Tom Horner  
John Howell  
Douglas Hubbard  
Edward Jacobson  
Donald Iago  
K. Wayne Jarman  
Catherine Jenssen  
Mark Jenzen  
Gerry Johnson  
Glen Johnson  
Howard Johnson

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**(40-44)**

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Viergal Aldrich  
Bill Allen  
Leonard Alphonso  
Donald Alwin  
Dave Anderson  
Harold Anderson  
Jim Anderson  
Maury Anderson  
Michael Anderson  
Thomas Anderson  
Frank Appleberry  
Allan Bachini  
James Bachini  
Thomas Ballew  
Brad Banfield  
Robert Banfield  
Steve Barnett  
William Barney  
William Barrett  
James Baughman  
Gene Baxter  
Richard Bayard  
Gary Bedient  
Darrell Ernst  
George Erwin  
John Esser  
Joseph Ferretti  
David Flore  
Julie Frischmeyer  
Marvin Frischmeyer  
Graham Gannon  
Gary Garrison  
Robert Garrity  
Wayne Gerondale  
Paul Gettelman  
Terrence Gibson  
Henry Gordon  
Jay Gordon  
Jeff Gronholz  
James Gronowski  
Richard Guiney  
Nick Handlow  
Jeffrey Hansel  
David Harper  
Nat Harris  
Palmer Harry  
Ronald Hartwig  
Brian Haukom  
Diane Hazen  
Micheal Hecht  
Robert Heidelbauer  
Mike Hogan  
Harvey Holland  
Janet Holland  
Royce Holland  
Joseph Holoubeek  
Kevin Holthaus  
Roy Honermann  
John Hoover  
Brett Hopponen  
Tom Horner  
John Howell  
Douglas Hubbard  
Edward Jacobson  
Donald Iago  
K. Wayne Jarman  
Catherine Jenssen  
Mark Jenzen  
Gerry Johnson  
Glen Johnson  
Howard Johnson

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**(45-49)**

Dennis Anderson  
Ron Bartels  
Frank Batson
A. Martin Carollo
Ron Carrion
Mike Carter
Bob Casper
Tove Casper
Rex Cate
Richard Chapman
Randolph Chavers
Michael Checkett
Gregory Chentnik
Cherrytree Orchard
Richard Childers
John Chmielewski
Dave Cihos
Robert Cigrand
Steven Cigrand
David Cipar
Edward Clark
Jeffrey Clark
Robert Clevenstine
Mark Cobb
Robert Clevenstine
William Fester
Sam Fertitta
Chip Felland
Jay Feil
Roger Fath
Robert Eyeington
Randy Evans
Todd Etzel
W. Bruce Etter
Todd Etzel
Dave Evans
Randy Evans
Robert Eyington
Roger Fath
Jay Feil
Chip Felland
Sam Fertitta
William Fester
Harold Fick
Paul Fincher
William Dirks
C. John Ditta
Julie Dittmann
Ed Dixon
Gregg Dixon
James Dodd
Eugene Dollen
David Dondelinger
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Joseph Dorvinen
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La Yonne Doty
Laura Dougherty
Michael Douglas
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James Drenning
Terry Driggers
Dennis Drummond
Peter Drummond
Edward Duesing
Karl Duex
William Duffey
Dan Dugenske
Grant Duhn
Doug Duncan
Steve Duncan
George Dunklin
Ken Durdahl
Thomas Dworak
Michael Dwyer
Mimi Eberhardt
James Ebers
Fred Ebert
William Ebert
Mark Eby
David Ebert
Philip Edwards
Steve Edwards
Dick Elam
Beto Elizondo
Jonathan Ellis
William Elsing
Etsell Emde
Thomas Enos
James Erwin
Raymond Eserhaut
W. Bruce Etter
Todd Etzel
Dave Evans
Randi Evans
Robert Eyington
Roger Fath
Jay Feil
Chip Felland
Sam Fertitta
William Fester
Harold Fick
Paul Fincher
Jerry Finley
Pete Fischer
Fred Fleet
David Fink
Mary Lou Floersch
James Flood
John Floyd
James Flynn
John Forman
Ronald Forman
Robert Foster
Timothy Foster
Charles Fox
David Fox
Al Franke
Gary Franke
James Franklin
Kim Frederick
Robert Freeland
Ray Freeman
Jody Freiborg
Dennis French
Robert Friedberger
Fred Froehlich
Jay Froelich
Forrest Fromm
Janice Fronning
Terry Fuchs
Monica Fultz
Jennifer Gable
Michael Gaffney
Vincent Galley
Kenneth Gardner
Kiah Gardner
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Brian Garrels
Richard Gartner
Elliott Gassner
Allen Geisen
Raymond Glenz
Glenn Goergen
David Goetz
Gaston Gondry
Michelle Goode
Jeffery Goyt
Joseph Grabowski
Mick Grabowski
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Lewis Graves
Wayne Gray
Russell Greer
Donnie Griffin
Michael Griffin
Tommy Griffin
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Aaron Grimsley
David Grohne
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Ken Guidry
Robin Gulick
Charles Gummey
Roger Gunesh
Marlyn Guss
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Lowell Hansen
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John Harris
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Rory Heckman
Richard Heebner
Jerry Heinrichs
Keith Helland
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Art Henry
Gene Henry
Ron Hensley
John Herman
John Hertlein
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Brent Higgs
Samuel Hill
Jeffrey Hintze
Steven Hite
Bob Hoen
Rod Hoeth
Bob Hoevet
William Hoffman
Bill Hogan
Paul Holifield
Johnny Holland
Gerold Holmes
Tim Holshouser
Mike Hoplauf
Shirley Horner
Gary Hoscheid
Linda Howlett
Stephen Howorth
Ted Hoyt
Royce Hudson
Allen Hughes
Keith Hughes
Walter Hughes
James Hulbert
Thomas Humberstone
Stanley Huner
Larry Hunter
Leland Hutchins
Courtney Ide
Laurie Ide
Stephen Intemann
Brett Irving
Charles Iverson
Caryl Jaastad
Steven Jackson
Tony Jacobs
James James
Glen Jammaron
Joseph Jedlicka
Russell Jeffries
T. Christopher Jenkins
Robert Jensen
Dave John
Donovan Johnson
Jerry Johnson
Steven Johnson
Thomas Johnson
Bob Jones
Charles Jones
Craig Jones
Spive Jones
Steven Jones
Thomas Jones
Jay Jorgensen
Robert Julian
Todd Kaib
Gary Kallestad
Arthur Kasson
John Kavalier
Patrick Kelly
Robert Kemp
Brian Kennedy
James Kennedy
Larry Kerestes
Dennis Kesch
Mark Ketelkamp
John Keyser
William Kidder
Patrick Killian
Edward Kime
Eddie Kimes
Darwin Kirsch
Chuck Klima
Keith Klocke
Craig Knight
James Knight
Lon Knoedler
Bradley Knox
Delores Koch
Richard Kohrt
Carolyn Kominkiewicz
Ted Kondos
Kevin Stallard  
James Stalls  
James Stalzer  
Alan Staples  
James Steckley  
Myron Steele  
Joseph Steever  
Michael Stefanski  
Mike Stegmann  
Jerald Steiner  
Katherine Stevens  
Myron Stevens  
James Stewart  
Scott Stubbe  
Bradford Sturgis  
Samuel Suchon  
Jeffery Sukant  
William Sullivan  
Debra Sutherland  
Jon Sutliif  
Mary Jo Sutliif  
Bob Sutton  
Kyle Swanson  
Lee Swearingen  
Larry Swafford  
Harry Tabor  
Kirk Talbot  
Thomas Tameling  
Arden Tanner  
Andrew Tarkington  
Randy Taylor  
Wesley Tebbutt  
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J. Yazo Thomas  
Thomas Thornton  
Larry Tincher  
Jeremy Titcomb  
John Tondre  
Christopher Torp  
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Jeffrey Townsend  
Gerard Trcka  
Scott Treiber  
Gary Tremblay  
James Tringale  
William Tripler  
Joseph Trujillo  
Mary Tucka  
Daniel Tully  
Richard Turcott  
Karl Turner  
Tad Turner  
Mark Unnum  
Stephen Upgren  
Warren Vahle  
Jeffrey Vanderlinde  
Pete VanLaarhaven  
Kenny Vaughn  
Mindy Vaughn  
Harold Veeder  
Joseph Viscuso  
Brent Waddell  
Kenneth Wagner  
Steve Wainwright  
Ronald Wakimoto  
Tom Walbuesser  
Scott Waldner  
Ben Walker  
Jim Wallace  
Richard Wallace  
Larry Walls  
Michael Walsh  
Kenneth Walters  
Ray Walters  
Bruce Wanamaker  
Scott Wangsgard  
Keith Warrick  
John Watson  
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Janice Wavra  
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Robert Weiler  
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Duane Wellnitz  
William Wenig  
Larry Werner  
Bimbo West  
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Dale Wetzel  
John Wetzel  
Glenn Wheeler  
John Whitty  
Fred White  
Frederick White  
Kevin White  
Julian Whittington  
Greg Wickard  
Greg Wickie  
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Ronald Wiese  
Neil Wikon  
Paul Wilhelm  
Warren Wilkinson  
Dale Willey  
H. Gregory Williams  
Walter Williams  
Harry Willis  
Cynthia Wilson  
George Wilson  
H. Al Wilson  
Lloyd Wilson  
Roy Wilson  
William Wilson  
Garry Winchester  
Michael Wing  
Ralph Winkler  
Gordon Winstanley  
Robert Winterton  
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William Wister  
Michael Witt  
Musial Wolfe  
Harley Wood  
Karen Wood  
Wayne Wood  
Albert Woodhead  
Mike Woods  
Michael Wootten  
Robert Word  
Abe Workman  
Matthew Wright  
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Denis Young  
Michael Young  
Dennis Zimmerman  
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Charles Armstrong  
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Dimitri Artzibishhev  
Tod Asmussen  
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Victor Babin  
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Barnett Bailey  
Thomas Bailey  
Daniel Baker  
George Baker  
Greg Baker  
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William Baker  
Joseph Bakke  
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Calvin Barstow  
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Thomas Barz  
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Michael Bauserschmidt  
Norma Baxter  
Dana Bayer  
Donald Beardsley  
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Russell Beck  
Fred Becker  
Vern Becker  
Chip Beckford  
Luanh Behnken  
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Rudy Albert  
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Hunter Mclemore
Rodney McManus
James McVey
James Meacham
Heidi Mease
Rodney Mease
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Joel Meeter
Jim Mehne
James Mello
Jim Menninger
Mark Merchant
Daniel Merillat
Paul Merlin
Janet Mertens
Thomas Messer
Darrell Messman
Russ Meyer
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Nick Meyenburg
Michael Mezrah
George Mikota
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G. Willard Miller Jr.
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Jeremy Miller
Skip Miller
Clifton Mills
Michael Mills
Scott Mills
Ann Minton
Darlene Misenhelder
Phil Mitchell
Greg Mitrzyk
Terry Moede
Gary Mohr
Michael Molitor
Robert Monarchy
Bruce Montesano
Paul Montgomery
Brad Moon
John Mooney
Steve Moore
Tom Moore
Marc Morehead
Matthew Morelli
Lawrence Morley
Clair Morris
Martin Morris
Michael Morrison
Keith Morrow
David Moser
Jack Moss
Michael Motis
John Mrovich
Richard Moyer
Timothy Mucha
Doug Mueller
Brian Mullenhall
Ronald Mullins
Terry Murlick
Frederick Mushung
Ken Musi
Paul Myerchin
Allan Myers
Gary Myers
Michael Myers
Mike Myers
Peter Myers
Dianne Naber
Larry Naeye
Gary Neal
Harold Neal
Robert Neikola
Tom Neubrand
Betsy Newell
Jason Newell
Jeff Newman
Jerry Ney
Nelson Nichols
Joseph Nicosia
James Nielsen
Michael Nilsen
Tommy Nimmer
Jacque Noble
Kevin Noeerini
Donald Nolander
Buck Nordlof
James Nordstrom
Cameron North
James North
Philip Norton
Kirk Nozaki
George Nunnally
John Nyara
Jerry Oates
Betty O’Brien
Forrest O’Brien
Lani Ochs
Patricia O'Connell
William Oehmig
Tom Oertl
Tom O'Hara
Will Ohmsved
Tim Oie
Daniel Oliverding
John Oldani
Cecile Olden
Alan Olds
Shawn Oliphant
Gregory Olive
Keith Olve
Gregg Oliver
George Olson
Randy Orme
Thomas Orrell
Glen Ostrander
Karen O'Sullivan
James Otley
Frederick O'Toole
Edward Otto
Randy Otto
Wayne Ottaway
Donald Ouellette
Ernie Overkamp
Elliott Overman
Arthur Pacchetti
Kenneth Packard
Vince Pagliaroli
Steve Pahiien
Darrell Painter
Candy Palmater
Jerry Pankey
Michael Panos
Richard Panush
Christina Parisotto
Donald Parisotto
Fred Parker
Gary Parker
Rick Parker
Robert Parker
Randall Parr
Scott Paterson
Ron Patton
Bob Paul
Kevin Pawlacky
Richard Payne
Becky Paisen
Charles Peabody
Cordell Pearson
Kathy Pearson
Skip Pease
Rosemary Pedersen
Mark Pederson
Timothy Peissig
Rose Pelton
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Mark Perry
Scott Perry
Charles Petersen
Paul Peterson
Gregory Pettinaro
Bruce Pfannkuch
Harold Pferrman
Jerry Phelps
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Steve Phillips
James Pienkowski
Bridger Pierce
Jamie Pierre
Robert Piesko
Mark Pilkinton
Wesley Pittman
Brenda Pitts
Randy Pitts
Bret Plasters
David Plawchan
James Pleau
Sandra Polkinghorn
David Poll
Larry Pollard
Mike Pope
Troy Portie
Butch Powell
John Powell
Stanley Powell
Milford Pratt
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<tr>
<td>William Prentice</td>
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<tr>
<td>David Pribyl</td>
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<tr>
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<td>RHODE ISLAND</td>
<td>WISCONSIN</td>
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<td>Steve McDaniel</td>
<td>Eric Page</td>
<td>Thomas Rochette</td>
<td>Jim Tappero</td>
<td>Gregory Meissner</td>
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<td>Jeff Barnes</td>
<td>John Notarango</td>
<td>Frank Pannick</td>
<td>Brian Ford</td>
<td>Brad Poe</td>
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EXECUTIVE TEAM

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<tr>
<th>CHIEF EXECUTIVE OFFICER</th>
<th>CHIEF FINANCIAL OFFICER</th>
<th>CHIEF OPERATING OFFICER</th>
<th>EXECUTIVE SECRETARY/CHIEF OPERATING OFFICER, WETLANDS AMERICA TRUST</th>
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<tr>
<td>Adam Putnam</td>
<td>Darin Blunk</td>
<td>Nick Wiley</td>
<td>Dan Thiel</td>
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<td>CHIEF OPERATING OFFICER</td>
<td>CHIEF INFORMATION OFFICER</td>
<td>Govan Hornor</td>
<td>CHIEF TALENT OFFICER Cici Ebersole</td>
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<td>Nick Wiley</td>
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<td>CHIEF SCIENTIST Steve Adair, PhD</td>
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<td>CHIEF FUNDRAISING OFFICER</td>
<td>ACTING CHIEF COMMUNICATIONS AND MARKETING OFFICER</td>
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<td>Amy Batson</td>
<td>Doug Barnes</td>
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<td>CHIEF PUBLIC POLICY OFFICER</td>
<td>CHIEF CONSERVATION OFFICER</td>
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<tr>
<td>Zach Hartman</td>
<td>Karen Waldrop</td>
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NATIONAL FUNDRAISING TEAM

NATIONAL DIRECTOR OF DEVELOPMENT
Richard B. Smith

NATIONAL DIRECTOR OF EVENT FUNDRAISING
David Schuessler

NATIONAL DIRECTOR OF FUNDRAISING OPERATIONS
Adam Webster

ADVERTISING DIRECTOR
Beth Bryan

MANAGING DIRECTOR OF FOUNDATION RELATIONS
Tona Simpson

MANAGING DIRECTOR OF CORPORATE RELATIONS
Jim Alexander

MANAGING DIRECTOR OF EVENT FUNDRAISING RELATIONS
Chris Cole

MANAGING DIRECTOR OF DEVELOPMENT OPERATIONS
Kathleen McCollum

MANAGING DIRECTOR OF DIRECT RESPONSE
Chris Wyatt

REGIONAL LEADERSHIP TEAMS

Great Lakes / Atlantic Region
DIRECTOR OF CONSERVATION OPERATIONS/SERVICES
Jamie Rader

MANAGING DIRECTOR OF DEVELOPMENT
Todd Bishop

DIRECTORS OF FUNDRAISING AND VOLUNTEER RELATIONS
Dan DeLawyer
Bret Plasters

DIRECTOR OF PUBLIC POLICY
Kyle Rorah

Great Plains Region
DIRECTOR OF CONSERVATION OPERATIONS/SERVICES
Johann Walker

MANAGING DIRECTOR OF DEVELOPMENT
Eric Lindstrom

DIRECTORS OF FUNDRAISING AND VOLUNTEER RELATIONS
Greg Dinkel
Carmen Miller

DIRECTOR OF PUBLIC POLICY
Carmen Miller

Southern Region
DIRECTOR OF CONSERVATION OPERATIONS/SERVICES
Jerry Holden

MANAGING DIRECTOR OF DEVELOPMENT
Chad Manlove

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Brett Baker
Scott Grant
Jeff Lawrence

DIRECTOR OF PUBLIC POLICY
Ed Penny

Western Region
DIRECTOR OF CONSERVATION OPERATIONS/SERVICES
Mark Biddlecomb

MANAGING DIRECTOR OF DEVELOPMENT
Steve Schmitt

DIRECTOR OF FUNDRAISING AND VOLUNTEER RELATIONS
Tim Fehringer

DIRECTOR OF PUBLIC POLICY
Gary Link