



2021 ANNUAL REPORT

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Doug Schoenrock



Adam Putnam

EXECUTIVE SUMMARY

Mud, money and members – these three core tenets have helped Ducks Unlimited conserve more than 15 million acres of wetland and waterfowl habitat across North America.

Thanks to nearly 85 years of focusing on simple principles, Ducks Unlimited (DU) has become the world's largest and most effective private, nonprofit, waterfowl and wetlands conservation organization in the world. And in Fiscal Year 2021 (FY21), as it has done for more than eight decades, Team DU delivered its work through a series of partnerships with private individuals, landowners, agencies, scientific communities and businesses.

Our supporters, volunteers and leaders are just as committed to the cause as our founders were in the late 1930s. Even in the midst of a global pandemic, DU's habitat work continued at full throttle. That hard work and commitment was on full display as 565,485 acres of habitat were protected or restored in FY21.

Team DU also celebrated a monumental conservation milestone with more than 15 million acres of habitat restored or protected in North America since its founding. To put that number into perspective, it's more than 23,000 square miles – an area the size of West Virginia – of conservation success! Of course, the impressive number could not have been reached without the tireless efforts of millions of DU supporters, volunteers, partners and staff members throughout our history.

DU's mission of wetlands conservation has always been driven by science to deliver the best possible outcomes for waterfowl, wildlife and people. Conserving more than 15 million acres was a true Team DU effort, and we're proud of what we have accomplished. While this is a historic milestone, we will not stop working toward our vision of skies filled with waterfowl today, tomorrow and forever.

This groundbreaking number is also a perfect example of how waterfowlers, outdoors enthusiasts and others with a passion for waterfowl and wetlands conservation can work together to achieve a common goal. DU's mission brings us together in good times and bad, attracts like-minded people to our cause and delivers results. In fact, we're accelerating our efforts to ensure we exceed 16 million acres in record time.

And FY21 saw DU generate record revenues of \$340 million. With the support of over 600,000 members, more than 52,000 DU volunteers partnered with staff across the United States to raise over \$212 million in charitable giving.

Each year, DU's promise is to spend at least 80 percent of all funds raised on our conservation mission, and we met that goal again in FY21 with 83 percent of revenue going toward our mission.

And our conservation mission was clearly strengthened in FY21 by generous members, volunteers and supporters.

For example, thanks to Cox Enterprises Chairman and former Wetlands America Trust President Jim Kennedy, DU has an additional \$1.1 million to support wetlands conservation efforts along the Gulf Coast of Louisiana.

The James M. Cox Foundation, the company-affiliated foundation chaired by Kennedy, announced the donation in April. As the largest individual DU donor, Jim is well-versed in the work DU accomplishes across North America and is committed to helping DU achieve its conservation goals. DU and the James M. Cox Foundation have a shared commitment to environmental stewardship and focus on giving back to the communities in which their team members work and live.

In addition, thanks to the generosity of Elisabeth DeLuca, more than 27,000 acres of iconic Florida prairie and Everglades headwaters habitat are permanently protected through a unique partnership announced in November between DU and the University of Florida. This easement is also the largest in DU's history and will help it study wetlands ecosystems and train future ranchers, wildlife professionals and conservationists.

The land was donated to the University of Florida by DeLuca, and a conservation easement was set up through DU's land trust, Wetlands America Trust. You will read about all this and much more in the pages of this FY21 Annual Report, but remember none of it is possible without mud, money and members.

The past two COVID-19-impacted years remind us how important it is to remain united and how much we miss our DU family when we cannot gather together. We are humbled by your passion, tenacity and creativity and profoundly grateful for all you do for the ducks!



Doug Schoenrock
President
Ducks Unlimited



Adam Putnam
Chief Executive Officer
Ducks Unlimited





DUCKS UNLIMITED CELEBRATES **15 MILLION ACRES CONSERVED**

More than 15 million acres of habitat have been protected or restored across North America, thanks to volunteers, supporters, partners and staff.

In March 2021, Ducks Unlimited (DU) achieved another conservation milestone with more than 15 million acres of habitat restored or protected in North America. The impressive number could not have been reached without the tireless efforts of millions of DU volunteers, supporters, partners and staff members who have been a part of the organization over the past 84 years.

In 1930, a small group of duck hunters led by insurance and publishing magnate Joseph Palmer Knapp turned their passion for waterfowl and their habitats into action by forming the More Game Birds in America Foundation. Alarmed by declining duck populations, the foundation lobbied intensively for a cent-a-shell tax on shotgun ammunition to establish a permanent source of revenue for conservation. This effort, which was broadly supported by wa-

terfowl hunters, culminated in the passage of the Migratory Bird Hunting Stamp Act (Duck Stamp Act) in 1934.

A year later, More Game Birds launched the inaugural International Wild Duck Census, covering most of Canada and the north-central United States. Results from this groundbreaking survey led the foundation to conclude that unless prompt action was taken to preserve the Canadian breeding grounds, the future of waterfowl and waterfowl hunting would be in jeopardy. In response to this threat, Knapp and his colleagues formed DU, which was incorporated in Washington, D.C., on Jan. 29, 1937.

DU's founders formed volunteer committees in each state and went to work raising funds to send to Canada, where a staff of biologists and engineers began restoring and protecting large





permanent wetlands called “duck factories.” Over the next few decades, DU made steady progress conserving waterfowl breeding habitat across the prairie provinces of Canada. DU’s conservation impact expanded dramatically during the 1960s and 1970s, supported by the spectacular growth of its volunteer-driven grassroots event system. Dollars from fundraising dinners and other events allowed DU to expand its conservation work into Mexico in 1974 and into the United States in 1984.

During the 1980s, severe drought once again gripped the prairies of the United States and Canada, and waterfowl populations

plummeted. Habitat loss continued at an alarming rate, and without bold and immediate action, many in the waterfowl community feared duck populations would never recover to healthy levels. As these concerns grew, a consortium of private conservation organizations including DU, state and federal agencies, universities and other partners came together to draft the North American Waterfowl Management Plan (NAWMP), which would serve as a blueprint for the long-term recovery of waterfowl populations. Given the complex problems facing wetlands and waterfowl, DU and its partners concluded that the most effective way to secure the future of waterfowl populations would be to improve land use practices on a landscape level. Impacting habitat on such a large scale required a dramatic increase in conservation funding. Those much-needed

funds came from the North American Wetlands Conservation Act (NAWCA), which was passed by Congress and signed into law by President George H.W. Bush in 1989.



Ken Archer



To encourage collaboration among partners, NAWCA requires matching each federal dollar to at least one nonfederal dollar. Thanks to this approach, NAWCA grants totaling more than \$1.83 billion have leveraged \$3.75 billion in matching funds from thousands of partners across North America. Thirty-five years after NAWMP was signed, support for wetlands and waterfowl conservation remains strong among hunters and a growing number of wildlife watchers and other outdoor enthusiasts.



limited water supplies, waterfowl habitats are dwindling in this area.

“To meet these challenges, as well as emerging threats, DU is building new partnerships and expanding its base of support by leveraging its unique ability to bring together diverse constituencies with shared goals,” said DU Chief Scientist Dr. Steve Adair. “DU’s science-based conservation work has not only increased an understanding of the life cycle needs of waterfowl and other migratory birds but also the

While the generous support of waterfowl hunters has helped conserve habitat for the future, exemplified by those 15 million acres, filling the skies with waterfowl for generations to come requires DU to increase its efforts and continually revisit the original charge of the NAWMP to leverage the power of partnerships.

Along the western Gulf Coast, which supports peak numbers of more than 7 million wintering ducks, the region’s wetlands are vanishing before our eyes. In south Louisiana alone, the forces of erosion, subsidence, and sea-level rise claim an area of wetlands equivalent to the size of a football field every hour. Without massive and strategic intervention, much of the state’s coastal marsh could be gone in only 50 years.

In the West, chronic water shortages threaten the viability of waterfowl habitat management. The southern Oregon-northeastern California region is the primary spring staging area for some 5 million northern pintails, mallards, American wigeon and many other waterfowl species. Unfortunately, due to competing interests for



important connections between landscape conditions and land use. We know how wetlands store water, how they remove chemicals from runoff, and how they support biodiversity. We have measured the impacts of wetland drainage on downstream flooding, groundwater supplies and the quality of drinking water. We now know the grasslands and wetlands that support waterfowl and other wildlife also store carbon, protect communities from storms and flooding, and sustain and enhance fisheries and other sources of food.”



Sharp-eyeimages.com

Here’s how mud, money and members pushed DU past 15 million acres conserved and counting in FY21.

While the generous support of waterfowl hunters has helped conserve habitat for the future, exemplified by those 15 million acres, filling the skies with waterfowl for generations to come requires DU to increase its efforts and continually revisit the original charge of the NAWMP to leverage the power of partnerships.





GREAT LAKES/ATLANTIC REGION

Throughout the course of FY21, the Great Lakes/Atlantic Region used broad partnerships and strong donor support to conserve 25,000 acres and impact 55,000 acres across 21 states. Projects targeted black duck habitat in the northeast, water quality in the Chesapeake Bay and Great Lakes, migration habitat in the Mississippi floodplain and shallow lakes in Minnesota and Iowa.

HIGHLIGHTED PROJECTS

In the *Great Lakes Initiative*, DU joined a pilot project to help the state of Michigan meet the Lake Erie Domestic Action Plan goal to reduce phosphorus entering Lake Erie by 40% by 2025. Harmful algal blooms have re-surged in Lake Erie, compromising public drinking water in Ohio, reducing recreational opportunity and altering waterfowl habitat.

DU and several Michigan state agencies see wetlands as a major solution to this problem. The group has developed a pilot project to purchase and restore an 80-acre former agriculture field back to wetlands and grasslands then study the effectiveness of phosphorus reduction at the site. Additionally, DU biologists representing five different states in the region have partnered with 14 other conservation organizations and agencies to secure a \$1 million NAWCA grant aimed at increasing the breeding population of mallards in the Great Lakes.

Mallard numbers in the Great Lakes region have been on the decline, with estimates indicating their population at 18% below the long-term average. These home-grown mallards are a primary component of waterfowl harvests in the Great Lakes. In Wisconsin, Michigan and Ohio, these birds comprise between one-half to three-quarters of waterfowl hunters' daily bag. The DU-led partnership will launch

projects to meet the specific needs of mallards breeding in the Great Lakes region across an area most likely to produce the greatest population increases. The project area spans 115 contiguous counties across Illinois, Indiana, Michigan, Ohio and Wisconsin including mallard breeding habitat on more than 2,000 acres of public and private land.

In the *Big Rivers Initiative*, the next steps are in motion on a multi-year effort to enhance a historic western Kentucky waterfowl area. Ballard Wildlife Management Area is an 8,000-acre, state-owned habitat on the banks of the Ohio River. Established in the 1950s, Ballard quickly gained national reputation as a Canada goose hunting destination as populations from the southern shores



of Hudson Bay and James Bay visited the area by the tens of thousands each year. DU joined representatives from nine states, two federal wildlife agencies, two joint ventures and other non-profit organizations to contemplate habitat management, hunting management and water-level management at Ballard WMA.

The most recent DU project completed in 2020 was the installation of new water-control infrastructure on a 243-acre managed unit. New water-control structures will more than quadruple the former capacity, allowing wetland managers to manage both the north and south units.

“Ballard WMA hosts 2,000 waterfowl hunter trips per year,” said Dane Cramer, DU regional biologist for Kentucky. “Ducks and duck hunters will see the benefits, but this project has other valuable benefits, too. This area absorbs an impressive amount of floodwater, benefitting every community downstream along the Mississippi River.”

Meanwhile, a wetland improvement project in northeast Indiana will keep a beloved wetland productive for future generations of waterfowl and nature lovers. Because of its natural beauty and ecological diversity, the 400-acre Cedar Swamp Wetland Conservation Area in Steuben County is a focal point on the landscape for a variety of outdoor enthusiasts. Whether they carry a camera, a kayak paddle or a shotgun, the marsh is an important recreational outlet.

This wetland basin also helps reduce flooding by temporarily storing water, improving water quality by filtering and collecting sediment from runoff and providing clean drinking water for everyone, all free of charge.

DU surveyed and engineered a new water-control structure to give the Indiana Department of Natural Resources (IDNR) the tools to manage this wetland. Several partners completed the installation in summer 2020, including the Indiana DNR, Steuben



Ballard WMA in Kentucky.



In the northeast, DU's *Completing the Cycle Initiative*, a first-of-its-kind major conservation initiative across northern Pennsylvania, will protect and improve 1,675 acres of habitat for wildlife, recreation and water quality.

County Surveyor's Office, and the U.S. Fish and Wildlife Service's Partners for Fish and Wildlife Program.

In Minnesota and north-central Iowa, several vital projects and partnerships marked a successful fiscal year with the *Living Lakes Initiative*.

DU supporters celebrated the \$1 million enhancement to Minnesota's Lake Hassel, a 706-acre shallow lake, which has already resulted in cleaner water and increased wildlife use. Lake Hassel is a state designated wildlife management lake that once hosted many waterfowl species, particularly diving ducks

such as canvasbacks. DU partnered with the Minnesota DNR to rebuild the electric fish barrier and install a new water-level management infrastructure. The new water-control infrastructure gives the Minnesota DNR the tools to conduct temporary drawdowns not just to remove unwanted fish, but to consolidate bottom sediments and nutrients and allow aquatic plants to germinate and thrive. This newly enhanced shallow lake will provide clear water with abundant aquatic plants and invertebrates for migratory and breeding waterfowl. It also improves local water quality by filtering impurities in rainwater runoff from neighboring agriculture fields.



Linda and Bill Demmer

BILL AND LINDA DEMMER: GREAT LAKES TO LOWCOUNTRY

If you ask Bill and Linda Demmer where they're from, you're likely to get any number of different answers. Depending on the time of year, it could be Lansing, Mich., or Green Pond, S.C. Regardless of the location, you can be sure that together, they're chasing something, be it trout, turkeys, deer, quail or ducks.

As avid hunters and conservationists, Bill and Linda have spent years following their sporting interests and developing a passion for varied landscapes. As such, they've established a close relationship with conservation teams in DU's Great Lakes Regional Office as well as the South Atlantic Field Office. In collaboration with each, the Diamond Benefactor couple are supporting habitat initiatives and research studies to help further DU's mission and better understand the life cycle needs of North America's waterfowl.



GREAT PLAINS REGION

The Great Plains Region Conservation team conserved almost 300,000 acres in FY21, including 92,166 perpetually protected acres in the Prairie Pothole Region. Public income from grants and partner contracts exceeded goals by 74% and helped implement public land projects and leverage DU's philanthropic investments.

CHEYENNE BOTTOMS WILDLIFE AREA

FY21 saw the completion of fundraising efforts to restore the Cheyenne Bottoms Wildlife Area. A dedication ceremony in June celebrated the more than \$680,000 raised through private pledges and events – more than double the original goal needed to support Cheyenne Bottoms' infrastructure repairs and habitat restoration.

"Cheyenne Bottoms has a rich history and many families have built traditions around visiting and hunting on this area. The habitat quality is important to the community and that is reflected in the support and funding we've been able to raise to restore the wetlands and other habitats here," said Josh Williams, DU regional director for Kansas.

The area is the largest inland wetland in the United States and supports an estimated 350 bird species. Half of North America's shorebirds as well as endangered whooping cranes visit every year. The area is recognized as internationally important to birds by the Ramsar Convention, National Audubon Society and American Bird Conservancy. Visitors to Cheyenne Bottoms provide economic benefits to the local community by generating nearly \$3 million annually.

"Cheyenne Bottoms is an essential stop-over for millions of birds during the spring and fall migrations," said

Matt Hough, DU's manager of conservation for Kansas. "The shallow wetlands and grass provide food and shelter for birds to rest and refuel to make it to their destinations."

DU, in partnership with Kansas Department of Wildlife and Parks, replaced aging infrastructure and removed cattail vegetation to increase open water. Restoration work also repaired and replaced water-control structures and removed silt that clogged pumps, ditches and filled wetlands.

The Regional Conservation Partnership Program (RCPP) is a



In FY21, DU staffers repaired a Lake Arena sign commemorating the first Ducks Unlimited project in North Dakota.





The Prairie Pothole Region is DU's highest priority landscape because of its importance to breeding waterfowl. Recognizing the majority of this landscape is privately owned and used for agricultural purposes, DU focuses on working-lands conservation as a way to retain critically important habitats and to sustain working farms and ranches.

Farm Bill program administered by the Natural Resources Conservation Service (NRCS). RCPP was designed to leverage public and private contributions to address natural resource concerns in targeted geographies. DU saw early success in the RCPP program through a partnership with US Rice and the Rice Stewardship Program. DU is building on that model to achieve its conservation goals in the Prairie Pothole Region (PPR).

The PPR is DU's highest priority landscape because of its importance to breeding waterfowl. Recognizing the majority of this landscape is privately owned and used for agricultural purposes,

DU focuses on working-lands conservation as a way to retain critically important habitats and to sustain working farms and ranches. DU cannot accomplish this goal alone and embraces opportunities to increase partnerships and leverage resources to promote voluntary and incentive-based conservation practices that benefit wildlife and agriculture.

In 2017, DU was awarded its first South Dakota RCPP grant for the James River Watershed to address regional resource concerns including periods of excess and insufficient water, livestock production limitations and inadequate wildlife habitat.



John and Nancy Brager

JOHN AND NANCY BRAGER: DEDICATED CONSERVATIONISTS AND WORLD TRAVELERS

John and Nancy Brager's passion has taken them on countless trips to many continents where they immerse themselves in the diversity of wildlife, cultures and unique landscapes.

At home, John has been a developer most of his life and enjoys touring conservation projects with engineers and biologists to learn how DU's conservation mission is impacting the wildlife and people in his home state of Nebraska.

As Gold Benefactors and President's Council members, John and Nancy have made philanthropic investments in DU's restoration and conservation programs along the Platte River, a critical migratory landscape that spans the entire state.





Tom and Katie Hutchens

MEET TOM AND KATIE HUTCHENS

Tom and Katie Hutchens moved to Bismarck, North Dakota, in 1987 and have been proud to call the prairies home ever since.

As Gold Legacy Sponsors and DUC Diamond Life Sponsors, the Hutchens have been active DU supporters for nearly 40 years.

Tom recently retired as a physician after 37 years of practice. He has served on DU's national board of directors and remains active with several conservation, science and medical organizations.

He and Katie are avid wing shooters, staunch prairie conservationists and well-respected volunteer leaders in the community.

When not enjoying the fruits of their labor at their farm nestled in the heart of pothole country, Tom and Katie enjoy traveling and spending time with friends and family. Now, in retirement, Tom and Katie look forward to a few more "snow bird" flights south for the winter.

The project leveraged \$2.9 million in partner contributions to secure an additional \$2.3 million from the NRCS in Farm Bill programs.

The project was tremendously successful, wrapping up in fall 2020. Partners included the U.S. Fish and Wildlife Service Realty Division, the U.S. Fish and Wildlife Service Partners for Wildlife Program, South Dakota Department of Game, Fish and Parks, South Dakota Habitat Conservation Fund, James River Water Development District, Beadle Conservation District and dozens of supporting landowners.

Collectively, this partnership restored 216 acres of grasslands and wetlands, incorporated 11,973 acres of cover crops into rotations, improved livestock grazing infrastructure and management on 7,055 acres of grasslands and croplands and protected 4,754 acres of grasslands and wetlands with working-lands conservation easements.

Through the RCPP agreement, the NRCS also leveraged partner contributions to bolster existing Farm Bill related programs. DU coordinated with NRCS staff to hold three signups for Environmental Quality Incentives Programs (EQIP) that prioritized conservation practices including cover crops, reduced tillage, crop rotation, prescribed grazing, range planting and grazing infrastructure improvements. Similar activities were delivered through the Conservation Stewardship Program (CSP). Overall, the NRCS impacted more than 60,000 acres of working lands in DU's high-priority landscapes of South Dakota through RCPP.

"It's important to note that these contributions are in addition to South Dakota's normal EQIP and CSP allocation and help address the needs of farmers and ranchers," said Bruce Toay, manager of conservation programs for DU in South Dakota. "We are still finding tremendous demand for grazing infrastructure improvements in the region and cost share for cover crops. For example, through RCPP-EQIP we funded more than 60 miles of fence, 28 miles of pipeline and 77 watering facilities to improve livestock grazing distribution across grasslands, croplands, and wetlands."

In September 2020, the NRCS announced an \$8.7 million award to DU for the Scaling Soil Health in the Prairie Pothole Region proposal. This three-state project (South Dakota, North Dakota and Montana) will use the new Alternative Funding Arrangement (AFA) framework to deliver NRCS practices to producers through DU agreements. AFA will allow increased flexibility to combine land management practices and rental activities into a single contract. The five-year program began in 2021.

"The focus of this next project builds on of the success of our James River Watershed project," said DU Agronomist Brian Chatham. "We will add diversity and reduce disturbance in cropping systems, restore marginally-productive croplands to perennial forages and retain wetlands and grasslands through profitable, conservation-friendly practices."





SOUTHERN REGION

From New Mexico to Virginia, more than 70,000 acres were conserved and nearly 190,800 acres were impacted across the Southern Region.

JAMES M. COX FOUNDATION GIFT

Thanks to the generosity of Cox Enterprises Chairman and former Wetlands America Trust President Jim Kennedy, DU will have an additional \$1.1 million to support wetlands conservation efforts along the Gulf Coast of Louisiana.

The James M. Cox Foundation, the company-affiliated foundation chaired by Kennedy, announced the donation in April 2021. As the most generous individual donor in DU history, Kennedy is well-versed in the work DU accomplishes across North America and is committed to helping DU achieve its conservation goals.

“I was always taught that you leave the world better than you found it, and that’s why I have chosen to help Ducks Unlimited any way I can,” Kennedy said. “Ducks Unlimited’s conservation work on Louisiana’s Gulf Coast not only benefits the waterfowl and wildlife that thrive in the landscape, but also helps support the communities surrounding this critical habitat.”

DU and the James M. Cox Foundation have a shared commitment to environmental stewardship and focus on giving back to the communities in which their team members work and live.

The coastal prairies, marshes and bays of the Gulf of Mexico are among North America’s most productive wetland systems. Tragically, they are also among the most threatened, with more than 90% of coastal wetland loss in the lower 48 states occurring here. Kennedy’s gift to DU’s *Gulf Coast Initiative* will enable DU to conduct crucial conservation work along the coast, in addition to promoting science, public policy and outreach efforts.

Conservation work under the *Gulf Coast Initiative* primarily focuses on the restoration and enhancement of high-quality coastal marsh and rice prairie wetland complexes. The initiative has helped improved more than 130,000 acres.



Kings Bayou



Sargent Marsh Phase 3





“This Kissimmee Prairie landscape at the edge of central Florida’s tourism and development core is now a permanently protected piece of the conservation puzzle.”

-Adam Putnam, CEO, Ducks Unlimited

Kissimmee Prairie in Florida

DUCKS AND GATORS FORGE NEW PARTNERSHIP

Thanks to the tremendous generosity of Elisabeth DeLuca, more than 27,000 acres of iconic Florida prairie and wetlands habitat have been permanently protected through a unique partnership between DU and the University of Florida.

The land was donated to the University of Florida by Elisabeth DeLuca, and a conservation easement was set up through DU’s land trust, Wetlands America Trust. The easement will protect important wildlife habitat and natural values on the property in perpetuity.

“This Kissimmee Prairie landscape at the edge of central Florida’s tourism and development core is now a permanently protected piece of the conservation puzzle,” said DU CEO Adam

Putnam. “For generations to come, students and researchers will make new discoveries on this massive outdoor laboratory. Future ranchers, waterfowlers, nature lovers and wildlife scientists will be able to apply what they’ve read in textbooks to what they’re observing on the landscape, thanks to Elisabeth DeLuca. This partnership between the University of Florida and Ducks Unlimited benefits waterfowl, wildlife and millions of Floridians who value clean water and the protection of the natural landscape.”

The property, which includes cattle ranchlands, citrus groves, wetlands and forests, is one of the last refuges for the endangered grasshopper sparrow and red-cockaded woodpecker. Suburban



YAMAHA RIGHTWATERS

Yamaha Rightwaters, Yamaha Marine’s national sustainability program, is a new sponsor of DU’s *Gulf Coast Initiative*. Through projects in coastal Texas and Louisiana, DU, Yamaha and other supporters restore wetland habitats to benefit waterfowl and fisheries and contribute to climate mitigation. Yamaha has committed \$225,000 over three years to the program, which supports sustainable recreational and commercial fishing opportunities.

“Habitat restoration is an important cornerstone of the Yamaha Rightwaters mission,” said Ben Speciale, president of Yamaha’s U.S. marine business unit. “Carbon sequestration through these efforts plays a critical role in preserving and sustaining healthy fisheries for generations to come. We look forward to the progress we’ll make together.”



sprawl in Central Florida and South Florida over the years has claimed most of both birds' natural habitat, leaving the Yeehaw Junction site as home to the world's largest population of grasshopper sparrows. The property provides a critical nature corridor between the Kissimmee Prairie State Preserve and the Three Lakes Wildlife Management Area.

The DeLuca easement will continue to support grazing using sustainable methods, thereby protecting its grasslands, one of the most threatened ecosystems in the country. Rates of grassland conversion in the U.S. have continued at a rapid pace, with a significant portion lost to non-agricultural uses.

Through a multi-faceted partnership, DU and the University of Florida will utilize the property for education, outdoor engagement and working-lands conservation, including the training of future generations of natural resource and agriculture profession-

als in a living laboratory. While this is the first conservation easement held by DU and WAT in Florida, DU has conserved more than 33,000 acres in the state through other programs. This easement is also the largest in DU's history.

This property, along with other state and federal lands, comprise 250,000 acres of protected areas of the Northern Everglades Headwaters, which is an important ecosystem for wildlife corridors, watershed protection, flood mitigation and endangered species habitat. Livestock grazing is a highly compatible and economically important management strategy on this landscape.

The Bass Pro Shops and Cabela's Outdoor Fund provided critical funding via the Fish & Wildlife Foundation of Florida to help endow DU's permanent conservation easement and other costs associated with this once-a-generation gift of land.

THREE RIVERS WILDLIFE MANAGEMENT AREA

Three Rivers Wildlife Management Area (WMA) is a 1,577-acre property on the edge of the Obion River in Obion County, Tenn. The Three Rivers WMA Enhancement Project is creating shallow-water impoundments, utilizing the existing topography to optimize water levels for waterfowl foraging habitat, which

will help improve birding and other recreational opportunities. Five units will be developed, totaling approximately 180 acres, by constructing low levees and installing water-control structures for improved water level management. This project is being completed through a partnership with Tennessee Wildlife Resources Agency.



The Emma Barnsley Foundation supports DU's *Gulf Coast Initiative* and *Southern Prairies and Playas Initiative* in Texas.

THE EMMA BARNSELEY FOUNDATION

The Emma Barnsley Foundation became a Life Sponsor through gifts supporting DU's *Gulf Coast Initiative* and *Southern Prairies and Playas Initiative*.

Emma Elizabeth Barnsley was born in 1926 and grew up in Crane, Midland and Odessa, Texas. She moved to New York City as a young woman and remained there for most of her adult life.

Barnsley had a deep love for animals and established the Emma Barnsley Foundation for the prevention of cruelty to animals and the study, care, protection and preservation of domestic and wild animals, and their environments, particularly in Texas and New York.

By enhancing and protecting wetland habitat in the Lone Star State, DU is helping the foundation meet its mission.



WESTERN REGION

In FY21, DU completed 29 projects in the Western Region. Collectively these projects protected, restored or enhanced 11,200 acres of habitat. Conservation work was completed in California, Idaho, Nevada, Oregon and Washington.

LOWER KLAMATH NATIONAL WILDLIFE REFUGE

In California's intermountain west, as part of the larger "Klamath Basin Wetlands, California and Oregon Phase III" NAWCA project, DU completed work to enhance 4,384 acres of waterfowl habitat in Unit 2 on Lower Klamath National Wildlife Refuge (NWR). Funding for this work was provided by NAWCA, DU, the U.S. Fish and Wildlife Service and Cal-Ore Wetlands and Waterfowl Council.

Project activities included designing and constructing a pump station to lift water out of the Straits Drain and back into Unit 2

where it is used to provide habitat in Unit 2 and other units on the refuge. In recent years, Unit 2 has been the only wetland habitat available on Lower Klamath NWR because of the reduction in water supply, making it increasingly important to waterfowl and other waterbirds. Traditionally, Unit 2 has provided migration habitat for almost 1 million ducks and geese, nesting habitat for over 200 duck broods and molting habitat for up to 20,000 birds.

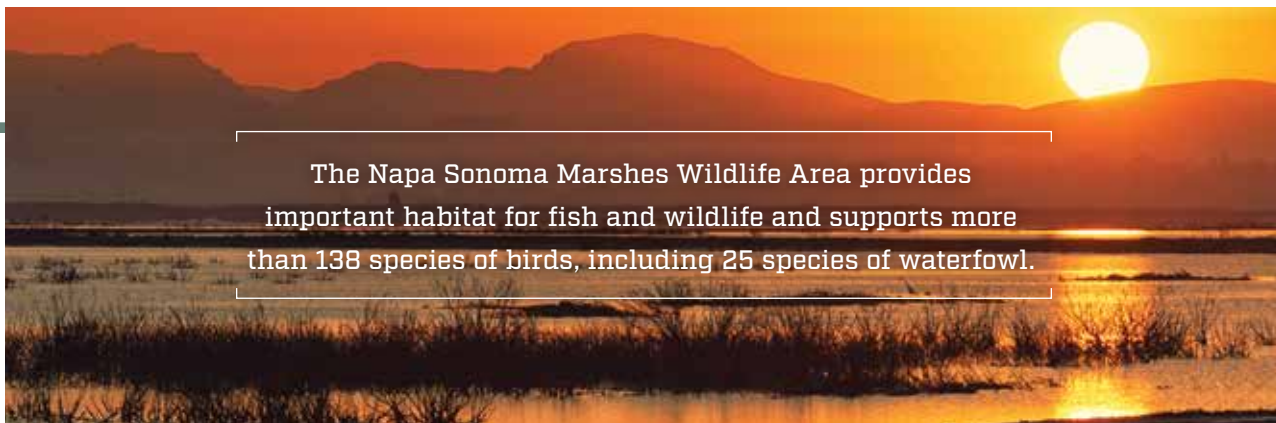


Lower Klamath NWR Recirculation Pump Station. DU installed a pump station to allow drain water to be reused to enhance 4,384 acres of waterfowl habitat in Unit 2 at Lower Klamath NWR in northeastern California.



In California's Central Valley, DU developed a groundwater well and installed an electric pump and pipeline to provide a reliable water source to 1,192 acres of wetlands at Modesto Properties Company.





The Napa Sonoma Marshes Wildlife Area provides important habitat for fish and wildlife and supports more than 138 species of birds, including 25 species of waterfowl.

NAPA SONOMA MARSHES WILDLIFE AREA

The Napa Sonoma Marshes Wildlife Area (WA) consists of approximately 15,000 acres in a 48,000-acre complex of seasonal and tidal wetlands, tidally influenced creeks and rivers and diked agricultural lands in California's San Francisco Bay area. The WA provides important habitat for fish and wildlife and supports more than 138 species of birds, including 25 species of waterfowl. It also supports more than 40,000 wintering waterfowl and is particularly important for canvasbacks, hosting about 30% of the canvasbacks using the San Francisco Bay. The WA also provides important habitat for shorebirds and numerous special-status species including Ridgway's rail, black rail and salt marsh harvest mouse.

The 720-acre Camp 2 Unit of the Napa-Sonoma Marshes WA is in a region of diked agricultural lands interwoven by a system of tidal creeks and sloughs. The adjacent land uses include a small

regional airport, a railroad, vineyards and other agricultural lands. Heavy rains and high tides resulted in exterior levee overtopping, back-slope erosion and extensive levee failure that flooded the unit and threatened the railroad. The California Department of Fish and Wildlife (CDFW) reached out to DU and provided funding to conduct an emergency levee repair project. DU teamed up with Galindo Construction to design and implement a solution. The initial step was to isolate the site from tidal waters and stabilize the levee system. Material for levee repair was imported by rail through a partnership developed with the railroad company. Once stabilized, the unit was drained and the levee perimeter inspected and repaired as needed. An existing pump station was rebuilt so that CDFW can manage water levels in the unit to maximize the quality of 720 acres of seasonal wetland habitat for waterfowl and other wildlife.



THE HARVEY L. AND MAUD C. SORENSEN FOUNDATION

Harvey Sorensen was a lifelong conservationist and one of the early pioneers of Ducks Unlimited, having made his first gift to DU in 1937. After serving as DU's California chairman, Harvey served as DU national president from 1949 to 1950.

When the Harvey L. and Maud C. Sorensen Foundation was established in 1960, a provision was included for annual grants in perpetuity to DU. Today, the Foundation is recognized as a Diamond Legacy Sponsor.

The Foundation supports DU's conservation efforts in California. However, in recent years, the board has also supported DU's Youth and Education programs and in 2019, the Harvey L. Sorensen Memorial Varsity Scholarship was created. Although Harvey passed away in 1974, his conservation legacy lives on.



SAN JOAQUIN WETLANDS CONSERVATION PROJECT

Modesto Properties Company (MPC) is a privately-owned wetland in the East Grasslands region of the San Joaquin Valley portion of California's Central Valley. The area is one of the most important wintering areas for waterfowl in North America that annually supports up to 60% of the wintering waterfowl and 50% of spring migrating shorebirds in the Pacific Flyway.

One of the principal habitat areas in the San Joaquin Valley portion of the Central Valley is the Grasslands Ecological Area (GEA), the largest contiguous block of wetlands remaining in California. The East Grasslands subsection of the GEA is a matrix of vernal pools, native uplands and managed wetlands primarily serviced with pumped groundwater.

As part of the larger San Joaquin Wetlands Conservation III NAWCA project, DU enhanced 1,192 acres of wetland habitat at MPC. DU developed a well and installed an electric pump and pipeline to provide a reliable water source to these wetlands. DU also installed 14,750 linear feet of pipeline to connect the new well to existing pipelines and delivery canals. This new pipeline reduces water loss and improves water delivery efficiency. The new infrastructure allows MPC to irrigate wetlands during the growing season and provides high-quality, moist-soil habitat, particularly during drought years, and supplements the water supply to other wetlands on the property.

SAUVIE ISLAND WILDLIFE AREA

After years of planning, engineering and grant-writing, DU and the Oregon Department of Fish and Wildlife (ODFW) completed wetland restoration and enhancement projects on five state wildlife areas including Sauvie Island Wildlife Area (WA), which is south of the confluence of the Columbia River and Multnomah Channel about 12 miles south of Portland, Ore. Sauvie Island WA is in the Willamette Valley ecoregion, which provides important habitat for migrating, wintering and breeding waterfowl in the Pacific Flyway. The area supports up to 100,000 wintering Canada geese and up to 300,000 geese during spring and fall migration. It also receives extensive public use.

The Sauvie Island WA Eastside Water Delivery Improvement Project included installing a new pipeline from a pump on McNary Lake to existing water delivery channels in the wildlife area. This feature creates more dependable and efficient water delivery to more than 406 acres of wetlands and working agricultural lands.



Sauvie Island WA Eastside Water Delivery Improvement Project



Frank and Cheryl Offenhauser

FRANK AND CHERYL OFFENHAUSER: LEAVING A CONSERVATION LEGACY IN NEVADA

Frank and Cheryl Offenhauser of Winnemucca, Nevada, care deeply about their local community and Nevada's wildlife. Their appreciation for the immense beauty found in Nevada's wild places and large natural landscapes flourished as they spent time together hiking across the state. As members of the President's Council and Diamond Life Sponsors, Frank and Cheryl are helping to secure the future of Nevada's sparse but crucial wetlands.

Last February, the ducks lost a dear friend with the passing of Frank Offenhauser. He is greatly missed by family, friends and the Winnemucca DU Chapter. Frank's conservation legacy lives on through Cheryl's continued support for DU and the establishment of the Frank Offenhauser Foundation. Frank left an impact on Nevada's wetlands that will be felt for years to come.



PUBLIC POLICY SUCCESS

DU Public Policy made a big impact on our ability to conserve these first 15 million acres and are already helping set the stage for the next 15 million.

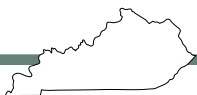
As we do every year, DU led a nationwide campaign to garner congressional support for funding NAWCA, which was reauthorized at \$60 million per year until 2025, the first congressional authorization for the program since 2012.

Despite several headwinds this year, such as a hyper-partisan political environment and the inability to conduct in-person meetings with Congressional offices due to the COVID-19 pandemic, DU volunteers and staff still got the job done by generating 189 signatures in the House and 49 in the Senate in support of funding for NAWCA. This demonstrates that, even during the most uncertain of times, DU's most important policy priority still enjoys broad bipartisan support on Capitol Hill.

DU's Chief of Public Policy Zach Hartman testified before the U.S. Senate Committee on Commerce, Science and Transportation to highlight the importance of outdoor recreation to the nation's tourism economy.

As everyone associated with DU knows all too well, hunters and anglers travel a lot to pursue their passions. Hartman highlighted the investments made by hunters in rural communities and the importance of conservation to the outdoor economy.

But our efforts are by no means limited to the Capital Beltway. Just as important as the happenings on Capitol Hill are the developments in state capitals across the country. In the Pacific Flyway, for instance, the Lower Klamath and Tule Lake National Wildlife



Refuges are the linchpin of waterfowl habitat in California and Oregon's Klamath Basin.

The Basin is stricken by severe drought – that's why DU volunteers and staff traveled to the Basin in April, thanks in large part to the generosity and support of past DU President Paul Bonderson, to meet with local farmers and have engaged with Congressional leaders such as Rep. Cliff Bentz, Rep. Doug LaMalfa and Rep. Mike Thompson to pursue immediate disaster relief for farmers as well as a long-term solution for all stakeholders.

In May, the US Department of Agriculture announced \$330 million in Regional Conservation Partnership Program funding, including \$3.8 million to Ducks Unlimited for the Klamath Basin Farming and Wetland Collaborative to implement conservation projects that provide temporary habitat for migrating waterfowl on working agricultural land.

In August, DU announced an agreement to deliver 10,000 acre-feet of water to mitigate severe drought conditions at the Tule Lake National Wildlife Refuge – an agreement that could save as many as 200,000 waterfowl by preventing a potentially catastrophic avian botulism outbreak. It's no exaggeration to suggest that the long-



DU Chief of Public Policy Zach Hartman testified before the U.S. Senate Committee on Commerce, Science and Transportation on the importance of outdoor recreation.

term health of the Pacific Flyway will be directly impacted by our success in the Klamath Basin. Finally, thanks to the efforts of DU Policy volunteers, US Fish and Wildlife Service (USFWS) staff, and other conservation partners, \$162 million was included for the Klamath in the Bipartisan Infrastructure Framework. These funds will be used by USFWS to meet the future needs of waterfowl, fish, and people in the Klamath basin.

In Indiana, DU fended off attempts to remove protections from all ephemeral wetlands. In Iowa, Policy and Conservation worked hand-in-hand to expand our partnership with the Iowa Department of Agriculture and Land Stewardship, and discussions are underway to fund Iowa's Water and Land Legacy next season.

In New Jersey, legislation was passed in the state assembly and the state senate to raise the price of the Duck Stamp by \$5, the first potential price increase since 1996. This legislation was signed into law by Gov. Phil Murphy in November.

Thanks in large part to the leadership of DU Policy volunteer Nels Swenson, the Wisconsin state legislature voted to increase the price of their Duck Stamp by \$5. This bill has already been signed into law and took effect this season.



In April, DU volunteers and staff met with Klamath Basin farmers and Congressional leaders to find long-term drought solutions.





IMPROVISE, ADAPT, OVERCOME



DU's 2020 National Convention, scheduled for Orlando, Fla., was cancelled due to COVID-19 restrictions. But DU members and supporters accessed online business session videos as well as auctions and fundraisers, providing critical dollars for conservation projects that contributed to the 15 million acres conserved milestone. And, just like last fiscal

year, virtual auctions and numerous online events around the country produced more mud, money and members in FY21, contributing to record revenues of \$340 million. More than 52,000 DU volunteers hosted more than 400,000 attendees at 4,500 in-person and virtual events in FY21, raising \$61 million across the United States.



DU CANADA: THE SOURCE OF GREAT MIGRATIONS AND THE FOUNDATION OF AN INCREDIBLE MILESTONE

Here on the breeding grounds, new life begins in spring and great migrations take flight in fall. Investing in conservation efforts that safeguard critical Canadian habitats has been a fundamental component of Ducks Unlimited's continental approach and success since day one.

Wetlands in Canada are mainstays for millions of migratory birds that fly across the continent twice each year. "More than 6.6 million acres of DU's 15-million-acre conservation footprint are found north of the 49th parallel," said Karla Guyn, retired CEO of DU Canada (DUC). "Our work for wetlands and waterfowl continues, and we're proud to travel this journey with a passionate and generous community whose support will propel us to the next major milestone in our storied history."

ST. LUKE'S MARSH

"It's really hard to explain something that's in you," said Bob Lozon, looking out across the storied waters of St. Luke's Marsh. "It's been in me since I was a little boy. I mean, I was raised in the wetland."

Lozon is a local resident and hunting guide who has spent most of his life immersed in the coastal wetland on the shore of Lake St.

Clair in southwestern Ontario. St. Luke's Marsh is a rare site within the densely populated area of the province, where only 1.5 percent of historic wetlands remain. Lozon is one of many conservationists who celebrated DUC's purchase of the 487-acre property this year and the protection of its habitats in perpetuity.

Conserving these habitats saved vital space for wildlife.

St. Luke's Marsh is part of an extensive system of waterfowl habitats around the lower Great Lakes, one of the most significant migratory stopover areas on the continent. It's also adjacent to the publicly owned St. Clair National Wildlife Area, which shelters more than 60 species of birds and 35 federally listed Species at Risk.

DUC has been working to restore and manage wetlands in the Great Lakes watershed since the 1970s; the recent acquisition of St. Luke's Marsh is a landmark win for conservation in the area.



St. Luke's Marsh in Ontario consists of 487 acres and includes coastal shoreline, provincially significant coastal wetlands and other mixed wildlife habitats.





MISSAQUASH MARSH

There's no better place to celebrate biodiversity than on the 6,245-acre Missaquash Marsh. Located along the Nova Scotia and New Brunswick border, this expansive wetland is teeming with wildlife. The area provides important habitat for many species of migratory birds and fish and is known as a wildlife highway. To ensure it remains healthy and productive, the Province of Nova Scotia and DUC recommitted to conserving this wetland – the largest managed marsh in Atlantic Canada, for another 15 years.

This large swath of wetland on the Chignecto Isthmus benefits

many people, including recreational boaters, anglers, trappers, hunters and birdwatchers. It also supports the gaspereaux and eel fishery and is an important area for many conservation organizations, local Indigenous communities and other governments.

In the early 1960s, DUC and the Province of Nova Scotia recognized the potential to return some of these idle agricultural marshlands to productive wetlands. Six decades later, DUC continues to invest in the future of this important expanse of habitat.



DUCKS UNLIMITED DE MÉXICO: MISSION CONTINUES SOUTH OF THE BORDER

Just like the rest of the world, Mexico didn't avoid closures during the past year because of the pandemic. Despite partial or total closures on FY21 projects in Mexico, Ducks Unlimited de México continued to fulfill our wetlands conservation mission.



Aquatic birds, other wildlife and people benefited from Ducks Unlimited de México restoration projects in FY21.

LAGUNA MADRE AND TAMAULIPAS RESTORATION PROJECTS

In FY21, Ducks Unlimited de México (DUMAC) and its partners completed four wetland restoration projects that encompassed a total of 5,470 acres restored – two of which were adjacent to the Laguna Madre in the state of Tamaulipas, while the remaining two were completed along the coast of Yucatan.

RAMSAR SITE FUNDING SECURED

Ducks Unlimited de México also secured \$600,000 for the development of a remote sensing and GIS project to conduct a wetland classification on Wetlands of National Importance, or Ramsar, sites in Mexico. This project is part of an agreement with the Mexican Federal Government, the U.S. Department of the Interior and DU.



TRAINING, SURVEYS AND SEAGRASS

In addition, DUMAC and its partners conducted virtual wetlands and waterfowl workshops to train 85 participants from 41 government and non-government organizations. At the same time, workshops organized the aerial and ground teams that participate in the National Waterfowl Surveys program in Mexico established by Ducks Unlimited de México. The waterfowl surveys in Mexico have been conducted since 2018 and determine waterfowl numbers, distribution and species composition to guide better wetlands conservation projects at key areas in Mexico.

Throughout the past year, Ducks Unlimited de México also continued to strengthen its science program and funded important research projects that will improve conservation delivery. Through an agreement with the University of Tamaulipas, officials continue to monitor seagrass beds along the

Laguna Madre that provide critical wintering habitat to 40% of the North American redhead population.

Permanent passes opened along the barrier island have increased the production of beneficial seagrasses, such as manatee

grass and turtle grass. These seagrasses stabilize the sea bottom, provide food and habitat for other marine organisms and help maintain water quality.

DUMAC is using this information to guide government management and conservation decisions, stop permanent openings along the barrier island and to provide protection to the seagrass beds

in the Laguna Madre. They are expanding seagrass monitoring efforts to other important coastal wetlands in the Gulf Coast states of Campeche and Yucatan where seagrass beds provide important food resources for migratory waterfowl.



Nick and Marla Moss

MEET DUCKS UNLIMITED DE MÉXICO SUPPORTERS NICK AND MARLA MOSS

Nick and Marla Moss of Whitehouse, Texas, have been avid DU supporters for more than 12 years. As Ducks Unlimited Diamond Heritage Sponsors, Ducks Unlimited Canada Life Sponsors and Ducks Unlimited de México Legacy Sponsors, they know the importance and continental impact of wetland conservation and how crucial our cross-border work is to people and wildlife.

"We are glad to support Ducks Unlimited de México for several reasons, but it is amazing to see how conserving wetlands and waterfowl habitat contributes to improving the quality of life in these areas," Nick said. "Restoring habitat while also improving sanitation measures by installing biodigesters and wastewater treatment plants for locals in the area really makes you feel good to support these programs. Ducks Unlimited de México programs are truly phenomenal examples of the many benefits that wetlands conservation can provide."



WETLANDS AMERICA TRUST: LEADING A LEGACY

DU CEO Adam Putnam sat down with WAT Trustee and Chairman of Nestlé Purina, Joe Sivewright, and discussed some exciting updates to the Wetlands America Trust brand.

AP: Why did the WAT undergo a rebrand? Why now?

JS: An organization's brand is its identity. The WAT Board of Trustees and the DU staff can point to so many successes in restoring and conserving nearly a billion acres of wetlands throughout Canada, the U.S. and Mexico. So, we wanted to enhance WAT's brand position, the belief is that with a stronger, clearer brand positioning, WAT will fulfill its potential to not only match our shared proud legacy but present a vision for future generations who will benefit from WAT's philanthropy and conservation work. A more developed WAT brand, working in partnership with the existing strong Duck's Unlimited brand, allows the total proposition to have even greater impact. It takes foresight to LEAD a legacy.

AP: What is the WAT mission? How does leadership in conservation translate to impact?

JS: WAT is one of the nation's largest and most respected accredited land trusts, holding conservation easements on more than 445,000 acres across the United States. Its mission is to provide specialized business expertise and guidance through its national board of trustees. Their entrepreneurial spirit and expertise results in both financial and philanthropic support of DU through WAT. This bold new statement for WAT speaks directly to the Trust and its history while mapping an ambitious trajectory forward.

AP: How did the Nestlé team support and champion this effort?

JS: As Chairman of Nestlé Purina, I'm proud that our company views land conservation, and our partnership with DU, as central to our brand ethos and our corporate strategy. I have been honored to serve as a Trustee of WAT and was excited to get the team at CheckMark, Nestlé Purina's internal creative communications and design agency, involved in developing, in partnership with the DU marketing group, a revamped branding guide which captures WAT's ambitious mission across North America.

AP: How can DU members support the mission of WAT?

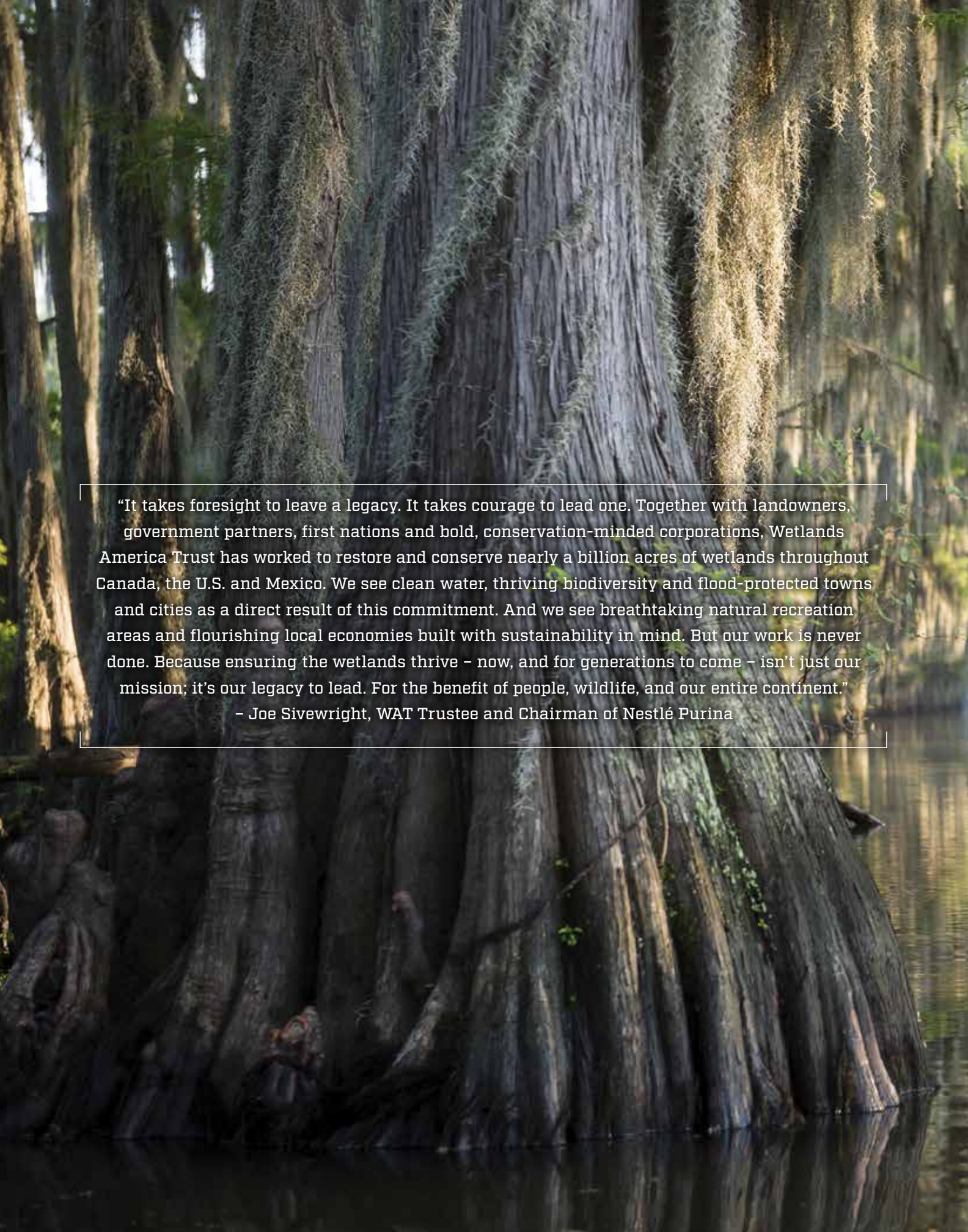
JS: As DU members, it is our legacy to lead. Our mission is very ambitious, but together we are accomplishing great things. To date we have partnered with landowners, government partners, First Nations and bold, conservation-minded corporations, and as a result Wetlands America Trust has delivered clean water, thriving biodiversity, and new infrastructure to protect towns and cities from flooding. And we see breathtaking natural recreation areas and flourishing local economies built with sustainability in mind.

We must remain focused on educating WAT's internal and external stakeholders – and the “lead a legacy” approach is something we are all excited to see go live. The enhanced brand and corporate identity assets we are launching in January 2022 will raise awareness that much work remains to be done.



Wetlands America Trust



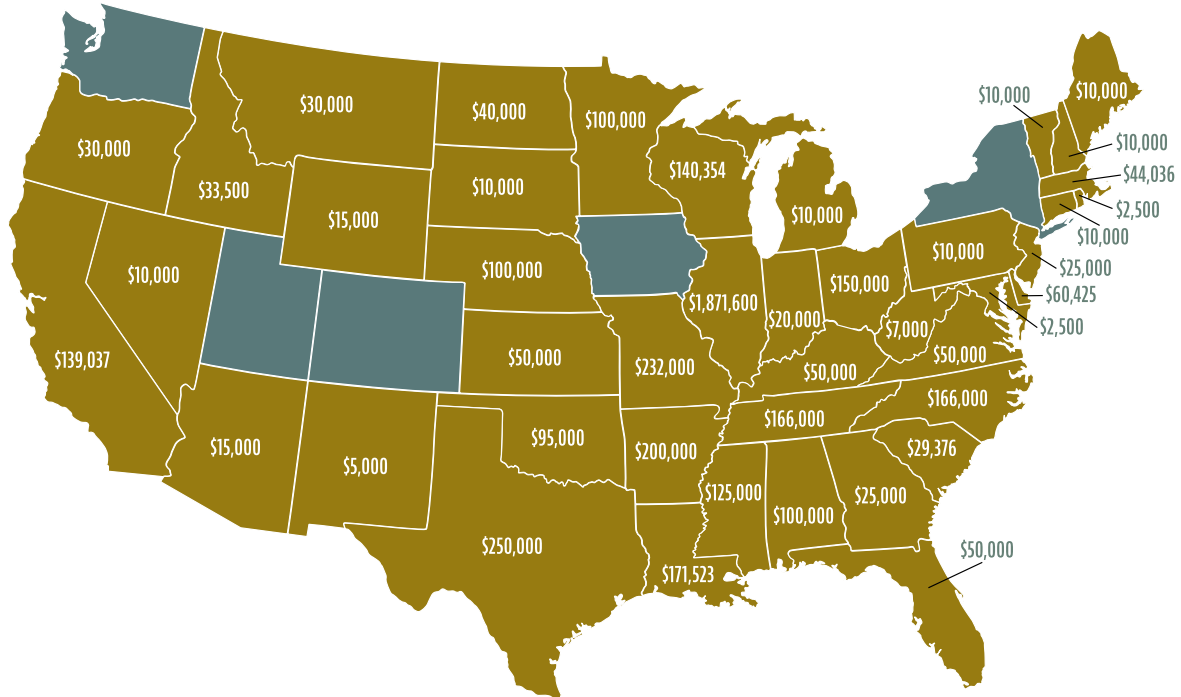


“It takes foresight to leave a legacy. It takes courage to lead one. Together with landowners, government partners, first nations and hold, conservation-minded corporations, Wetlands America Trust has worked to restore and conserve nearly a billion acres of wetlands throughout Canada, the U.S. and Mexico. We see clean water, thriving biodiversity and flood-protected towns and cities as a direct result of this commitment. And we see breathtaking natural recreation areas and flourishing local economies built with sustainability in mind. But our work is never done. Because ensuring the wetlands thrive – now, and for generations to come – isn’t just our mission; it’s our legacy to lead. For the benefit of people, wildlife, and our entire continent.”

– Joe Sivewright, WAT Trustee and Chairman of Nestlé Purina

DU, STATE AGENCIES AND NAWCA DRIVE CANADIAN HABITAT PROJECTS

Total FY21 = \$4.7 million from 43 States



Partnerships drive DU's conservation mission across the continent and turns contributions raised through events, major gifts and other fundraising sources into something much bigger. Without partnerships, DU's impact on the landscape would be significantly diminished. A prime example of an effective partnership is the Association of Fish and Wildlife Agencies' Fall Flights Program that conserves habitat on Canadian breeding grounds.

Two events drive continental support for the breeding grounds: 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, DU committed to match every

dollar contributed by the state agencies with one dollar from its fundraising efforts.

In the past three decades, NAWCA has funded more than 3,000 projects totaling \$1.8 billion in grants in all 50 states and areas of Canada and Mexico. More than 6,350 partners, including non-governmental organizations, state agencies, private landowners and industry, have contributed another \$3.8 billion to impact 30 million acres of habitat.

In FY21, 43 states contributed a record \$4.7 million to Canadian projects, which then gets matched by Ducks Unlimited and multiplied by NAWCA. The results are incredible, more than \$18.7 million, but the exchange rate adds up to over \$22 million of conservation funding on the ground in Canada. In the 56-year history of this international partnership, state wildlife agencies have contributed more than \$108 million to help conserve over 6.5 million acres of habitat across Canada.



CELEBRATING RECORD BREAKING REVENUE IN FY21

Just like pandemic stricken 2020, FY21 was a challenging financial year for Ducks Unlimited, but as always, Team DU rose to the challenge. In FY21 DU achieved a record \$340 million in operating revenue and didn't skip a beat in reaching the milestone of more than 15 million acres, and counting, of wetland and waterfowl habitat conserved.

Revenue from government partnerships, direct response, and major giving all were up year-over-year, and even topped pre-pandemic results from FY19. Not unsurprisingly, event fundraising was a soft spot. Net proceeds from events raised \$37.7 million, exceeding budget, but significantly lower than pre-pandemic numbers that topped \$47.7 million.

"It was an extremely challenging year for event fundraising and to exceed budget expectations speaks to the tenacity and creativity of DU fundraising teams who had to scrape for every nickel this year," said DU Chief Financial Officer Darin Blunck. "I have nothing but respect and admiration for the volunteers and staff who maintained focus and kept raising money for the ducks, despite all of the challenges."

As a nonprofit organization, an important measure of financial stability is reflected in our level of unrestricted net assets, including operating surpluses, investments and endowments.

"We continue to make great progress in improving our balance sheet with our FY21 levels setting a new high-water mark,"

DU Treasurer Wendell Weakley said. "We are building a strong financial foundation for DU's future."

FY21 provided record revenues of \$340 million with 565,485 acres of habitat protected or restored, all while adding nearly \$6.5 million in operating surpluses.

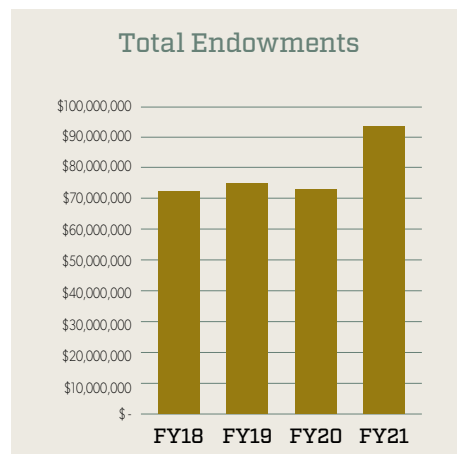
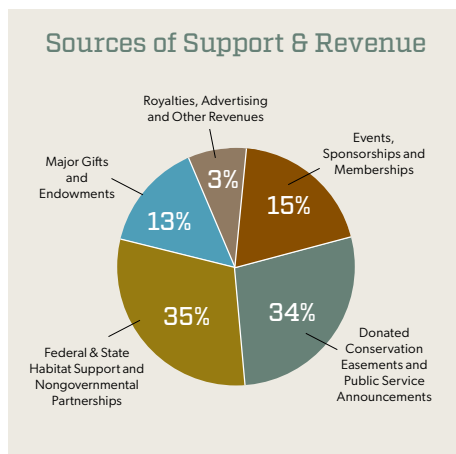
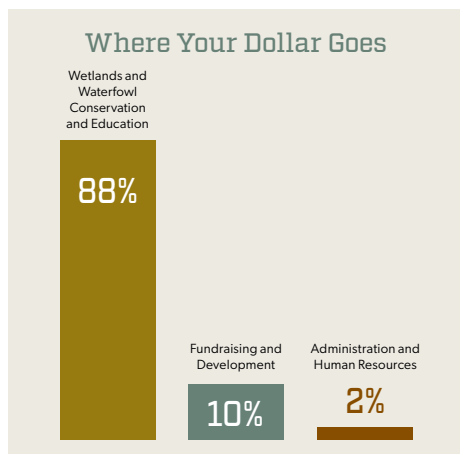
"We accelerated wetland conservation work in prairie Canada by sending an unbudgeted, additional \$2.5 million of philanthropy. These results didn't just happen. You made them happen with your dedication to our mission in a challenging environment," Weakley said.

Endowment growth is another strong indicator of how Ducks Unlimited is better positioned financially for future mission delivery.

"The markets added nearly 30% to our investments as we topped the \$98.5 million mark," Weakley said. "That continued growth is dependent on Feather Society giving as we move into a critical decade for wealth transfer in the United States."

The funds generated for conservation in recent years is a testament to the dedication of DU volunteers, members, partners and supporters.

"We continue to take pride in the fact that at least 80% of every dollar raised goes toward the mission we care so deeply about," Weakley said. "That goal was met again in FY21 with 88% of every dollar raised going toward wetlands conservation."



Ducks Unlimited, Inc. and Affiliates

CONSOLIDATED BALANCE SHEETS

June 30, 2021 and 2020

Assets	2021	2020
Cash and cash equivalents	\$ 36,388,580	41,694,717
Restricted cash and cash equivalents	28,747,224	25,668,560
Restricted non-negotiable certificates of deposit	1,260,961	5,067,390
Events receivable, net	976,897	297,337
Pledges receivable, net	31,634,498	35,701,274
Habitat conservation and other receivables	34,954,854	23,531,569
Event merchandise inventory	6,827,621	7,138,149
Investments	98,501,529	76,162,686
Land held for conservation purposes	78,740,346	53,527,057
Land, buildings, and equipment, net	15,325,772	18,188,901
Trade lands	9,611,500	1,923,500
Other assets	6,274,719	5,284,543
Total assets	\$ 349,244,501	294,185,683
Liabilities and Net Assets		
Accounts payable and accrued expenses	\$ 16,276,898	16,000,588
Compensation and related accruals	10,193,020	5,338,303
Deferred revenue	38,266,375	29,393,108
Pension and deferred compensation accruals	114,689	9,787,474
Accrued postretirement benefits	1,945,008	752,253
Revolving land line of credit	6,598,911	7,385,000
Operating line of credit	—	7,500,000
Notes payable other	18,033,304	301,250
Other liabilities	1,142,789	1,221,211
Total liabilities	92,570,994	77,679,187
Net assets:		
Without donor restrictions	107,766,608	78,312,272
With donor restrictions	148,906,899	138,194,224
Total net assets	256,673,507	216,506,496
Total liabilities and net assets	\$ 349,244,501	294,185,683



Ducks Unlimited, Inc. and Affiliates

CONSOLIDATED STATEMENTS OF SUPPORT AND REVENUES WITHOUT DONOR RESTRICTIONS AND EXPENSES

Years ended June 30, 2021 and 2020

	2021	2020
Operational revenue:		
Philanthropic sources:		
Net proceeds from committee events	\$ 37,667,898	34,826,196
Direct response membership	13,890,623	13,290,076
Major gifts	44,107,804	38,971,948
Planned gift maturities	1,000,000	1,918,337
Royalties	<u>2,511,698</u>	<u>2,334,531</u>
Total philanthropic revenue	99,178,023	91,341,088
Other operational support and revenue:		
Federal and state habitat reimbursements	93,454,626	83,764,853
Nongovernmental partnerships	20,113,641	22,917,194
State grants	4,559,851	3,221,397
Donated conservation easements	104,342,054	7,346,804
Advertising revenue	2,270,948	1,964,115
Donated educational programming	8,917,227	15,254,956
Appropriated endowment and quasi-endowment earnings	5,228,441	3,769,513
Other revenues	<u>1,694,338</u>	<u>141,948</u>
Total operational support and revenue	<u>339,759,149</u>	<u>229,721,868</u>
Operational expense:		
Program service expenses:		
Waterfowl conservation:		
U.S. habitat delivery	140,325,078	129,487,129
Conservation easements	104,342,054	7,346,804
Government relations	3,201,830	3,334,857
Ducks Unlimited Canada	13,206,312	13,604,599
Ducks Unlimited de Mexico	1,074,470	908,326
Conservation education:		
Magazine	3,757,410	3,779,210
Communications and conferences	6,572,030	7,303,338
Donated educational programming	8,917,227	15,254,956
Education delivery	9,260,089	9,397,561
Membership services	<u>3,157,218</u>	<u>2,868,988</u>
Total program service expenses	<u>293,813,718</u>	<u>193,285,768</u>
Fund-raising expenses:		
Field operations	11,317,886	11,485,907
Direct response membership development	9,985,031	10,168,622
Major gift development and advertising	<u>10,809,330</u>	<u>10,963,001</u>
Total fund-raising expense	32,112,247	32,617,530
Administration	<u>7,299,087</u>	<u>6,681,617</u>
Total operational expense	<u>333,225,052</u>	<u>232,584,915</u>
Operational surplus (loss)	<u>6,534,097</u>	<u>(2,863,047)</u>
Nonoperational:		
Revolving land contributions	8,532,133	2,862,829
Net losses on land sales	(1,091,743)	(335,940)
Other quasi-endowment contributions	294,174	356,822
Unappropriated quasi-endowment earnings (loss)	5,740,157	(2,315,167)
Net periodic benefit cost other than service cost	<u>(1,204,504)</u>	<u>(863,150)</u>
Nonoperating surplus (loss)	<u>12,270,217</u>	<u>(294,606)</u>
Excess (deficit) of support and revenues without donor restrictions over expenses	\$ <u>18,804,314</u>	<u>(3,157,653)</u>



SPREADING THE WORD

DU celebrates success with inaugural DUX event at Texas Motor Speedway.



The inaugural DUX Expo drew an impressive number of hunters, anglers, and outdoor enthusiasts to the Texas Motor Speedway. Presented by Purina Pro Plan and backed by an impressive list of sponsors, this year's event featured all things outdoors over the course of three days.

"Volunteers are the backbone of Ducks Unlimited. So, it is absolutely no surprise that volunteers lead the charge for this event, making the DUX Expo a huge success," said DU Chairman Rogers Hoyt Jr.

Eventgoers came from far and wide to experience shooting, fishing and off-road vehicles firsthand during the three-day expo. The Shooting Village saw a steady crowd all weekend trying out the latest shotguns and rifles, while Fishing Village participants caught and released fish, tried out kayaks, practiced their fly tying and casting and even watched retriever demonstrations. With nearly 150 exhibitors and sponsors on site over the course of the event, there was something for everyone.

"Being able to come to an event where you can test out and purchase a new shotgun in the morning, test drive the latest ATVs and trucks in the afternoon and visit with hunting, fishing and outdoor vendors in between, DUX was an experience like no other," said DU CEO Adam Putnam. "This event allowed us to showcase all things outdoors, while supporting all things conservation."

In addition to hands-on shooting and fishing experiences, attendees tested their duck identification skills in the Conservation Village and drove new off-road vehicles on the custom-made 4x4 track.

"DU is a grassroots organization, born from the desire to ensure habitat is available to migrating waterfowl and clean water is available for not just wildlife, but people, too," Putnam said. "This year has been groundbreaking for the DU team. Our staff and volunteers worked tirelessly through the pandemic to not only organize this fantastic inaugural event, but to also ensure our on-the-ground conservation goals are met."

Attendees were treated to live music from up-and-coming country singers throughout the event while visiting the more than 130 vendors across the Texas Motor Speedway. In addition to DUX Expo presenting sponsor Purina Pro Plan, other sponsors included ALPS OutdoorZ, Can-Am/BRP US Inc., Cooper Tire, Cosmi Shotguns, Favorite Fishing, Gunner, Hevi Shot Ammo, Kent Cartridge, Pnuma Outdoors, Rambo E-bikes, Remington Ammo, Rogue Ridge, SYKL Bikes, Texas Beef Company, Thumper Fab, Volcon ePowersports, War Eagle Boats, Anheuser-Busch, Beretta USA, BOSS Shotshells, Browning, Cinnamon Creek Archery, Federal Ammunition, Hook & Barrel, Mack's Prairie Wings, Polaris, Promatic, Reeds Family Outdoor Outfitters, Savage Arms, Toyota, Tracker Off-Road, Winchester Ammunition, Winchester Arms, YETI, Uline, Chevy, Ford, Purina, Benelli, Daniel Defense, DISH presented by Outdoor Channel, Heckler & Koch, Nighthawk, Retay USA, Smith & Wesson, Springfield Armory, Tetra Hearing, Bass Pro Shops/Cabela's and First National Bank of Omaha.



Anglers of all ages took part in catch and release fishing at the Bass Pro Shops Fishing Village.



DU CO-PRODUCES WINGS OVER WATER IMAX FILM SHOWCASING THE PRAIRIE POTHOLE REGION

Wings Over Water, the new IMAX film co-produced by DU, allows viewers to fly alongside the epic migrations of three family groups of sandhill cranes, mallards and yellow warblers returning from southern wintering grounds to nest and raise the next generation of their species in the bountiful ecosystem that is the Prairie Pothole Region.

Narrated by award-winning actor Michael Keaton, *Wings Over Water* showcases this paramount region of our continent through the remarkable, visual, three-dimensional storytelling format IMAX is famed for. Spectators will be immersed into this vast complex of small wetlands in western Canada and the northern United States through the eyes of these three breeds.

The Prairie Pothole Region is the core of what was once the largest expanse of grasslands in the world, the Great Plains of North America. When glaciers from the last ice age receded, they left behind millions of shallow depressions that are now wetlands, known as prairie potholes. These potholes are the result of glacier activity which ended about 10,000 years ago. The potholes are rich in plant and aquatic life and support globally significant populations of breeding waterfowl. The Great Plains and Prairie Pothole Regions are No. 1 of the 25 most important and threatened waterfowl habitats on the continent. "North America's Prairie Pothole Region

is a top conservation priority area for our organization," said DU CEO Adam Putnam. "We immediately saw the need to partner on this film to help educate the public on the region's critical importance to waterfowl, other bird species and wildlife in general. When people of all ages and from all walks of life watch this film,

they will have a better understanding of why we all must work together to conserve the heartland of North America to benefit waterfowl, other wildlife, people and communities across the continent."

DU worked in conjunction with the Max McGraw Wildlife Foundation of Illinois, an award-winning team from Dorsley Pictures, Archipelago Films, SK Films and other donors to produce this extraordinary short film.

In August, NHQ employees and families viewed the movie at the Memphis Museum of Science and History. DU, in conjunction with the Max McGraw Wildlife Foundation of Illinois and other donors, collaborated to produce the film, scheduled for release across the country in 2022.





DU CORPORATE PARTNER PROGRAM

Conserving 15 million acres throughout North America would not be possible if not for the continued support of our Corporate Partners that go above and beyond the conservation call-to-action and support every aspect of our organization to ensure we have necessary resources today, tomorrow and forever. From corporations to federal and state agencies across North America, their support is pivotal for our success.

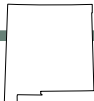
Our corporate partners are a true extension of the DU brand and our conservation mission. These partners work hard to help

in any way they can, whether it be partnering on engaging content and promotions, or just providing additional financial support. They are a huge part of our success, and while we are still in the midst of a pandemic, our relationship with our corporate partners is strong and we are bringing new partners into the DU family.

Since it was launched in 1985, DU's Corporate Partner Program has generated more than \$100 million in unrestricted revenue for conservation, dollars that are used where waterfowl, wetlands and other wildlife need it most.

Our Corporate Partners

Academy Sports + Outdoors	Federal Premium Ammunition	Pyramex
AES Outdoors	FedEx	Remington
American Luxury Coach	Filson	Rico Industries
America Remembers	First National Bank of Omaha	Smathers and Branson
Anheuser-Busch	General Tire	Signature Products Group
Artisans	Higdon Outdoors	SportDOG Brand
Axalta Coating Systems	Identity Check Printers	Sportsman Protection Plan
Ball Watch Company	Itasca Footwear	Star Fish Vision
Bass Pro Shops	Luxco	United Country
Cabela's	Mack's Prairie Wings	Visa
Carolina Hosiery Mills	The McGee Group	W.R. Case and Sons Cutlery
Checks Unlimited	Mossy Oak Brand Camo	War Eagle Boats
Cigar Club	Mud River Dog Products	Winchester Ammunition
Desperate Enterprises	Nestlé Purina	Yamaha
Drake Waterfowl Systems	New World Graphics	Yeti
Everyday Outdoors	Outdoor Cap Company	



DU CORPORATE PARTNER PROFILES

Although the pandemic sent our country into crisis mode, DU never panicked. Even with all the bad news from across the globe, the spring migration of waterfowl moving north was right on time, and with the help of our relentless volunteers, staff and Corporate Partners, we surpassed 15 million acres conserved by putting projects on the ground.



First National Bank of Omaha (FNBO) was integral in FY21, helping DU press on with our virtual events and online auctions around the country. FNBO underwrote every state merchandise package for the first-ever series of virtual events. As a valued partner of DU for six years, FNBO has continued to find effective ways to promote the DU Visa card to our nearly one million members. This year was no exception, thousands of new card holders were acquired and FNBO invested more than \$250,000 in new opportunities for DU like the inaugural Ducks Unlimited Expo and the Duck Jam Concert.



Mossy Oak works diligently to support our organization and is committed to the outdoors and conserving our natural resources. In FY21, DU and Mossy Oak signed an additional five-year sponsorship.



New World Graphics is DU's newest licensee for DU graphic shirts. New World Graphics produces shirts that are DU branded as well as co-branded with several major universities. New World Graphics exceeded their first year's royalty projection by 263%.



Nestlé Purina continues to invest in their partnership with DU year after year. In 2015, DU announced a new sponsorship making Purina Pro Plan the official dog food of DU, and in FY21, the Purina brand team created a new bag design for the Pro Plan Sport line of dog food that now features the DU Proud Partner logo.



DU's Officially Licensed Products are manufactured by leading companies in their respective industries, and Higdon Outdoors is no stranger to producing the highest-quality products.



FedEx, the worldwide leader in transportation services, is the official shipping provider for DU. In FY21, we used FedEx to ship goods to our events and our members took advantage of discounted rates to ship goods to their homes and loved ones.



THE PRESIDENT'S COUNCIL CELEBRATES SUCCESS, AGAIN



Doug Schoenrock
President
Ducks Unlimited Inc.

Last year in this space I wrote about adversity making us stronger and that our history would be the blueprint for meeting the challenges in the year ahead. As you have already read in this report, the results have been astounding.

Some things don't change. If we put in the work needed, bolstered by people of conviction and dedication, both staff and volunteer donors, we will not fail. We will, in fact, excel. And we did. Conserving more than 15 million acres is quite a milestone with 565,485 in the preserved column in the last year alone. Thank you.

The President's Council continues to be the backbone of many Ducks Unlimited programs and their success. On-the-ground conservation takes place through the General Fund, regional initiatives, scholarship funding and policy support on state and national levels, to name just a few. The council was instrumental in making them happen. Along with the private funding matches required for NAWCA and other federal and state agency grants, you have given an unprecedented level of support to keep the mud moving and the birds in the air.

Challenges have no face and no definition. They happen each day and it is DU's task to seek answers and move forward. The council is a big part of our answer to challenges. We are always focused on the next project, the next program that will provide water for the birds and the countless other life that depend on wetlands. In the end their health and abundance reflect our health and abundance.

Your organization sincerely appreciates the work of the council this last year. With your dramatic response you delivered a message about the importance of wetlands, waterfowl, open spaces and clean water.

A handwritten signature in black ink that reads "Doug Schoenrock".



Saf Peacock

A LOVE OF THE HUNT: SAF PEACOCK, LINCOLN, ILLINOIS

For 58 years Saf Peacock has provided significant, critical support for conservation to DU.

"I started hunting with my dad when I was nine," Peacock said. "He passed away when I was 14, but as soon as I was 16 and could hunt by myself, I was back out with a 14-foot boat and a two and a half horsepower outboard motor on the Mississippi River."

Now nearly 93 years young, his passion for the hunt and the birds has not diminished. "I have a great love for duck hunting," he said. "Ducks Unlimited is by far the most focused and effective organization for providing habitat for waterfowl."



DU YOUTH AND EDUCATION PROGRAMS REWARD YOUNG CONSERVATIONISTS

DU's youth programs provide a variety of ways to engage young men and women in all aspects of wetlands and waterfowl conservation. At the forefront, Varsity (high school) and University (college) chapters host fundraising events each spring and fall, that on average, raise more than \$2 million dollars annually.

These programs not only provide income to help fuel DU's conservation mission, they also promote a solid foundation for high school and college students to help build leadership and business skills, while enhancing their preparation for the future. To compliment these fundraising efforts, DU offers innovative and sustainable programs in conservation education, scholarships and youth shooting team support.

SCHOLARSHIPS

There were 61 DU scholarships awarded in 2021 at the following levels:

2 National Scholarships of \$10,000 each

9 Conservation Scholarships at \$1,000

50 Varsity Scholarships at \$500

The 2021 national scholarship recipients are McNeill Dinkins of Jackson, Miss., and Maxwell Shackelford of Memphis, Tenn. This was the first time in program history that two DU National Scholarships were awarded in the same year.

Since 2018, DU has awarded 244 scholarships, totaling \$190,000 to provide financial support for incoming college freshman. The scholarship program opens on Oct. 15 each year and students may visit ducks.org/scholarship to learn more and submit their application.



McNeill Dinkins



Maxwell Shackelford





Sonja and Dr. Luke Laborde

DR. LUKE AND SONJA LABORDE SUPPORT DU'S YOUTH AND EDUCATION PROGRAMS

Dr. Luke and Sonja Laborde of Baton Rouge, La., have been generous supporters of DU for more than 15 years. As Legacy Sponsors, President's Council members and Heritage Grand Slam Sponsors, they understand the importance of conserving our continent's natural resources, including wetlands. As an educator at Louisiana State University (LSU), Luke knows the importance of supporting DU's Youth and Education programs. As part of DU's scholarship endowment program, he and Sonja established the Lucien and Sonja Laborde Varsity Scholarship and provided the lead gift on the new H. Dale Hall Endowed Professorship at LSU's Department of Agriculture. Luke was instrumental in developing an educational partnership between Ducks Unlimited de Mexico and LSU.





The DU T.R.A.P. program provides discounted merchandise and professionally designed marketing and fundraising materials for youth shooting teams.

T.R.A.P. (TEAM RESOURCE ASSISTANCE PROGRAM)

DU has created a new youth shooting engagement program called DU T.R.A.P. (Team Resource Assistance Program). The program is designed to encourage more participation in youth shooting sports and to recruit new waterfowlers and conservationists.

The DU T.R.A.P. program provides discounted merchandise and professionally designed marketing and fundraising materials for high school competitive shooting teams. To participate, a team simply chooses the package that best fits their needs and then

begins raising funds. DU will design, produce, and ship promotional posters and raffle tickets customized for each team. After the fundraiser is complete, the team sends payment to DU for the predetermined cost of the selected package. Upon payment, DU will ship the merchandise directly to the winners. All net revenue earned remains with the team. For program details, or to sign up for the DU T.R.A.P. Program, visit ducks.org/trap.

VIRTUAL THIRD TERM

Due to COVID-19 restrictions, a virtual Third Term leadership summit was held in 2020 for DU's collegiate volunteers. While students were not able to network and share ideas and passions face-to-face, more than 100 collegiate volunteers from 40 chapters from across the country enjoyed a virtual video call including a welcome from DU President Doug Schoenrock and an address

from DU CEO Adam Putnam. Attendees also heard from DU's Chief Conservation Officer Karen Waldrop and David Schuessler, National Director of Event Fundraising and R3 Programs.

The summit concluded with presentations from DU's industry partners AXALTA Coating Systems and Tetra Hearing.



MZURI WILDLIFE FOUNDATION

DU is honored to receive support for our DU Greenwing program from Mzuri Wildlife Foundation, which invests in programs that engage youth in the outdoors, advance wildlife conservation and educate individuals and communities about the importance of natural resource conservation.

Greenwing members are elementary school children up to age 11 and there are nearly 45,000 Greenwing members nationwide. The benefits of joining the Greenwing program include four issues annually of DU's Puddler magazine, an official membership card and invitations to local and regional Greenwing events.

DU EVENT SYSTEM POSTS STRONG FUNDRAISING RESULTS DESPITE PANDEMIC

The negative impact of the COVID-19 pandemic stretched deep into FY21, affecting DU's Event Fundraising division much the same way it did the previous fiscal year.

With every state under gathering restrictions at some point during FY21, online fundraising efforts proved invaluable. But in DU fashion, volunteers and Event Fundraising staff exceeded their revenue budget by more than \$3.5 million.

"The varying state gathering restrictions made it surreal at times," said DU Advisory Senior Vice President of Events and Volunteer Management Jim Talbert. "One state would be wide-open for business sitting next to a state where restaurants couldn't seat customers, much less allow banquet halls to host events. We know of instances where our supporters drove more than an hour, leaving

their own state, to travel into another just to attend a DU event to show their support for the organization."

And attendees spent more at DU events in FY21.

"When we could host an event with no restrictions, it really was something special," Talbert said. "I believe our event attendees' desire to support the organization reflected our country's desire to put this pandemic behind us and get back to normal. For DU supporters, that means being around like-minded people in a fun atmosphere and financially giving to an organization that greatly values their philanthropy and uses science to allocate it where it's needed most for North America's waterfowl and waterfowl hunters."



HONORING DUCKS UNLIMITED MAJOR SPONSORS, VOLUNTEERS AND CHAPTERS

Major Sponsors and volunteers make a significant impact on wetlands conservation by supporting the DU's mission. These supporters lead the effort to secure our continent's wetland habitats that make our vision of skies filled with waterfowl a reality.

The donors listed on the following pages represent those who made a gift during fiscal year 2021 (July 1, 2020 to June 30, 2021) or have donated at least \$1 million to DU in their lifetime.

Thanks to the leadership of more than 57,000 volunteers, the states and chapters listed on the following pages represent those that performed at the highest levels in fiscal year 2021.

Also listed are volunteers who have given 25 years or more of dedicated service to the organization.

For information about being included in next year's annual report, please contact Jenna Evans at 901-758-3781 or email jsanchez@ducks.org.



davidstimac.com



CELEBRATE OUR ACCOMPLISHMENTS

What an incredible year! By any measure, waterfowl and wetlands are in the good hands of all the DU volunteers, Major Donors and Feather Society members listed on the following pages.

What you gave to make wetland conservation happen can be measured by the more than 15 million acres DU has conserved since its founding in 1937, including more than 565,000 acres of habitat preserved for waterfowl and wildlife in FY21. Generations of conservationists are forever grateful. Thank you for continuing your unfaltering support.

Throughout the last year when it came to raising money for the cause, our conversations were about what can be done, not what can't. How can any calamity stand in the face of honest work? It wasn't bravado, there were solutions to the challenges followed by action, not bluster. As DU supporters have done since 1937, you are driven to accomplish an ongoing mission – enough waterfowl to fill the skies today, tomorrow and forever.

New challenges are ahead and a few will return to visit us again. Our history, experience, creativity and drive will see us through to higher levels of success in the years to come.

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 DU.

We are immensely grateful for your commitment. Because of you, our mission of wetland conservation and preservation continues.



Kathleen Christian

Kathleen Christian
Advisory Senior Vice President
of Membership



Joe Mazon

Joe Mazon
Advisory Senior Vice President
of Development



Jim Talbert

Jim Talbert
Advisory Senior Vice President
of Events and Volunteer Management



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 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 University of Nebraska-Lincoln

Gold All-American

East Carolina University
Louisiana State University
Texas A&M University
University of Mississippi
University of Wisconsin-Stevens Point

Bronze All-American

Abraham Baldwin Agricultural College
Arkansas State University
Bemidji State University
McNeese State University
Milwaukee School of Engineering
Mississippi State University
Montana State University
Sam Houston State University
Seton Hall University
Southeastern Louisiana University
SUNY College of Environmental Science and Forestry
Texas Tech University
University of Georgia
University of Louisiana at Lafayette
University of Tennessee-Knoxville
University of Virginia
University of Wisconsin-Whitewater



Members of the University of Nebraska-Lincoln DU Chapter gather for a group photo.





VARSITY ALL-STAR CHAPTERS

High school chapters that exceed \$10,000 in funds raised in a calendar year through the following 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 All-American
- > \$20,000-\$29,999 Silver All-American
- > \$10,000-\$19,999 Bronze All-American

National Champion **Memphis University School, TN**

Gold All-Star

Canandaigua Lake, NY
Christian Brothers High School, TN
Leon County Varsity, FL
Springfield High School, LA
St. Christopher High School, VA
The Collegiate School, VA

Silver All-Star

Buckshot Varsity, TX
Honeoye Lake, NY
Jackson Academy High School, MS
Pacelli High School, GA

Bronze All-Star

Jackson Prep High School, MS

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. Tennessee Valley, TN (*tie*)
Chattanooga-Hamilton County, TN (*tie*)
3. Thibodaux, LA
4. Dyersburg, TN (*tie*)
Rome, GA (*tie*)
6. St. Tammany West, LA
7. Rowan County, NC
8. Harnett County, NC
9. St. Simons, GA (*tie*)
South East, IA (*tie*)
11. Winona County, MN



In April 2021, the Chattanooga-Hamilton County, Tennessee, Chapter's Great Outdoors Festival finished second in the nation for Greenwing events by raising over \$20,000 and signing up more than 500 new Greenwing members.



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				Silver	Bronze
Alaska	North Dakota	Iowa	Florida	New York	Alabama
Arizona	South Dakota	Missouri	Georgia	West Virginia	
Idaho	Wyoming	Connecticut	South Carolina		
Nevada	Minnesota	Maine	Oklahoma		
Utah	Arkansas	Massachusetts	Texas		
Washington	Louisiana	New Hampshire			
Kansas	Mississippi	Ohio			
Montana	Tennessee	Pennsylvania			
Nebraska	Indiana	Vermont			

TOP TEN EVENTS – TRADITIONAL INCOME

1. Reno, NV Annual Dinner
2. Houston Legacy Gala
3. Rockport-Fulton, TX Banquet
4. Corsicana, TX Dinner
5. East Cooper, SC Oyster Roast
6. Charlotte, NC Sponsor Gala
7. Midland, TX Dinner
8. Comal County, TX Banquet
9. Georgetown, TX Dinner
10. Appoquinimink, DE Spring Fling

TOP TEN EVENTS – ALL SOURCES

1. Houston, TX Legacy Gala
2. Lake Forest, IL Area
3. Blackhawk, CA Gala
4. Colorado DU Christmas Happy Hour
5. East Cooper, SC Oyster Roast
6. Seattle, WA Banquet
7. Reno, NV Annual Dinner
8. Lafayette, LA Sponsor Event
9. Baton Rouge, LA Sponsor Event
10. San Antonio, TX Banquet







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