

THE ANGLER

NEWSLETTER OF THE COLORADO/WYOMING
CHAPTER OF THE AMERICAN FISHERIES SOCIETY

SUMMER 2023 | VOLUME 46 | NUMBER 2
EDITED BY BEN FELT & KENDALL BAKICH

2023 Annual Meeting Recap

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THE (LAST) VENT

Ashley Ficke

Since I've joined Excom, we've seen some strange times. The COVID-19 pandemic chased us out of offices and public meeting spaces for a couple of years, and none of us were entirely sure how that would affect our Chapter's finances or operations. And once the pandemic let us up, we had a few long-term committee members who knew exactly how to organize an in-person meeting, but the rest of us were not sure how to proceed. So, our general approach this year seemed to be "have a meeting, enjoy the chaos".

The meeting's theme of Embracing Unpredictability was cemented even before the opening remarks, as the Fort Collins Hilton had a water line break that flooded about half of the lobby. Despite this, the meeting was attended by over 200 enthusiastic members. I am truly grateful to our committees - I always knew they were instrumental in making our annual meetings happen, but this year I had the privilege of seeing it first-hand. I want to thank everyone who made the meeting a success, especially since it had been two years since we had organized one in person! While we did not have a large number of virtual attendees, we'll probably hang on to that option in future meetings, because people were able to "attend" talks despite stochastic events like illnesses and road-closing blizzards. It was truly a pleasure to see those of you who could make it. For those who did not and are reading this, we hope to see you in Laramie in 2024. Steve Gale has included an update regarding our 2024 meeting, so read on for details.

And since we're on the topic of annual meetings, I'm excited to announce that we'll be combining our 2025 Chapter Meeting with the Western Division Annual AFS Meeting. More details to follow on that as well.

We are still working on adding the Diversity and Inclusion Committee to our list of standing committees. Adding D&I as a standing committee would require amending our bylaws, which require that the membership vote on proposed changes. So, look for an online poll soon.

Our next issue of the Angler, our next Excom meeting, and our next annual meeting will be in the capable hands of Steve Gale - he is going to be awesome as Chapter President. I had the fortune of serving with him, Christina Barrineau (Past President), and Estevan Vigil (Secretary-Treasurer) over the last year, and I'm looking forward to working with Beth Bear, who will be joining us as our new Secretary-Treasurer in mid-August. While I'm on the topic of Excom and Annual Meetings, I'll put in one last shameless plug for our committees: this Chapter is what we make it, so please think about joining a committee. It's a great way to give back to the Chapter and to pick up some unique skill sets that aren't typical of our on-the-job training.

I hope everyone is having a fantastic, productive field season and enjoying the fact that there is more water on the landscape in much of Colorado and Wyoming this year than in many previous years!

LOOKING BACK - HISTORY OF THE ANGLER

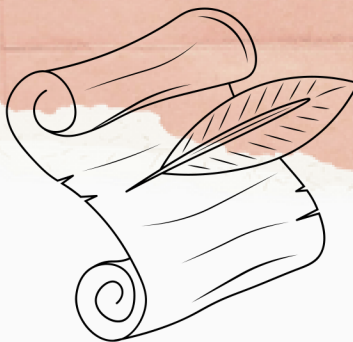
LORI MARTIN

DID YOU KNOW . . .

The first edition of The Angler was published in 1977, eleven years after the Chapter was formed. The Newsletter Committee was comprised of editor Bob Wiley, Lou Pechacek, Steve Facciani, Mike Stone, Bob Jones, and Tom Nesler. These folks described the newsletter as providing a "vital link between an organization and the people it serves and represents. With this first issue, we hope to strengthen the Chapter through contact with all of the varied interests and keep people aware of all that is happening relative to the aquatic and land resources in our corner of the Rocky Mountain West. The need for members to know that their Chapter is active is crucial to the continuation of a strong group. The need for communication is important, and equally important is feedback, for it is feedback which fine-tunes the system".

Topics in the first edition included Professionalism in AFS; UW and CSU Fishery Department Updates, CSU Student Subunit Update; Chapter Awards; Responses to Resolutions Passed by the Chapter; Update from the Chapter President; Information for the 1977 WDAFS Meeting; and brief updates on various aquatic matters such as water needs and uses in Wyoming's Green River Basin (Sublette Study), a Colorado Squawfish (Colorado Pikeminnow) recovered in the Yampa River, evaluation of a stream variety of Yellowstone Cutthroat Trout at the WGFD's Clarks Fork Fish Hatchery, a new study to evaluate the status of threatened and endangered fishes throughout the upper Colorado River system, experiments to induce fish spawning runs at the WGFD's Wigwam Rearing Station, the U.S. Army Corps of Engineers dredge and fill permit system, the Shoshone River aquatic resource investigation, and the U.S. Bureau of Land Management's coal leasing activities and weed control program.

Thanks to Chapter members fulfilling the vision of the original Newsletter Committee, The Angler continues to persist nearly 50 years later.



Taking Space & Giving Grace

Diversity, Equity, and Inclusion Committee

As humans we are hard-wired to join and hold to groups. Watching many of the current survival “reality” shows emphasizes how fragile humans are and why working together as a group is fundamental to the success of our species. However, groups often struggle to make progress when the problem(s) is/are hard to define and our expertise fails to illuminate a clear path.

A respected friend and expert in the field of organizational leadership recently shared the observation that teams that make progress on the most difficult challenges share common traits of “making space, taking space, and giving grace”. In our field of conservation and fisheries management, we are increasingly confronted with challenges where progress can only come through collaboration and engagement with others. Given the complexity of these challenges, I think it’s useful to reflect on what “making space, taking space, and giving grace” suggests and how we might apply it in our teamwork.

What does it mean to “make space”? Making space is about creating and supporting an environment where everyone on the team’s thoughts, perspectives and feelings are able to surface. We make space for others through active listening and being thoughtful about when and how much we talk. For some, making space might mean learning to recognize when they are dominating a conversation. For others, making space might be practicing patience to allow time for those who process more slowly to contribute. At times, making space may be asking someone who hasn’t contributed what they might be thinking about a topic. If you are an authority figure in a group, making space may be about empowering quiet voices while providing protection, order, and direction that allows the group to engage in hard conversations. Making space is also about inviting, welcoming, and appreciating underrepresented voices.

Taking space is as vitally important as making space. Taking space isn’t about occupying space (we all do that fairly well). In its simplest form, taking space is about having the courage to bring our real thoughts and opinions into the room. In other words, our water-cooler conversation doesn’t differ from what we bring to the group. To effectively engage in this way, one must show up prepared for the work and be open to any vulnerability it might require. Sometimes taking space may be mustering the courage to offer a contrary opinion. Taking space may also be experimenting with the group to determine where opportunities for progress lay. To take space requires us to both open ourselves up to the group and to honor others as they do the same.

(Taking Space & Giving Grace, continued . . .)

And what is giving grace? The term “grace” is common in the language of Christians, but the concept is pervasive throughout human cultures. Offering grace in a group context can be thought of as holding space for others and the ideas they bring. To give grace is to exercise empathy and forgiveness while seeking to understand. An important way of offering grace in a group is to remain curious about the ideas and feelings of others. It may look like asking a group member if they are willing to share more about their thoughts and ideas or even loosening the grip on our own values and beliefs long enough to appreciate where others are coming from. Giving grace is imperative when the work of a team challenges values and beliefs.

In reflecting on this simple mantra “Make space, Take space, Give grace” we can appreciate the wisdom it affords in the sometimes difficult, yet essential work of inclusion, equity, and diversity. Can we actively make space for underrepresented people who are not part of traditional “in groups”? Can we show up for the work courageously, taking space with vulnerability and empathy? Are we able to give grace to ourselves and others as we stumble but strive to work towards a more inclusive future?

To begin responding to the biggest challenges ahead in fisheries (e.g. climate adaptation, human population growth, invasive species, shifting cultural norms) will require collaboration and engagement. It will challenge values and beliefs and if progress is to be made, it will require people working collaboratively to make space for others while taking space thoughtfully and giving grace liberally.



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SAVE THE DATE!

2024 CO/WY AFS MEETING
"CONNECTIONS"



FEBRUARY 27-29, 2024
UW CONFERENCE CENTER
HILTON GARDEN INN IN LARAMIE
IN-PERSON WITH ZOOM

Treasurer's Report

Estevan Vigil

Our Annual meeting profits ended up much better than projected during the business meeting held during the conference. Our total revenue from the 2023 meeting in Fort Collins was \$44,144.47. Our total expenses were less than expected and totaled \$38,564.44. The meeting as a whole profited \$5,580.03. Thank you to everyone who attended, all of our sponsors, and those who participated in the raffle and auction events!

This spring we have sponsored multiple travel grants and the President's travel to the Western Division meeting held in Boise, Idaho. We have also covered costs for travel grants to the Society Meeting in Grand Rapids, Michigan. As well as reimbursing, CO-WY AFS mentees for travel to work with current mentors. Our checking account balance is \$32,558.43.

FY2024 Budget

Approved Budget		
Colorado-Wyoming AFS Fiscal Year 2024 Budget		
CHAPTER BALANCES (as of June 2023)	\$106,709	
Checking	\$33,424	
Savings (should be kept at \$0 for CO meetings)	\$0	
WD Investment Fund (value fluctuates)	\$73,284	
INCOME		
	Estimated	
Annual Meeting Income	\$26,409	
Raffle/Auction Income	\$5,178	
Donations	\$9,466	
Parent society refund	\$339	
TOTAL INCOME	\$41,392	
ANNUAL MEETING EXPENSES		
	Estimated	Itemized
Base Registration Cost	\$2,000	
Registration software fees		\$2,000
Continuing Education Committee	\$2,000	
Continuing Education Workshop		\$2,000
Food and Meeting Space Charges	\$27,177	
UW Conference Center Catering Charges		\$18,677
UW Conference Center Room Charges		\$6,500
Student Social		\$2,000
AV	\$1,500	
Fees for screens, podiums, audio equipment		\$1,500
Raffle Committee	\$2,000	
Raffle (seed money)		\$2,000
Other	\$4,650	
Presenter and Chapter Awards		\$350
Mentoring Committee		\$50
Nametags, Program Printing, and Registration		\$500
Registrant souvenirs and committee member gifts		\$1,750
Complimentary Rooms		\$2,000
Speaker costs	\$1,000	
ANNUAL MEETING EXPENSES	\$40,327	

FY2024 Budget (continued)

ANNUAL CHAPTER EXPENSES	Annual	Itemized
Archive Committee	\$100	
		\$100
Endowment Committee	\$50	
Mailings etc.		\$50
Website Committee	\$250	
Web Domain Registration		\$250
Mentoring Committee	\$2,000	
Reimbursement for travel, meeting registration, books		\$2,000
WD AFS Student Colloquium	\$500	
Annual Contribution		\$500
Other	\$1,150	
President Travel to WD Mid-year Meeting		\$1,000
Tax Preparation		\$0
Liability Insurance		\$150
ANNUAL CHAPTER EXPENSES	\$4,050	
BYLAW APPROVED EXPENSES	Estimated	Itemized
CMU Student Sub-unit	\$500	
Annual Contribution		\$500
CSU Student Sub-unit	\$500	
Annual Contribution		\$500
UW Student Sub-unit	\$500	
Annual Contribution		\$500
WCU Student Sub-unit	\$500	
Annual Contribution		\$500
Executive Committee	\$3,525	
EXCOM Meeting Meals		\$525
VP Travel to WD Meeting in Hawaii (ESTIMATED)		\$3,000
BYLAW APPROVED EXPENSES	\$5,525	
CHAPTER-APPROVED EXPENSES	Estimated	Itemized
CO/WY AFS Member Travel Grants	\$6,000	
Travel expenses for CO-WY professional member travel to WD or Society Meeting		\$2,000
Travel expenses for CO-WY student member travel to WD or Society Meeting		\$2,000
Travel expenses for CO-WY member(s) travel to WD or Society Meeting		\$2,000

FY2024 Budget (continued)

CHAPTER-APPROVED EXPENSES	Estimated	Itemized
CO/WY AFS Member Travel Grants	\$6,000	
Travel expenses for CO-WY professional member travel to WD or Society Meeting		\$2,000
Travel expenses for CO-WY student member travel to WD or Society Meeting		\$2,000
Travel expenses for CO-WY member(s) travel to WD or Society Meeting		\$2,000
CHAPTER-APPROVED EXPENSES	\$6,000	
EXCOM-APPROVED EXPENSES IN 2024 (NOT TO EXCEED \$2,000)	Estimated	Itemized
Cost to hire AFS for assistance with 2025 WDAFS meeting in CO		\$750
Graphic designer costs to clean up Chapter selected logo	\$500	
TOTAL PROJECTED EXPENSES		\$57,152
PROJECTED CHAPTER ENDING BALANCE (Checking + Investment)		\$90,949
PROJECTED CHAPTER CHECKING FY24 ENDING BALANCE		\$17,664
ESTIMATED ANNUAL MEETING PROFITS		\$1,065



2023 BUSINESS MEETING MINUTES

Official Business of the
Colorado/Wyoming Chapter of AFS

Call to order at 12:00 with a quorum

Approval of meeting agenda, additional new business.

- No New business

Membership update (Ashley Ficke, Wes Gordon/Tom Fresques)

- New Business
- Western Colorado University Student Subunit is official now!

Announcement of new CO/WY AFS Secretary-Treasurer

- Beth Bear

Announcement of Scholarship and Travel Grant Winners

- Treston Ripley, Colorado State University: CO/WY AFS Scholarship Endowment
- Tawni Riepe, Colorado Parks and Wildlife: CO/WY AFS Travel Grant
- Niall Clancy, University of Wyoming: CO/WY AFS Travel Grant
- Mickey Means-Brous, Colorado State University: CO/WY AFS Travel Grant

Winning logo –

- Logo was old and needed to be updated
- 1st entry won with 17% modifications,
- Next step, get it to a graphic artist

Budget report for 2023 (Estevan Vigil) –

- Checking balance - \$40,370.02; investment fund - \$62,093
- Projected meeting expenses: \$45k, projected revenue: \$42.7K, Projected loss of \$2,300

WDAFS update (Tawni Riepe) –

- Lots of opportunities for grants and scholarships through WD
- Please nominate for service awards at the division level
- Deadlines for this year have past but keep in mind for next year
- WDAFS has lots of opportunities to assist with committees, see WDAFS website
- 2023 WDAFS meeting in Boise, ID May 8-11 2023

Student Subunit Reports –

- Colorado State University
 - Busy, hosting student social, thanks for help planning
- University of Wyoming
- University of Wyoming (Niall Clancy):
 - The U of Wyoming subunit is primarily focusing on bringing in speakers and putting on workshops due to low undergraduate involvement. The speakers include Dr. Jeff Wesner (University of South Dakota), Steve Gale (Wyoming Game and Fish), Ryan Fitzpatrick (Colorado Parks and Wildlife), Brett Roberg (Nebraska Game, Fish, and Parks). The workshop is a boating and trailering workshop with Willie Fetzer and Travis Neebling (Wyoming Game and Fish)
- Colorado Mesa University
- Western Colorado University
 - Thanks for inviting us to the chapter
 - Invited speakers, Dan C., Stev, Russ J
 - Participate in grad student practice talks
 - About 30 members total
 - 10 or so due paying members

Committee Reports –

- Arrangements (Tawni Riepe, Chair)
- Chapter Archivist (Lori Martin, Chair)
 - The Chapter's Archive Committee (Committee) continues to file and organize the records of the Chapter as outlined in the Chapter's Procedural Manual. This includes sorting through and filing AFS materials donated to the Chapter from members. Historically, more recent Annual Meeting Proceedings were provided to the library at Colorado Mesa University (CMU), as the libraries at the University of Wyoming (UW) and Colorado State University (CSU) already retain these Proceedings. With the addition of Western Colorado University as a new student sub-unit of the Chapter, the Committee will begin providing this university's library with these historic Proceedings, also.
 - The Committee is continuing efforts to provide digital files of the Proceedings from the virtual 2021 and 2022 Annual Meetings to the libraries at the University of Wyoming, Colorado State University, and Colorado Mesa University. As noted above, the Committee will pursue this same process with the library at Western Colorado University.
 - The Committee was successful in renewing the Chapter's agreement with the D.C. Booth Historic National Fish Hatchery for another three years of storing the Chapter's archives. The renewed agreement will now expire December 31, 2025.
 - The Committee appreciates the 2022-2023 ExCom's continued efforts to provide the Committee with relevant materials throughout the year that should be maintained within the Chapter's archives. Please keep this in mind, particularly in relation to the 2023 Annual Meeting.
- Continuing Education (Dan Kowalski, Chair)
 - At the 2023 meeting in Fort Collins we had one continuing education class; Navigating the Federal Hiring Process taught by BLM fisheries biologist Russ Japuntich.

- Continuing Education (*continued*)
 - The class covered various aspects of the federal hiring process for fishery professionals and technicians. Students learned about effective federal resumes, job applications, and interview skills for federal jobs. Students were exposed to the nuances of the USAjobs website and how to navigate it. Students also participated in mock interviews conducted by various state and federal fishery professionals who volunteered their time. This was also an excellent networking opportunity for the students.
 - A large number of people registered for the class (74) and 24 students actually attended and participated. Overall, the 2023 continuing education class was excellent and well-received by participants. Russ did a great job and provided an important and unique experience for our young fishery professionals. Thanks, Russ!
- Environmental Policy (Steve Gale [Chair], Kevin Gelwicks, Valerie Thompson)
- Membership (Wes Gordon and Tom Fresques)
 - Chapter Membership is strong and steady! Starting back in October 2015, the Membership Committee began a more deliberate effort to track trends in membership for the Chapter by periodically requesting a member list from the parent society and summarizing trends in membership data. We now have six data points to assess and track trends in membership: October 2015, January 2016, December 2016, January 2020, February 2021, February 2022, and February 2023. Like evaluating fish populations, this dataset has become more enlightening as we continue to compile membership trend data and increase our data set/sample size!
 - Total membership increased from 197 members in October 2015 to 225 in January 2016, then down to 200 members in December 2016, then up to 222 members in January 2020, and then 205 members in February 2021, and then dropped to 191 in February 2022. Currently, membership is 281 (164 due paying members and 117 who have not yet renewed for 2023). Overall, the number of individuals affiliating with the CO/WY Chapter are somewhat variable (currently at 342) and the 61 non-dues paying members are excluded from total membership counts (281). Any National AFS member can sign up as a CO/WY Chapter member free of charge by simply checking a box on their national AFS membership registration (Unlike some Chapters, ours has no additional dues/fees). Colorado has consistently accounted for roughly 70% of total chapter membership, while the majority of the remaining percentage are WY members. The Chapter does routinely have affiliated members from several other states and on occasion from other countries!
 - Membership is steady – currently, 164 dues-paying CO/WY Chapter members, 117 members who have not renewed (you know who you are – please consider renewing ASAP as the grace period is upon you), and 342 people that affiliate with our Chapter
 - If not already a member, or if you let your membership lapse, please consider becoming a dues-paying member or re-upping your membership. Among the many benefits is that our Chapter gets a rebate back from the Parent Society for each dues-paying member we have!
 - Encourage your coworkers, partners, and friends to join/participate with our chapter!
 - If you are not receiving chapter emails and wish to do so, please send an email to Tom Fresques t1fresqu@blm.gov, or Wes Gordon wes.gordon@wyo.gov and they will happily add you to the Chapter list serve email.
 - Lastly, thanks to you all for making our Chapter great!

- Newsletter (Ben Felt and Kendall Bakich)
 - The newsletter is going strong. Please submit photos of the annual meeting to Kendall and Ben
- Nominating (Christina Barrineau, Chair)
- Program (John Walrath [Chair], Annika Walters, John Woodling)
- SPECIAL COMMITTEES
 - Aquaculture (Cody Tyler and Greg Lehr)
 - Audio-Visual (Cat Adams, Chair)
 - Awards (Travis Neebling, Chair)
 - During the banquet, we will be presenting the Max Award of Merit and the Award of Excellence. There were no nominations this year for the Outstanding Mentor Award or the Leaky Boot Award. We will also be taking a few minutes to acknowledge the award recipients from the last two years of virtual meetings. Travis would like to thank the members of this committee, Dan Brauch, Chance Kirkeeng, Diana Miller, and Stev Vigil for their continued dedication to this committee.
 - Diversity/Inclusion (Mark Smith [Chair], Elizabeth Krone, Cheyenne Owens, Sarah Collins, Carrie Tucker)
 - Moving to a Standing Committee
 - Endowment (Eric Gardunio)
 - Fundraising (Matt Kondratieff, Paul Gerrity)
 - Gifts (Shai Kamin, Stephen Siddons)
 - Judging (Tyler Swarr [Chair], Eric Fetherman):
 - This year we are giving out three awards, best professional scientific paper, best student paper, and best student poster. Unfortunately, we did not receive enough volunteer judges to provide feedback in the professional informational paper and professional poster categories. Due to the shortage of judges this year our priority was to ensure students got feedback on their talks. Luckily we had enough judges to include one professional category as well.
 - Please consider being a judge in future years, Providing feedback to our members is valuable for the professional growth of the chapter and giving out awards for best presentations are highlight in the recipient's careers. Please reach out to Tyler Swarr if you have any questions or concerns about the process this year. And a big thank you to Carrie Tucker and Alex Townsend for taking over the in-person portion of the committee duties this year in my absence.
 - Mentoring Committee (Chance Kirkeeng, Chair)
 - The mentoring committee paired up two mentees with mentors for the 2022 mentoring program, bringing the total to 33 successful pairings since the program started in 2014. One of those mentees traveled to assist with fieldwork, which included netting Wheatland Reservoir #3. This afternoon the committee is giving a talk on the first decade of the mentoring program, which included perspectives from past mentees as well as agency employees. Applications for mentors and mentees for the 2022 mentoring program are now open! Applications can be found on the CO/WY AFS webpage under the mentoring program tab under the resources tab. Mentor applications are open until March 15th and Mentee Applications are open until March 31st. Thanks to everyone who continues to help and be a mentor.

- Raffle Committee (Clay Kampf [Chair], Chris Craft, Nick Scribner)
- Registration Committee (Estevan Vigil, Chair)
 - Registration for the 2023 annual meeting included 93 professionals, 71 students, 8 Retirees, and 13 Virtual participants.
- Student Liaison (Tawni Riepe, Chair)
 - Students obtained beer donations for the meeting and hosted the student social
- Website Committee (Joe Skorupski, Chair)

2024 Annual Meeting Update (Steve Gale)

- FY24 Proposed budget
 - Estimated Chapter Income: \$41,392
 - Estimated Meeting Expenses: \$39,598
 - Estimated Chapter Expenses: \$10,575
 - (Mentoring committee, president travel to WD, 3 travel grants)
 - Estimated Bylaw Expenses: \$5,525
 - (Provide funding for student subunits, Hutton program, Latin America AFS 2023, small project potential)
 - Budget will be reviewed by budget committee
 - Bob Wiely will be honored at 2024 meeting and we are looking for more ideas to honor him

2025 Annual Meeting Update (Estevan Vigil) –

- Working with Western Division to co-host CO-WY and Western Division in 2025.

Old Business –

- Diversity and Inclusion Committee as a Standing versus Special Committee
- Update on Google Enterprise/Long-term data storage: Christina Barrineau, Joe Skorupsky
 - Google drives started by Jason B.
 - Continues to grow
 - Trying to keep info off of work email accounts
 - Google wants us to have our own domain/website
 - We still own a domain but only valid until 2024, to keep it going would be a lot of work and we would have to start paying for it as a chapter
 - Dirk comments saying we can have a domain and not have to move a website
 - Contact the domain host to have them contact google
 - Domain fees are relatively cheap a year.

Adjourn – 13:30

- Ashley motioned to adjourn and Kendall seconds.

Logo Contest Winner - Noel Browning



CO/WY Executive Committee is excited to have a new logo for our chapter and will work with a graphic designer to make the image workable across a variety of platforms. Thank you to all the creatives out there for developing some wonderful logo suggestions!

Congratulations!

2023 Award Winners

Award of Excellence:

Dr. Brett Johnson

Past President:

Christina Barrineau

Best Professional Paper:

Ryan Fitzpatrick - Tag recapture data informs seasonal survival and movement of Flathead Chub in a plains stream

Best Student Poster:

Senri Moriyama - Fish movement and habitat shift during the reproductive season of Masu Salmon (*Oncorhynchus masou*)

Max Award of Merit:

Beth Bear
Diana Miller
Josh Nehring
Annika Walters
Eric Gardunio
Chance Kirkeeng
John Walrath

Best Student Paper:

Jeff Baldock - Timing of reproduction generates fitness trade-offs for Yellowstone Cutthroat Trout



2022 Award Recipients:
Boyd Wright
Rick Henderson

2022 President Christina Barrineau



2021 Award Winners: Jay
Thompson
Estevan Vigil
Russ Jepunich
2021 President Jim White

Looking for Winners!



As many of you are currently waist-deep in the waters of Colorado and Wyoming, you probably aren't thinking about the upcoming 2024 CO-WY AFS meeting. But please take a moment, between the fish and the bugs and the sunscreen, to look around and acknowledge your hard-working colleagues. Then make a mental note of those who are deserving of recognition with one of the Chapter awards and remember to contact Travis Neebling, Awards Committee Chair, this fall to submit a nomination.



CO/WY AFS



2024 Executive Committee

President	Steve Gale	steve.gale@wyo.gov
Vice President	Estevan Vigil	estevan.vigil@state.co.us
Secretary - Treasurer	Beth Bear	beth.bear@wyo.gov
Past President	Ashley Ficke	aficke@geiconsultants.com