



**NOT  
SMALL  
STUFF!**



**FY 2022-23 IMPACT REPORT**

**ARIZONA WILDLIFE FEDERATION**

# LETTER FROM THE PRESIDENT

Dear Friends and Supporters,

As the Arizona Wildlife Federation (AWF) prepares to celebrate our 100th anniversary on October 21, 2023, Arizona faces innumerable environmental challenges with regards to drought, population growth, and the protection of our public lands. The need for our organization and its respective program efforts has never been greater as we enter our second century of **educating, inspiring, and assisting individuals and organizations to value, conserve, enhance, manage, and protect Arizona's wildlife and wildlife habitats**. I believe you will find this annual report admirably reflects our recent accomplishments guided by each of these critical mission elements. These accomplishments are ***not small stuff!***

The AWF is unique in the expertise we convene and bring to bear with our governing board's synergy of natural resource experience, the diversity of affiliate memberships, our subject matter expert staff, and our partnership with the National Wildlife Federation. This past year all our actions have been guided by our two key principles: **(1) sound science and (2) best governance**. Our governance model is transparent, designed to succeed with monthly executive committee and quarterly board and membership meetings. A long-standing board strength is aligning our six regional directors' zones of responsibility with the Arizona Game and Fish Department's (AGFD) regions. AWF's regional directors are our ears, eyes, and boots on the ground. They actively report and comment on all wildlife or wildlife habitat issues in each of our quarterly Arizona Wildlife News magazines. This purposeful governance structure, also, is ***not small stuff!***

We actively serve as a positive and informed hub for Arizona's wildlife and public lands issues by educating our federal and state legislative delegations and member affiliates through direct contact, testimony at public hearings, and providing science-based position papers on all things wildlife. This advocacy responsibility is most definitely ***not small stuff!***

For 100 years we have advocated for a robust consent and consensus model for positive wildlife conservation actions and policy. With your personal engagement, the AWF gives voice to all of Arizona's 815 wildlife species. We ask that you join us in an enduring Citizen Conservationist partnership. **Please join me, your AWF board, staff team, donors, sponsors, and affiliates to attain uncommon, outstanding results for Arizona's diverse wildlife resources in the next century!**



**Glen Dickens**  
President



*AWF Board President, Glen Dickens, celebrating his 70th birthday on the top of Haleakala Crater*

# MEET THE AWF TEAM

## BOARD OF DIRECTORS

**Glen Dickens** – President

**Travis Woolley** – Vice-President of Conservation

**Duane Aubuchon** – Vice-President of Operations

**Amanda Moors** – Treasurer

**Jerry Thorson** – Secretary

**Brad Powell** – Past President

**Bob Vahle** – Region 1 Director/NWF Affiliate Representative

**Travis Woolley** – Region 2 Director

**Loyd Barnett** – Region 3 Director

**Pat Headington** – Region 4 Director/YVRGC Representative

**Duane Aubuchon** – Region 5 Director

**Jon Hanna** – Region 6 Director

**Valerie Morrill** – Director at Large

**Ben Alteneeder** – Director at Large

**Tracy Stephens** – Director/Friends of the Verde River Representative

**Steve Clark** – Director / Arizona Elk Society Representative

**Lew Carpenter** – NWF Director of Conservation Partnerships

**Luke Thompson** – AGFD Liaison

## STAFF

**Scott Garlid** – Executive Director

**Trica Oshant Hawkins** – Conservation Programs Director

**Michael Cravens** – Advocacy and Conservation Director

**Keith Ashley** – Development Director

**Elise Lange** – Communications Manager

## OPERATIONS SUPPORT

**Amie Perea** – Office Administration

**Linda Dightmon** – BOW Coordinator

**Kathy Greene** – BOW Coordinator

## EARS, EYES, AND BOOTS ON THE GROUND

With more than 320 years of collective professional experience in the Wildlife and Natural Resources arena, AWF's Board of Directors is a cadre of experts who continue to work directly with partners, affiliates, and government agencies around the state. In the past year, 100% of AWF's 15 board members also contributed their energy and expertise to other conservation organizations (11), and state and federal policy committees (5). By actively participating with these partner organizations and agency committees, AWF brings people together in solution-oriented, candid, and transparent conversations about difficult conservation challenges including:

- Feral Horse and Burro Management
- Wildlife Corridors and Connectivity Priorities
- Climate Smart Forest Management
- Renewable Energy Siting
- Hard Rock Mining Reform
- Travel Management Plans and OHV Policies
- Mexican Grey Wolf Recovery
- Surface and Ground Water Policy



# OUR MISSION AND THREE PILLARS

Arizona Wildlife Federation protects wildlife and their habitats to keep our state thriving. We engage people in three primary ways:



## EDUCATE

We educate Arizonans about wildlife and nature so they can pursue and enjoy outdoor activities with knowledge, confidence, and skills.



## INVOLVE

We involve Arizonans in hands-on conservation projects that have a direct impact on wildlife and habitat.



## ADVOCATE

We advocate for science-based wildlife management, as well as protection for and access to our state's magnificent public lands.



## EDUCATE

Our education programs this past year included Becoming an Outdoors-Woman, Bridges to BOW, Family Squirrel Camp, Garden for Wildlife, Ranger Rick, and staff-led hikes, outings, and tabling events.

## 2023 EDUCATION PROGRAM SPOTLIGHT: BECOMING AN OUTDOORS-WOMAN

197 WOMEN  
DIRECTLY  
IMPACTED

3 PROGRAMS  
COMPLETED

33 UNIQUE  
TOPICS

38 VOLUNTEER  
INSTRUCTORS

Arizona's Becoming an Outdoors-Woman (BOW) program has been sponsored by AWF for 27 years. BOW is a nationally recognized program that helps women gain skills and confidence in the outdoors as they participate in a variety of outdoor activities in a safe and supportive environment. Activities include archery, fly-fishing, dutch oven cooking, firearms safety, hunting, birding, rappelling, paddling, and more. Participants form lasting friendships as they open doors to healthier, happier lives more deeply connected with nature and the outdoors.



## 2023 EDUCATION PROGRAM SPOTLIGHT: BRIDGES TO BOW



*B2B Ambassadors, along with AWF and NWF staff, celebrate presenting B2B at NWF's WildlifeUnite conference.*

Our Bridges to BOW (B2B) program continues to evolve, improve, and successfully connect young women from underrepresented communities to the outdoors. B2B provides a path for underserved women to connect with nature and each other while gaining outdoor skills and confidence as they attend a BOW (Becoming an Outdoors-Woman) weekend workshop.

Since its inception, B2B has sponsored over 50 women at BOW and has expanded to include “Beyond BOW” campouts for B2B alumni. And now, Bridges to BOW is nationally recognized! The National Wildlife Federation invited AWF staff (along with B2B Ambassadors) to present B2B as a “teaching session” at the NWF’s annual WildlifeUnite conference in Lake Tahoe. As a result, B2B is being expanded as a model to help other state affiliates increase diversity and become more inclusive in their outdoor programs. This is not small stuff!

**4** PROGRAMS  
COMPLETED

**52** WOMEN  
DIRECTLY  
IMPACTED

**“** *We are building a community, not just a program.* **”**  
– *ChaValiér Sharps, B2B Ambassador*

## 2023 EDUCATION AND OUTREACH HIGHLIGHTS



**13,000**

SUPPORTERS  
AND  
FOLLOWERS

**281**

GARDEN FOR WILDLIFE  
HABITATS NEWLY  
CERTIFIED IN ARIZONA

**16**

HANDS-ON  
EDUCATION  
PROGRAMS, OUTINGS,  
AND EVENTS



The Arizona Wildlife Federation was born 100 years ago out of a need to keep politics out of wildlife and public lands management. We continue that proud tradition today by advocating for policies and funding that support public lands, wildlife, hunting, fishing, and outdoor recreation. Our advocacy ensures that opportunities to experience wildlife and Arizona's great outdoors are there for future generations. We research issues, educate individuals, meet with elected officials, and engage stakeholders in respectful discussion. We strive for practical solutions always based on the foundations of sound science and best governance.

## 2023 ADVOCACY SPOTLIGHT **BAAJ NWAAVJO I'TAH KUKVENI — ANCESTRAL FOOTPRINTS OF THE GRAND CANYON NATIONAL MONUMENT**



AWF was instrumental in scoring a tremendous victory for conservation and Arizona through the designation of the Baaj Nwaavjo I'tah Kukveni — Ancestral Footprints of the Grand Canyon National Monument. Long-time AWF supporters know that we've worked consistently on this issue since before the temporary mineral withdrawal was established in 2012. This past year alone, we continued our tradition of finding solutions and common ground through dozens of virtual and face-to-face meetings with Senator Sinema, Congressman Grijalva, House Natural Resources staff, Governor Hobbs' office, the Arizona Game and Fish Department, and officials from the Department of Interior, US Forest Service, and Council of Environmental Quality. The result is a monument designation providing the necessary permanent protections from uranium mining, while assuring in perpetuity, continued outdoor recreation opportunities and the heritage of hunting and fishing.

# AS A CONVENER, AWF EDUCATES, EMPOWERS, AND UNITES DIVERSE GROUPS OF PEOPLE

A particularly unique role AWF plays in conservation advocacy is bringing new voices to the table and uniting different perspectives in service of the greater good. At this year's Camo-at-the-Capitol event, we convened 22 Arizona sporting groups and shared the values of hunting and fishing with our state legislators through our "Sportsmen's Agenda." Throughout the year we also hosted roundtable discussions with experts and local officials on topics such as climate and uranium mining at the Grand Canyon. Our *Get Outdoors Arizona* business coalition serves the same purpose in educating outdoor recreation-based business owners and helping them find pathways to advocate for issues important to them. Rather than tell our supporters or affiliate groups what to think or do, we provide them with information and access to decision-makers so they can be heard.

## *What is a Convener?*

*A Convener brings people together, has the confidence and support of peers, holds a proven track record, and pledges to uphold a shared mission on behalf of and with the support of many, diverse voices.*

## 2023 ADVOCACY HIGHLIGHTS



**917,000+** ACRES PROTECTED THROUGH THE BAAJ NWAAVJO I'TAH KUKVENI — ANCESTRAL FOOTPRINTS OF THE GRAND CANYON NATIONAL MONUMENT DESIGNATION

**6** AZ SPORTING ORGANIZATIONS AND BUSINESS LEADERS TRAVELED WITH AWF STAFF TO WASHINGTON DC TO MEET WITH **14** AGENCY LEADERS AND THE AZ DELEGATION



**22** SPORTING ORGANIZATIONS PARTICIPATED IN CAMO AT THE CAPITOL

**28** NEW STATE LEGISLATORS WERE INTRODUCED TO CONSERVATION AND SPORTING VALUES THROUGH AWF'S 'SPORTSMEN'S AGENDA'

**30** PUBLIC HEARINGS WHERE AWF MET WITH OFFICIALS, TESTIFIED, AND PROVIDED COMMENTS ON **6** BILLS IN **5** LEGISLATION COMMITTEES



# INVOLVE

Our Volunteers for Wildlife program continues to engage citizen conservationists in “boots-on-the-ground” projects. This past year, volunteers joined us as we improved public landscapes for wildlife and people by removing old barbed wire fencing and improving hiking trails. Volunteers also took down a fenced enclosure to help release endangered Sonoran pronghorn into the wild. New partnership programs were also developed including “Rim Country Stewards” with Arizona Wild, which focuses on trail and habitat improvement in the Mogollon Rim area, and “Desert Fence Busters” with several organizations and agencies in southern Arizona, which focuses on barbed wire fence removal. These partnerships have greatly increased our impact; we get more done when we collaborate!

## 2023 VOLUNTEER FOR WILDLIFE HIGHLIGHTS



**10** PROJECTS COMPLETED  
**17.3** MILES OF BARBED WIRE FENCE REMOVED  
**4** MILES OF TRAILS IMPROVED  
**10** SONORAN PRONGHORN RELEASED

*Volunteers with the Desert Fence Busters collaborative remove barbed wire fence from a landscape near Tucson, AZ.*



**6** PROJECT SITES, INCLUDING

DUVAL FARM/THREE POINTS, HIGHLINE TRAIL/  
PAYSON, ORO VALLEY/BIG WASH, SONORAN  
DESERT NATIONAL MONUMENT, TABLE TOP  
WILDERNESS, AND WEST TUCKER/AVRA VALLEY

*Removing fence from wilderness requires hardy souls! Volunteers from our 2nd annual Table Top Wilderness project hiked several miles through the lush, spring desert landscape to cut, roll, and remove abandoned barbed wire fencing.*



**266** VOLUNTEER HOURS  
**33** AWF VOLUNTEERS ENGAGED  
**15** PARTNER ORGANIZATIONS, AFFILIATES, AND AGENCIES

*A special treat for volunteers this year was participating in the release of endangered Sonoran pronghorn antelope by removing their surrounding enclosure. Photo courtesy of Ken Cook.*

Special thanks to this year’s project partners: Arizona Antelope Foundation, Arizona Game and Fish Department, BK Farms, Bureau of Land Management, Cabeza Prieta National Wildlife Refuge, City of Tucson, Coalition for Sonoran Desert Protection, Friends of Buenos Aires National Wildlife Refuge, Friends of Ironwood Forest, Pima County, Saguaro National Park, Tonto National Forest, Tucson Audubon, US Fish & Wildlife Service, Wild Arizona.



# AFFILIATES

We get more done when we work together. At AWF, we believe the only way to achieve lasting conservation results is to bring together different perspectives in candid and respectful dialog while honoring sound science and pragmatic governance. Although each of our Affiliates have their own distinct missions and values, we all share a common purpose in the conservation of wildlife habitat and access to public lands.

We are proud to work with and support our Affiliate partners and the important conservation work of both sportsmen's and environmental groups.

## OUR AFFILIATES



# GET OUTDOORS ARIZONA

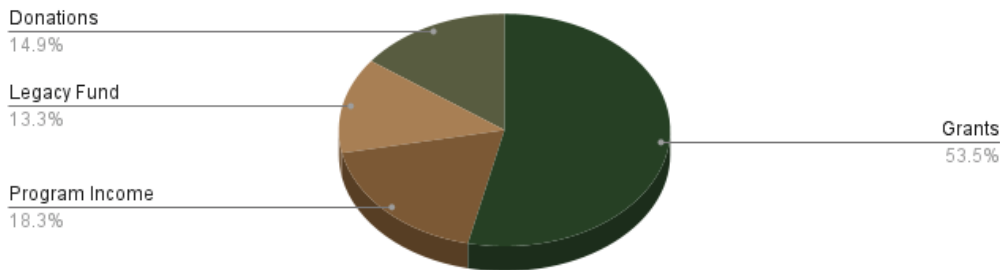
*Arizona's business voice for outdoor recreation*  
Join us @ [www.getoutdoorsAZ.org](http://www.getoutdoorsAZ.org)

GO AZ is a coalition of businesses and organizations across Arizona that recognize the important linkage between strong conservation policies and vibrant economic opportunities.

GO AZ works to amplify the voice of Arizona's outdoor industry around campaigns and causes vital to the health and sustainability of wildlife and public lands.

# FINANCIALS

## FY 2022-23 REVENUES

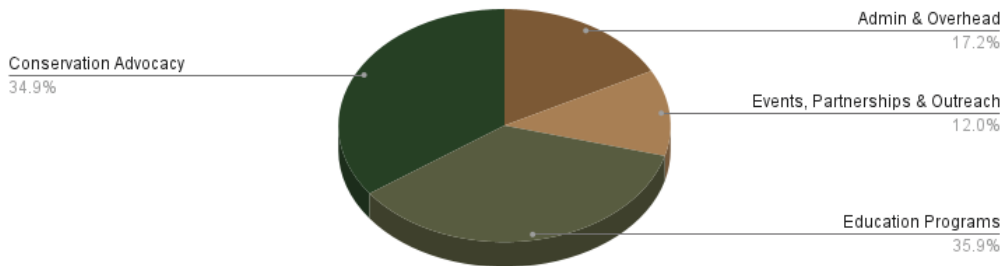


## BUDGET INCREASE

**FY 2021-2022**

\$426,270

## FY 2022-23 EXPENDITURES



**FY 2022-2023**

\$487,977

Our AWF financials continue to be sound. Our reputation for getting things done and delivering results continues to help us attract grant revenue from funders who are aligned with our vision. In the past year we've been awarded grants for our Bridges to BOW (B2B) program, our work with businesses in the outdoor recreation industry, our advocacy of public lands, access for hunting and fishing, and encouraging climate smart forest management policies. We also receive income from the programs we provide. But the foundation of our financial health will always depend on the individuals who believe in our work and donate generously to support our current needs. Larger donations to our Legacy Fund are particularly significant to our success. We work very hard to keep our administrative costs low, and we strive to put every dollar possible toward programs that connect people to the outdoors, on-the-ground projects, and making tangible impacts on public land policies. We couldn't accomplish any of what we do without the generous support of our donors and volunteers.



Thank you,

Scott Garlid

# WHAT WILL YOUR LEGACY BE?

**Join the Ranks of Our Life Members!** With a single gift of \$1,000 you join our growing family of life members, committed to the ongoing protection of Arizona's greatest treasures.

**Leave a Gift for the Future in Your Estate Plans!** By including AWF in your will or making us a beneficiary of your retirement plan, you become a member of the Legacy Society.

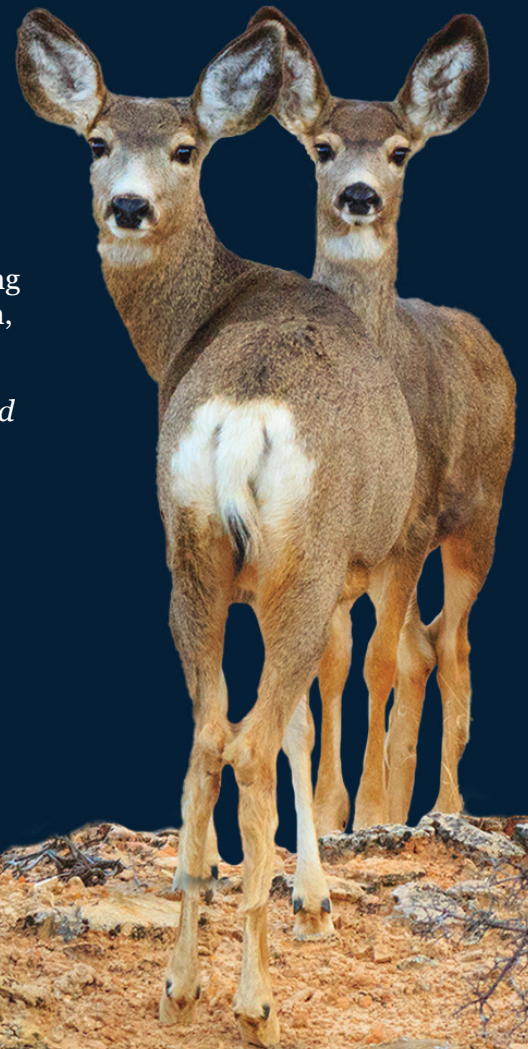
*Planned giving and life member contributions to our Legacy Fund are critical and sustaining.*

**[azwildlife.org/legacy-gifts](http://azwildlife.org/legacy-gifts)**

*Your gift to AWF's Legacy Fund ensures a future for science-based conservation of wildlife and wild places.*

**Contact our Development Director,  
Keith Ashley, for more information:**

**[keith@azwildlife.org](mailto:keith@azwildlife.org) | 520-488-2981**



## GET CONNECTED

There are many ways to stay in touch with AWF and keep apprised about wildlife and public lands issues and opportunities in Arizona. Link to our website at the QR Code below to connect with AWF and...

- Subscribe to our AWF E-News
- Support AWF and receive our Arizona Wildlife News Magazine
- Listen to our AWF Podcast
- Read about AWF's 100 Years of Impact as we celebrate our Centennial
- Follow and engage with us on Social Media





**NOT  
SMALL  
STUFF!**

FRONT COVER BY MICHAEL CRAVENS, AWF -  
FIELDING AND HIS TROUT

BACK COVER BY GEORGE ANDREJKO, AZGFD -  
BLACK MOUNTAIN DESERT BIGHORN IN RUT