



20th Edition Newsletter

FALL 1993

NORTH AMERICAN
WILDLIFE ENFORCEMENT OFFICERS
ASSOCIATION

"Working For Wildlife"

N.A.W.E.O.A. EXECUTIVE

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President	Art Redden	Box 377	Enfield, Nova Scotia	B0N 1N0 902-883-9008
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Region 5 Director	Del Tibke	560 3rd St. NW	Valley City, North Dakota	58072 701-845-3780
Region 6 Director	Dave Hohman	6904 Colonial Ave.	Thurmont, Maryland	21788 301-898-5256
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JURISDICTION REPRESENTATIVES FROM CANADA

JURISDICTION	REGION	NAME	ADDRESS	CITY	CODE	TELEPHONE
Alberta	1	Dodsworth, Earl	Prov Bldg 5124-50 St.	Lloydminster, AB	T9V 0M3	403-871-6495
British Columbia	1	Wasylik, Steve	617 Vernon Street	Nelson, BC	V1L 4E9	
Canadian Park Service	1	Phillips, Ivan	Box 2125	Jasper, Alta	T0E 1E0	403-852-518
Fisheries & Oceans Canada	1	Desmeules, Maurice	200 Kent St. Sta 1416	Ottawa, OINT	K1A 0E6	613-990-0108
Northwest Territories	1	Davidge, Ken	Box 240	Fort Simpson, NWT	X0E 0N0	403-695-2231
Saskatchewan	1	Wrishko, Kerry	Box 70	Leader, SASK	S0N 1H0	306-628-3900
Yukon Territory	1	Bowers, Kevin	Site 14, Comp 6, RR1	Whitehorse, Yukon	Y1A 4Z6	
Canadian Wildlife Service	2	Labossiere, Richard	CWS, 513 - 269 Main St.	Winnipeg, MB	R3C 1B2	204-878-3654
Manitoba	2	Maxwell, Doug	#1 Keystone Drive	Selkirk, MB	R1A 2H5	204-482-1220
National Capital Commission	2	Tardiff, George	Conserv 3rd flr 161 Laurier	Ottawa, ONT	K1P 6J6	613-837-3619
Ontario	2	Anderson, Ian	PO Box 264	Gore Bay, ONT	P0P 1H0	705-282-2874
New Brunswick	3	Kingston, Richard L.	PO Box 119	Red Bank, NB	E0C 1W0	
Newfoundland	3	Maloney, James	Gen. Del.	Pasadena, NFLD	A0L 1K0	709-686-5051
Nova Scotia	3	MacNeil, Dougald	Gen. Del.	Whycocomagh, NS	B0E 3M0	902-756-2112
Prince Edward Island	3	Richard, Roland	PO Box 58	Willington, PEI	C0B 2E0	902-854-2777
Quebec	3	Morin, Michel	143 Principale	Windsor, Quebec	J1S 2E1	819-845-2434

JURISDICTIONS REPRESENTATIVES FROM U.S.A.

JURISDICTION	REGION	NAME	ADDRESS	CITY	CODE	TELEPHONE
Alaska	4	Campbell, Joseph W.	3835 Hampton Dr	Anchorage, AK	99504	907-337-5755
Arizona	4	Stirn, Kenneth	17821 Placita De Oro	Sahuarita, AZ	85629	602-625-8196
California	4	McKiver, Dennis	PO Box 1977	EI Granada, CA	94018	
Colorado	4	Velarde, Ron	600 Res Rd	Pueblo, CO	81005	
Fed Indian Tribes & Bands	4	Martineau, Ferdinand	1908-1 I 2 W Superior	Duluth, MN	55806	
Guam	4	Anderson, Robert D	PO Box 24473 GMF	Guam	96921	671-472-8525
Hawaii	4	no rep listed				
Idaho	4	Levesque, John	10-1 I 2 Milwaukee Rd. #5	St. Maries, ID	83861	208-245-2931
Montana	4	Flowers, Tom	Box 598	Choteau, MT	59422	
National Park Service	4	Cook, William	FLETC Bldg 64	Glynco, GA	31524	912-267-3190
Nat'l. Park Ser. Eastern Lodg	4	Kendrick, Randall A.	PO Box 51	Fancy Gap, VA	24328	

JURISDICTION REPRESENTATIVES FROM U.S.A.

Nevada	4	Eckhardt, Todd	PO Box 1755	Tonopah, NV	89049	
New Mexico	4	Case, Glenn T.	Rt. 1, Box 2A	Socorro, NM	87801	505-835-0059
Oregon	4	Oriet, Greg	1502 N. Hwy. 99W	McMinnville, OR	97128	503-472-2184
Utah	4	Green, Karen	10428 N. 4800 W	Highland, UT	84003	801-756-9335
Washington						
Fisheries	4	Loffler R.K.	1502 W. 27th P1	Kennewick, WA	99337	
Washington Game						
Dept.	4	Phillips, Rich	P.O. Box 1481	Stanwood, WA	98292	
Wyoming	4	Peterson, Bob	Box 27	Dayton, WY	82836	307-655-9495
Arkansas	5	Wallace, Gary	P.O. Box 1041	Mtn. Home, AR	72653	501-431-8876
Fish & Wildlife						
Service	5	Hall, Dave L.	Box 1269	Slidell, LA	70459	504-257-7550
Illinois	5	Chapman, David R.	RR 1	Bluffs, IL	62621	217-654-3060
Indiana	5	Wells, Jeff	27 Pineway Drive	Brownsburg, IN	46112	317-852-2046
Iowa	5	Schutte, Steve	RR 1 Box 366	Clear Lake, IA	50428	515-357-3394
Kansas	5	Dawson, Larry	822 W 10th	Goodlands, KS	67735	913-899-5912
Kentucky	5	Bowman, Mike	HC 74 Box 167C	Monticello, KY	42633	606-348-6352
Louisiana	6	La Caze, Keith	P.O. Box 98000	Baton Rouge, LA	70898	504-765-2980
Michigan	5	Malette, Peter	3358 W. 23 MI Rd.	Tustin, MI	49688	616-779-1332
Minnesota	5	Hamm, Mike	P.O. Box 9277	North St. Paul, MN	55109	612-653-0004
Mississippi	5	Waggoner, Greg	Rt 2 Box 407	Carthage, MS	39051	601-267-7854
Missouri	5	Hiser, George L.	Box 596	Richmond, MO	64085	
Nebraska	5	Klammer, Dan	P.O. Box 15	Hastings, NE	68902	402-461-3389
North Dakota	5	Tibke, Delbert	560 3rd St. NW	Valley City, ND	58072	701-845-3780
Oklahoma	5	Reigh, Randall	802 E. Erie	Yale, OK	74085	918-387-4151
South Dakota	5	Demaray, Floyd	Box 118	Salem, SD	57058	605-425-2867
Texas	5	Romines, JC	Box 75	Jacksboro, TX	76056	817-567-3458
Wisconsin	5	Harkins, Patrick W	101 S. Webster St. Box 7921	Madison, WI	53707	608-266-2141
Alabama	6	Woodard, James D.	Box 212	Cherokee, AL	35616	205-359-4380
Connecticut	7	Lewoc, Thomas M.	81 Towpath Lane	Cheshire, CT	06410	203-272-1939
Delaware	7	Yingling, Terry E.	Box 607	Odessa, DE	19730	302-378-9759
Florida	6	Henwood, Stephen E.	133 Eider Court	Royal Palm Beach, FL	33411	407-793-1657
Georgia Game						
& Fish Div	6	Thacker, William H.	Rt. 1, Box 1805	Dawsonville, GA	30534	404-265-3040
Maine	7	Perkins, Lloyd	P.O. Box 120	Manchester, ME	04351	207-623-1180
Maryland	6	Hohman, David C.	6904 Colonial Ave	Thurmont, MD	21788	301-898-5256
Massachusetts	7	Fletcher, Glenn	P.O. Box 221	East Brookfield, MA	01515	508-867-2258
Nat. Marine Fish's						
Service	6	Hansen, Ken	1211 Gibson Cove Rd.	Kodiak, AK	99615	907-486-32948
Nat. Military FW	7	Armstrong, W.F.	54 North Hills Drive	Rising Sun, MD	21911	301-658-6271
New Hampshire	7	no rep listed				
New Jersey	7	Massey, Michael	220 New Brooklyn I	Sicklerville, NJ	08081	609-625-2770
New Jersey State						
Park Police	7	Emory, William	Box 208	Titusville, NJ	08560	609-737-3547
New York	7	Huss, Timothy C.	64 Brook St.	Islip, NY	11751	
North Carolina	6	no rep listed				
Ohio	7	Ray, Larry	Rd 2	Butler, OH	44822	419-883-2577
Pennsylvania F&G						
Com	7	Lizzio, Raymond A.	HC 2, Box 2153	Jim Thorpe, PA	18229	717-325-2253
Pennsylvania F&G						
Com (U)	7	Bridi, Jeffrey	703 Washington St.	Berwick, PA	18603	717-759-6976
Rhode Island	7	Gingerella, John	21 A Old Boom Bridge Rd.	Westerly, RI	02891	401-596-9791
South Carolina	6	Hardy, Michael L.	Rt. 6 Box 380-C	Seneca, SC	29678	803-882-0464
Tennessee	6	Stockdale, Michael	P.O. Box 95	Big Sandy, TN	38221	901-593-3568
Vermont	7	Brown, Norman V.	Rd. 1 Box 10	Wells, VT	05774	802-645-1961
Virginia	6	Selfe, Ed	P.O. Box 147	Bland, VA	24315	703-688-4002
Virginia Marine.						
Resources	6	no rep listed				
West Virginia	6	Long, David R.	Rt. 4 Box 34	Keyser, WV	26826	304-788-0923

THE PRESIDENT'S MESSAGE

By Art Redden

The sore arms from throwing buffalo chips have healed, the paint gun bruises have faded, and we found a place to hang one more print. Now we are ready for another round of hunting and fishing seasons so that we will have new stories to tell in Halifax, Nova Scotia in July 1994.

The twelfth annual conference in Rapid City was very significant in that, in many ways, NAWEOA has come of age. Never before have so many members come forward to run for office. This not only indicates the growing interest in the Association, but also in the way NAWEOA is administered. That's great! It will keep the executive alive and working.

Now, we also have our first budget. It will go along way toward getting our financial house in order. We also took a positive step by introducing a new dues structure, which will hopefully increase our income. It will still be necessary to rely on profits from our annual conferences to operate the association.

It was very encouraging to see many new faces at the conference. Some of our members traveled a long distance at a considerable expense. For example, from places like Coral Harbor, Northwest Territories, Maine, New Brunswick, Newfoundland, and many other places as well.



I want to welcome the new members of the executive, Daniel Tourtelotte, Director Region 7; Rick Pallister, Director Region 4; and David Hohman, Director Region 6. I also would like to congratulate Susan Alger for being elected as our new vice-president, and Del Tibke for being re-elected as Director of Region 5.

I am sure that all of our members would like to join me in thanking our out-going president Bill Peters for a job well done during the past two years. Bill is not out to pasture yet however, he will be past-president for the next two years. I am sure Bill will be called upon for

valuable assistance and advice.

In the coming year there will be a concentrated effort made to increase and improve communications between the executive board and the general membership. Information and Policy Manuals are presently being prepared in order to keep jurisdictional representatives informed. In fact, the jurisdictional representatives are the all important link with the general membership.

Once again this year, we honoured three of our fallen officers. These are always sad moments for the officers attending the conference. I will be asking the executive board for approval to establish an Officer Safety Committee whose objectives will be to develop a safety training program for the association.

The executive board has discussed the need to set realistic goals and objectives for the association. To do this, there must be considerable input from the general membership. Members are encouraged to make their thoughts known to the executive. Please contact your regional representative and have them send your thoughts to the executive.

I am looking forward to serving as your president for the next two years. Once again, I encourage you to contact any member of the executive if you have any concerns.



At the Rapid City Conference, South Dakota Color Guard wears historical uniforms dating from the 1930's to the present.

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VICE-PRESIDENT'S COMMENTS

By Susan Alger



Vice President; in some organizations that's a pretty cushy position with very little responsibility. In our association nothing could be farther from the truth. Along with President Art Redden, Secretary Merryl Bustin, and the rest of the Executive Committee, I have hit the ground running since that great convention in Rapid City. Together, we are a very progressive, goal oriented, dedicated and hard working band, prepared to achieve results which move NAWEOA forward as a professional organization.

My first order of business is to head up the effort to develop and implement a strategic plan for the association. I'll be working with Merryl Bustin and Rick Pallister to clearly define the goals and objectives of our members for the organization. We want your input in order to determine what projects and programs the association should pursue, and come up with a detailed plan of action for achieving them.

In my spare time (HA!), there are a few pet projects that I plan to work on. I am trying to compile a Resource Contact List. Any officer with expertise in any given aspect of our career field, which might be of help to officers in other jurisdictions, can help by sending me your name, address, phone number, and a brief description of your specialty. In this way, we can help prevent each other from re-inventing the wheel when it comes to training or new methodology. Don't be modest! Your knowledge can be invaluable to us all.

I am working with Dan Tourtelotte

from Maine, Director of the brand new Region Seven, to plan and implement a Decoy Deer Workshop here on the east coast. Tentative plans are to hold the workshop in May at a site in Pennsylvania. Contact Dan or me to obtain further information as it becomes available.

In the past, NAWEOA has conducted surveys on pay, benefits, and equipment used by member jurisdictions. I would like to develop some new surveys dealing with these issues. Your comments and suggestions as to what you would like to see included in such surveys would be most welcomed.

NAWEOA offers a variety of awards to deserving officers. As vice-president, I will continue to co-ordinate our awards program. If you wish to nominate someone for a Certificate of Award, Appreciation, Valour, or the newly created NRA/NAWEOA Officer of the Year please contact me. Certificates of Retirement can be obtained from the secretary-treasurer.

As I work on these and other projects for the association, I still intend to put major emphasis on expansion of our membership, increased recognition of our association and profession by our members, agencies, other professional organizations, and the public. I must also emphasize the necessity for future funding of our organization through our associate, affiliate, and corporate memberships. These have the potential to dramatically increase the ability of our association to provide services and opportunities to our members, implement new programs, and enhance our ability to protect the resources which we all hold dear. I challenge every individual member and jurisdiction alike to sell

just one membership this fall. Yes, you can hit up your family and friends just one more time. They are used to it. Heck, they'd be insulted if you didn't!

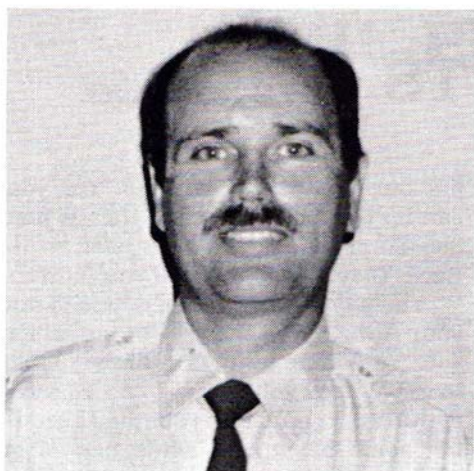
You say selling memberships is not your thing. Well, have I got a deal for you. Your time and effort are valuable too. We need volunteers to do all sorts of things. It could be as simple as sending some black and white photos of officers working to our editor for the newsletter, or getting a business to advertise in an issue. We need articles for submission in the Journal of Wildlife Law Enforcement.

We need all sorts of help on committees for the future wildlife officer museum at the International Peace Gardens. If you'd like to help with these projects or something else but you're not sure what, just give me a call. We can certainly find something to match your talents or interests. I'm at home most evenings (which certainly says something about the social life of a woman who carries a gun for a living) and I'll look forward to hearing from you.

Let me end this report by thanking all the folks in South Dakota who made the Rapid City convention such a rip-roaring success. Your planning, programs, and hospitality were beyond compare. Future hosts can look to your example as a model for success. This was the kind of conference that I wish every chief of every jurisdiction could have attended just to see the value of NAWEOA to wildlife enforcement officers and their families. South Dakota truly showed the spirit and the potential of our association. You did us all proud, and we thank you.

NAWEOA DUES RATE FOR JURISDICTIONS

<u>Number of Officers per Jurisdiction</u>	<u>Dues</u>
20 to 50	\$ 200
51 to 100	\$ 300
101 to 150	\$ 400
151 to 200	\$ 500
201 to 250	\$ 600
251 to 300	\$ 700
301 to 350	\$ 800
351 to 400	\$ 900
401+	\$1000



REGION 1 REPORT

By Dick Mann

First off, I want to congratulate Art Redden and Susan Alger on their election as President and Vice President. Welcome back to Del Tibke and welcome to the three new American Directors elected in Rapid City. Also, THANKS to the organizing committee, all the South Dakota officers and their spouses for hosting an excellent Conference. A total of 65 officers from Region 1 attended and I think they all agree that the selection of topics and speakers was top notch.

There is not any good news in the fiscal area of any member jurisdictions. All are suffering cutbacks with no relief in sight. Since the spring newsletter, there have been three changes to jurisdiction reps: Alberta - Stan Webb, Calgary; British Columbia - Jim Hart, Fort Nelson; Yukon - Brian Lacey, Mayo. Inter-agency meetings and training are be-

coming more common in northwestern North America. Forty-eight officers representing eight enforcement agencies met this spring in Fairbanks, Alaska. Region 1 members from Yukon and North West Territories attended and enjoyed the hospitality and program of the Fish & Wildlife Protection Officers of the Alaska State Police. Rumor has it that a "North of 600" conference bid is in the wind, being jointly hosted by Alaska, North West Territories and Yukon.

In June, Canadian Wildlife Service sponsored seminars in Banff and Jasper National Parks on the Wild Animal and Plant Protection Regulations on the International and Interprovincial Trade Act - that's a mouthful! These sessions were well attended by both National Park Wardens and Alberta Wildlife Officers who have an interest in how WAP-PRITA will tighten up the transport and traffic in wildlife and wildlife parts. This Act will have provisions similar to the Lacey Act, and will allow Canadian jurisdictions to prosecute those people who have committed offenses outside their boundaries. By the time this is printed, inter-agency meetings will have been held in several jurisdictions across Western Canada. A combination of all provincial, federal and territorial jurisdictions within each area meet to discuss common problems and enforcement strategies.

Saskatchewan Officers have finally realized their goal of a separate classification within their government. It took them more than six years, plenty of hard work and dedication before the government, through an arbitrator, was

forced to create the classification of conservation officer. They are now working with management on establishing acceptable job descriptions and pay grades for this classification. After reviewing a safety report submitted by the Saskatchewan Association of Conservation Officers, their government has organized an Officer Safety Committee to address issues such as sidearms, batons and pepper spray. Four C.O.s, four management and several key resource people sit on the committee.

In Alberta, the peace officer issue has not been resolved to their satisfaction. The government decided not to afford wildlife officers the protection of police officers when they inadvertently encounter drugs, impaired drivers or other criminal (felony) activity in their daily activities. As with most Canadian jurisdictions, they are forced to act as "private citizens" in these situations, which leaves them subject to prosecution and lawsuits. Several rural, sportsman and agricultural organizations are showing support of the officers on this issue. Alberta Officers were active in promoting and selling the 1993 Alberta Watchable Wildlife Calendar. This was the first watchable wildlife calendar produced in Alberta and has proven to be such a good fund raiser that the 1994 edition is already available.

Canadian Parks Service and British Columbia report that no new topics have cropped up since the spring issue. Again, no report from the North West Territories and Department of Fisheries and Oceans. I hope everyone has a safe fall and enjoys a post-season holiday.

NAWEOA CONSTITUTION AND BYLAWS

Over the last few years, several amendments have been made to the Bylaws and several more are needed. One example of an association practice which is contrary to our Bylaws is the selection of the annual meeting location. Since 1988, the conference location has been selected two years rather than one year in advance, but the Bylaws were not amended to reflect this. The language of the Constitution and Bylaws needs to be revised to provide easier interpretation and prevent confusion and controversy.

Because of these reasons I have volunteered, with assistance, to rewrite these Articles. All members of the executive, including jurisdiction representatives, have current copies of the Constitution and Bylaws. All members are invited to review these documents (contact the executive or rep for a copy) and submit your suggestions to me no later than NOVEMBER 30, 1993. I will rewrite a suitable document to present to the Winter Executive Meeting. After their review, the package will be presented at the Halifax Conference for discussion and adoption.

Send suggestions to: Dick Mann, Region 1 Director

Box 1059, Canmore, Alberta, Canada T0L 0M0



REGION 2 REPORT

By Gary Martin

GIDDAY! to everyone from the center of North America. And the home of the world series champion Blue Jays! (Actually, most of the rest of Ontario is just about gagged over that one 'cause those folks in Toronto are so damn smug anyway - but I just thought it would be nice to tease some of you "maricuns" cause we brought up a bunch of Puerto Ricans, South Americans, and Yankees, and now claim a victory for Canada!) Anyhow, by the time you are reading this, we will be two time champs!!

At any rate - major accolades and sincere Thank You's to John, Floyd, and to every officer, spouse, friend, and business that worked so very hard at making sure that Rapid City was "The Place To Be in '93". Having just experienced one of these things from the other side of the fence just last year makes it all that more obvious how much work is involved in putting one of these things on successfully!

In the jurisdictional reporting end of things, not much has changed since my winter update. It seems like both governments and folks have hunkered down and accepted that we are going to go through some hard times and just try to sail through the rough waters as smoothly as possible. And if that's what a "social contract" is intended to do, I wonder if we can get a social disease from getting too close to this contract, 'cause at times it kinda feels like we're getting — - without getting kissed! For those of you who can make no sense out of the last two sentences, the Ontario government has just negotiated what they are calling a "social contract" with all public service employees, that involves salary

freezes, wage rollbacks, days off without pay and a whole bunch of other concessions that we don't even know about yet! I use the term negotiated very loosely, because the negotiation process consisted of "sign this agreement or we will legislate an even worse one!" Fortunately (or unfortunately, depending on your perspective) we, like most other wardens in North America have the best job in the world, and who would leave it for a 5 or 10 percent salary cut? But the sad reality is that the whole process has left a very bitter taste in most folk's mouths that just eliminates any incentive to go that extra mile for an outfit that just shafts its employees, and that extra has been a trait that has been part of the game warden tradition.

Our neighbors to the west in Manitoba report very similar approaches being taken in that province as well and that so far this year, they will have ten days extra holidays without pay this year. Apparently, their bosses are looking at fifteen days for next year. How any government that tries to pass itself off as responsible can do this is beyond me! Every report and survey that I have ever seen written or any public forum that I have ever been to on wildlife conservation calls for an increase in the enforcement presence and/or the staffing levels. I only wish that a provincial or national NGO would launch a lawsuit or civil action against this selling out of our grandchildren's inheritance.

On the federal side of things, the CWS guys could be best described as cautiously optimistic. The Green Plan, the federal document that provides a policy direction for the feds, is slowly but surely making progress, although not nearly as much as the politicians had promised. But the guys in South Dakota (and by the way, it was really encouraging to see such a good turnout of you CWS lads out there!) advise that a position here and there are still being filled (and apparently they are doing a good job of raiding Manitoba's ranks!)

National Capital Commission boys report virtually a status quo type situation with zero growth but very little cutbacks as well, which is about as good as anyone can expect in these times. Budget cutbacks kept the commission from sending anyone to Rapid City this year, but I will try to convince this group to hitchhike to Halifax next year.

On the personal side of things, I am very happy to report that the Canadian

Wildlife Federation has initiated the development of a national anti-poaching education program. This program will be in the form of lesson plans for teachers to teach kids about the very real and serious impacts of poaching in North America. These lessons will be developed over the course of the next year at workshops across Canada, where field conservation officers will be solicited to attend to provide technical expertise. As well, we will be looking for officers to act as referees - to check the final document for technical correctness once a draft is completed. I say we because I have been seconded to the Federation to assist in the coordination of this project. I believe the key to a successful document will be involvement at all stages by the people who really know what is happening out there - the local gam-mies. By the way, Thank You to NAWEOA for the executive decision to provide financial support to these writing workshops. I know it will be a big plus to our profile in Canada for sure, and eventually south of the border, 'cause once you folks see what a good program we have developed, you will be begging us to pass it down to you!!

At the same time, I am a very firm believer in not reinventing the wheel over and over. What I would like to ask is that if your agency have any sort of material of an educational or anti-poaching nature that it has developed, please send me a copy of what you have done. Please do this even if it has been unsuccessful - just give a note about why you think your program has or hasn't worked. I assure you that full credit for any materials borrowed from will be provided for in our final document. The stuff can be any thing from grade or high school to general public programs. Only, as Mr. Nike says, just do it! Don't expect that someone else in your agency will do this! I will gladly deal with duplicates! Thanks!

Hopefully somewhere else in this issue, will be a copy of the budget proposal that Merryl, Del, and I presented and received approval for at South Dakota. If you weren't at the meeting, please take the time to read the whole package - the future of the organization will depend on your continued support!

Well, Gabby, I know you will probably have to edit the hell out of this, and you're already ticked because I'm late (again!), so have a happy hunting season. Be Safe.



REGION 3 REPORT

By Richard Kingston

Quebec, Newfoundland, Nova Scotia, Prince Edward Island, and New Brunswick; the Region 3 Report is complete only when information is received from all jurisdictions. I agree with Gary Martin's Region 2 spring report that the NAWEOA executive is voted in to represent and serve its members. Feedback and support of the members will strengthen the association.

The Associate Membership Promotion ad on page 8 saw very few applications. Although the promotion is expired, let's each officer strive to obtain at least one associate membership. Newfoundland, Quebec, and New Brunswick all had representation at the South Dakota Conference sponsored by their agencies. These officers were very attentive and appreciate the support from their home province. Their experience will be circulated to fellow officers. Thank you to the administrators of the Depart-

ments for supporting your officers' requests of assistance to attend NAWEOA Conferences. Also, thanks to the same administrators for their persistent request of new equipment for the field officers. Our work can only be performed to satisfaction when we have sufficient and reliable equipment to work with.

Quebec representative Michel Morin and co-ordinator Gilles Guitard forwarded information about salmon poaching and deer farming. Michel reports that a Conservation Officer Association was started in the Sherbrooke area of Quebec in 1985.

This has been extended to other districts since and there are between 50 to 60 officers in the association. Some members also belong to the international French Association based in Europe. Nova Scotia's Dougald MacNeil's report highlights officer training beginning with the issuance of 38 cal. sidearms in 1989. Along with the issuance was a comprehensive course on care, use, and responsibility. Issue of and training in intermediate weapons following side-arm issue. The PR 24 baton and mace were issued following training. The baton proved impractical for our type of work because of size, shape and weight and was usually left in the office or vehicle. The officers found that mace was not overly practical as it was effective on only about 80% of people, could cause damage to eyes and required that the person sprayed be taken for medical attention.

Officers were trained and issued the collapsible ASP as well as pepper spray. The ASP is much more practical to carry, therefore will be with the officer

as opposed to being left behind. Also, the ASP, although possibly as effective as the PR 24, in most cases does not have an aggressive appearance which can be important in our line of work. Pepper spray is virtually 100% immunity free. The receiver of this potion is rendered harmless, but the pepper causes no harm except to help persuade the person sprayed to keep his eyes closed, very tightly closed. The ASP and pepper spray training was conducted by Nova Scotia DTR Officers who had taken the instructors courses earlier.

Courts will look more favorably upon an agency which provides its officers the means and training to control aggression with alternatives to lethal means. I believe along with a genuine wish to protect its officers the Department saw that it's too late to begin training after litigation has begun.

This is my opportunity to kickstart fellow officers to provide assistance and support to help Nova Scotia accomplish a successful '94 NAWEOA Conference. Items small or large for door prizes or raffles are appreciated. Financial assistance will not be turned down. Whatever you have to offer, contact your provincial representative who will ensure Nova Scotia receives your donation.

Lets not forget the dedication of those NAWEOA officers who worked endless hours to bring our association to where it's at today. Welcome to the new executive members and thanks to all the South Dakota Officers and their supporters for hosting the '93 NAWEOA Conference. MAY THE FORCE BE WITH YOU!

AN EXEMPLARY SENTENCE

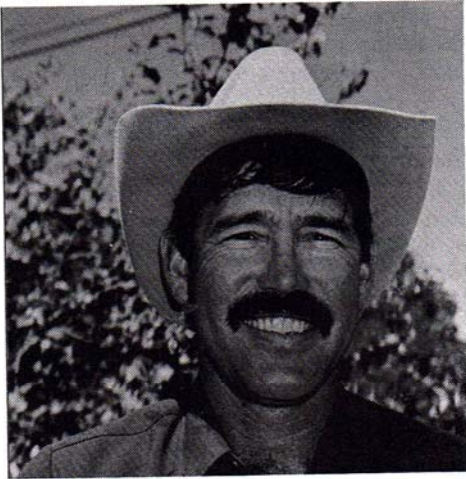
Mr. Yves Pelletier is seeing himself serve an exemplary sentence for having poached salmon from the Ouelle River. Found guilty on October 23, Mr. Pelletier received a fine of \$25,400 and received a period of three months in jail to be served on weekends.

Judge of the Supreme Court of Quebec based this sentence on the fact that Yves Pelletier represented the chief of a well organized network who provided salmon to a local merchant. The fact that Yves Pelletier instigated his son to participate in poaching activities also weighed a lot on his decision.

In his judgement of 40 pages, Judge Dionne estimated that the acts done by Mr. Pelletier reduced the efforts made by different organizations to give back to the Ouelle River the true meaning of sport river.

Other than the sentence received, Yves Pelletier was sentenced not to go near any salmon rivers for the next 3 years with the only exception being for work. He also can't purchase any hunting or fishing license for the next two years.

The Director of the Department of Conservation of Wildlife of La Pocatiere, thinks this judgement will help deter the ones that are tempted to do these acts. There are also four other people waiting for their cases to go to trial for poaching done on the Ouelle River.



REGION 4 REPORT

By Rick Pallister

Howdy! Thanks for your support in electing me to the Directorship from Region 4. I'll try very hard to do a good job for you. You each can help me by contacting me with news and concerns from your areas. In the near future, I'll be personally contacting each of the jurisdictional reps so that we can get to know each other better. A bit about myself. I've been District Game Warden for sixteen years, the last twelve of them in the gorgeous Buffalo area. My wife, Cynthia, and our four children have really enjoyed this area and most of the game wardenly activities that go along with it. We deeply value the friendships, American and Canadian, that we have developed through our association with NAWEOA, and look forward to expanding those.

I have a few ideas about directions that I'd like to see NAWEOA travel. Not least of these is investigating the possibility of some limited professional staff. A group of 8,000 is very difficult to run with part-time volunteer labor. An executive director/secretary may be a way to approach this. Many organizations rely on that person to do fund raising as well. If the museum project is to be completed in our lifetimes, it will require some staffing. It should be someone who works for us!

One of the hot items out west is commercial game ranching and the nefarious activities associated with some unscrupulous operators. Colorado has just created a position for a full time compliance officer to monitor their problems. Also, Colorado officers are not now required to adhere to Fair Labor Standards guidelines since the recent

appeals court decision regarding Garcia.

The biggest news from Idaho was the decoy workshop held in Coeur d'Alene in March. The workshop was attended by over 50 officers from four provinces and six states. The workshop was co-sponsored by NAWEOA and the Idaho Conservation Officer Association. NAWEOA is planning on hosting a similar workshop in the Eastern U.S. soon. Keep an eye open in our newsletter if you're interested.

Montana is also experiencing problems with game ranches. A lengthy investigation has been on going. No charges have been filed as of yet. Also their sergeants were recently given approval to be paid overtime in lieu of compensatory time.

Utah has undergone a revision in the penalty statutes for wildlife violations. Many are now classified as felonies. Their response to F.L.S.A. has been to go to 171 hour months as a form of premium pay for overtime. This amounts to an approximate 7% increase in pay. An interesting side story involves an Animal Damage Control officer who killed two bear cubs. He was fired!

Washington Fisheries will be merging with Washington Game to form one agency next year. The results are mixed feeling from their respective officers. They are also joining the violator compact with other western states.

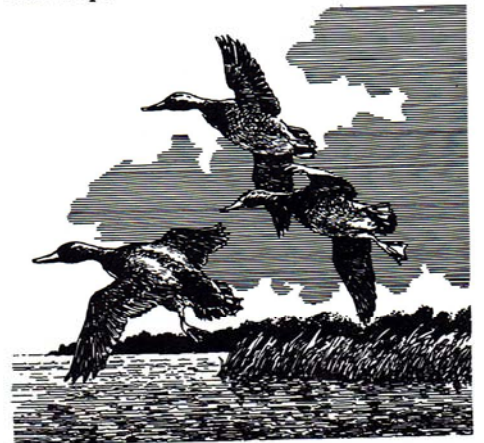
Wyoming has enacted a "Winter Range Law". Western states have experienced severe poaching problems with illegal killing of trophy deer and elk in their winter habitat where, with deep snow and population concentration, they are extremely vulnerable. Now a conviction for killing an antlered animal out of season can result in a \$5,000 to \$10,000 fine. Wyoming also recently received a decision from the appeals court relative to the DOL/FLSA lawsuit. It affirmed the lower court's decision that game wardens are exempt from the Garcia standards and therefore not subject to the overtime rules applied to most workers. However, Wyoming's Commission directed the department to institute a system of payment in lieu of comp time. This will allow wardens and others to be compensated in dollars for the hours they put in. It was a nice morale booster for most, and will probably result in several hundred dollars yearly increase for most field people.

In Arizona, the Risk Management

Division was looking for ways to reduce worker's compensation claims. Arizona wardens, looking for ways to alleviate some of their "pains", worked out agreements for better vehicle seats (tractor-trailer seats or lumbar support seats) for back problems, required physical training and training for proper lifting. They are also issued sunscreen to help prevent skin cancer and provided with body armor.

To show the value of an organization like NAWEOA and how it improves communication among agencies. It seems that a Bengal tiger showed up walking the streets of Albuquerque, New Mexico one early morning this past spring. We tranquilized the critter and hauled it to the zoo. It wasn't long until the phone rang and the tigers owner was inquiring as to her cats whereabouts. Seems the owner is a Las Vegas performer who stopped for the night in Albuquerque enroute home. The cat somehow escaped from it's enclosure in a Ford Aerostar van. After all of the paperwork and permits were checked and verified, the lady and her cat were reunited and sent on their way. After word got out about the incident, Arizona Game and Fish called looking for the tiger lady. Seems she had a court date in Phoenix where, during a show, her tiger had a minor altercation with a bar patron. We also learned that she had left Texas because of problems involving her cats. Now she's in Nevada where she has been suspected of illegally transporting her charges. And now the U. S. Department of Agriculture is investigating her treatment of her cats.

Many thanks to Glenn Case, who worked on the executive these several years. Also thanks Glenn, for writing nearly all this report. Please contact me if you have questions or ideas. I need the help.





REGION 5 REPORT

By Del Tibke

Greetings to all the Officers in Region 5. Another NAWEOA conference is now history. A big "THANK YOU" to John Wrede, Emmett Keyser & Floyd Demaray as co-chairman and all other chairpersons of the organizing committee and the South Dakota CO's and their spouses for putting on an excellent conference in Rapid City. A job well done.

Several excellent speakers were obtained to make presentations at the conference such as, Randy Means on "Minimizing Legal Risks Through Positive Personal Contacts", Beth Ann Sabo on "U.S. Wildlife Service Forensics Laboratory", and Aubrey Futrell on "Officer Survival for Fish & Wildlife Officers. Eight field officers from several jurisdictions put on seminars on related items in the fish and wildlife law enforcement

field.

Highlights of the business session were a budget that had been drawn up for the next two years to operate NAWEOA. Along with the budget a new dues structure was voted on by the delegates. The dues will increase in 1994 for several jurisdictions as some were not even paying the cost of the newsletter.

Discussions at the Region 5 meeting were as follows: Need to let director know about needed retirement certificates for each state. The regional director & secretary of NAWEOA need to know when there are changes in jurisdictional representatives, addresses and phone numbers.

The North American Wildlife Officers Museum is going forward and North Dakota Game Wardens Association will be contacting all NAWEOA jurisdiction representatives in regards to a moose raffle open to residents and non-residents of North Dakota to be able to hunt a moose there. This will provide some of the funding needed to build this museum. Please read article by Rick Hildebrand on this very important matter.

Every NAWEOA member should make a pledge to get one \$25 associate member before the end of this year. There are persons out there who would like to become associate members if we just make contact with them.

Now for some news from representatives that sent back information. Oklahoma reports some changes in their administration and also a 4.75% pay raise has taken place. They are in the process of replacing boats and firearms and are getting M-14s from the US

government. Also, Jamie Cole who was shot over a year ago has recovered and has transferred to another area. The bad news is the subject who shot Jamie was found guilty of wildlife charges, but the judge dismissed the shooting charge citing lack of evidence. These decisions all over North America are getting harder to understand. It seems like its open season on game wardens.

In Texas, due to new legislation, a lucrative retirement process is in place. An estimated 380 Parks and Wildlife employees will be eligible. The Department will be unable to replace about 40% of these retirees. A committee is looking into feasibility of purchasing 40 cal. Glock semi-autos to replace the .357 revolver now in use.

North Dakota just finished transition from .357 revolvers to Smith & Wesson Model 4006 .40 cal semi-autos.

Minnesota will try to get a law passed in 1994 which in affect would provide that anytime a Minnesota peace officer requests assistance from an officer of a neighboring state, the officer of the adjoining jurisdiction, while in Minnesota, shall have the same powers and indemnification as a Minnesota peace officer until the situation can safely be turned over to a Minnesota officer.

Indiana officers have been trained using pepper mace. They are requesting information from active officers associations concerning their by-laws and special projects. Also request information from any agencies regarding game checks on interstate highways.

That's the news for this time. Please be careful out there.

NORTH AMERICAN WILDLIFE ENFORCEMENT MUSEUM, INC.

At the Annual NAWEOA Conference in South Dakota this past July, a number of volunteers signed up for various committees involving our proposed Museum. To date we have three of the 10 persons needed for the Fund-Raising Committee; two of the four for the Building Committee; three of the four for the Collections Management Committee; and none of the four persons needed for the Museums Operations Committee.

We still desperately need more willing and able participants, with the Fund Raising Committee being of immediate urgency. If you have any skills or energy in this area, or any of the other committees mentioned, we need your help now! We would also encourage individual officer associations which may be interested in taking part in any portion of this project to do so. Please contact:

Rick Hildebrand
8554 McEwen Place RR#6
Mission, B.C. V2V 6R3
Ph: (604) 820-3030

or

Del Tibke
560 3rd Street N.W.
Valley City, ND 58072
Ph: (701) 845-3780



REGION 6 REPORT

By Dave Hohman

First I would like to thank the men and women of South Dakota for another outstanding conference. If people didn't enjoy themselves, it was only because they didn't go to Rapid City. The activities and speakers were informative and well planned. Now let me introduce myself. I'm David Hohman, born and raised in the Blue Ridge Mountains of Maryland, and I am your new Region 6 Director.. I'm forty years old and have been married to my wife, Barbara, for eleven years. I have sixteen years of Maryland conservation law enforcement experience, which includes four years with the forest service and twelve years with the natural resources police. My education includes an Associate of Arts degree in forestry. Prior to my employment with the State of Maryland, I had the pleasure of working as a guide in Idaho and a farm hand in Maryland. My hobbies include hunting, camping, volleyball and bicycle riding.

Steve Henwood in Florida reports that a new super agency has been formed there called the Department of Environmental Protection. It combines the Department of Environmental Regulations, the Department of Natural Resources and the Florida Marine Patrol, among others. It does not include the Florida Department of Fresh Water Fish and Game, which has separate constitutional authority. The legislature will be looking at combining the Florida Marine Patrol with Fish and Game in the future.

Mike Stockdale in Tennessee reports that his efforts to have his state join as a jurisdiction had to be put on the back burner, as his officers' association put on a big push to have all officer salaries

raised to the border state average. A compromise with their agency has and will give them some large percentage cost of living increases. Meanwhile a survey of border state salaries for like positions is underway and the new pay scales should take effect in the 93-94 fiscal year. It could mean a \$7-8,000 raise for many officers. Under training, all personnel there have completed transition to Glock 9MM's. Seven firearms instructors attended the Mid-Souths Institute of Self Defense Shooting in Mississippi recently. This private business trains FBI and other federal law enforcement special personnel, Navy Seals, Delta Force, and other military special operations groups, and personnel from friendly foreign governments. Mike was very impressed with the program and professes to have learned more in the first hour than in all the other firearms training courses he has ever taken. Inservice by all officers included a section by Mike Bradshaw of Texas on Man Tracking and Crime Scene Investigation. Tennessee officers commend him for his excellent instruction.

Mike Hardy in South Carolina says that a recent restructuring of state government has created a few umbrella super-agencies, which will mean changes for officers there. Effective in July '94, the Enforcement Division will be a separate department called State Natural Resource Police. Consideration was given to putting this new department under SLED (the state law enforcement super-agency) but it has now been decided that they will go under the Department of Natural Resources along with South Carolina Dept. of Wildlife, the Geology Dept. and Parks, etc. Bills have

been drawn up to give the Natural Resources Police parity in wages and benefits with the State Police, but no action has yet been taken on them.

Ed Selfe in Virginia tells us that the news from there is mainly good. Word is that ten new wardens will soon be hired, much-needed new 4-WD vehicles are on order to begin replacing the traditionally issued sedans. A new radio system will soon be up and on line, which, while it may not be state-of-the-art, can only be an improvement on the current system. Lines of communication between the Administration and the Virginia Game Warden Association have improved of late, thanks to the efforts of President Bruce Lemmert and the Executive Committee. Officer concerns are being expressed to the Chief of Enforcement and the agency Director at meetings with the Executive with some positive results. Recently the association hired a team of police planners to facilitate a workshop and make a report and recommendations for a plan of action to meet the defined goals and objectives of the membership. Comments made during the workshop seem to point to marketing and communication as the two biggest challenges which need to be met to improve association effectiveness with its members, the agency, and the public.

In Maryland, bills to combine the Maryland Department of Natural Resources with either the State Police or the Department of Agriculture were defeated in the last legislative session. Two of the three FOP lodges representing officers were in favor of the State Police Bill, but opinions of individual officers varied greatly on the issue. The Department is celebrating its 125th anniversary. They began as the Oyster Police. The true game warden position was actually created in 1895. Officers in Maryland recently converted to Beretta 92FS semi-automatic pistols with night sights.

I believe we all need to thank Susan Alger for the outstanding work and effort she has put forth as Region 6 Director. Let's wish her good luck and offer her our support as our new vice-president. As your new director, I want to continue Susan's efforts in increasing NAWEOA's membership and improve current member participation in this organization. Please feel free to contact me by phone or letter at any time.



PHOTO NOT
AVAILABLE

REGION 7 REPORT

By Dan Tourtelotte

The NAWEOA general membership voted at the Rapid City Conference to add another region to better represent the members in the northern half of former Region 6. I would like to thank all of you that attended the conference for electing me to be Region 7 Director.

It became obvious to me while attending the 1992 conference in Ottawa, that NAWEOA is a very progressive and growing organization. This initial observation was confirmed in Rapid City. I strongly urge all of you to become more involved in NAWEOA.

Tom Lewoc in Connecticut reports a name change for officers there. Their title has gone from conservation police to environmental police. In September, officers are hosting their annual field day, which is open to officers from

surrounding states.

John Gingerella is the new representative from Rhode Island. Officers there voted to join NAWEOA as a full jurisdiction after representatives attended their field day last fall. The Department of Labor has filed suit against the Rhode Island agency for failure to comply with the requirements of Garcia.

Terry Yingling in Delaware says that his agency is still going through the law enforcement accreditation process. The state is still trying to pass a mandatory boater education requirement. Officers have been involved in training using paint guns and doing vehicle stops (similar to the paintball events in the warden skills competitions at our annual conventions).

Tim Huss in New York mentioned a salary upgrade on the horizon there. Other good news includes a new contract, forty new people hired last year to fill vacancies, and plans to push for a twenty year retirement plan. They can currently retire after twenty-five years service. The state officers association is planning its annual convention for August in Kingston. Some of the projects and programs the association are involved in include: the NAWEOA Memorial Fund, an officer relief fund, Special Olympics, disabled children, a kids' coloring book (for which they are seeking sponsors), and a new scholarship fund. They also give a variety of awards.

Jeff Bridi from the Pennsylvania Fish Commission reports that the agency has agreed to pay membership in NAWEOA for all officers. They are upgrading to Beretta 40 cal. pistols. Officers are being

trained in the use of First Defense, a pepper-based intermediate force weapon. Six new field districts were recently added, and they are now recruiting for another class of seasonal officers. This seasonal pool can then be used to fill full time vacancies as they occur. Legislation is now being drafted to get age 50 and/or 20 year retirement. The benefit would be 2% per year of service (40% at 20 years).

Ray Lizzio of Pennsylvania Game Commission is pleased to announce that Pennsylvania will be hosting the 1995 NAWEOA convention. Officers of the union, the COPA, the Game Commission, and the Fish Commission traveled en masse to the South Dakota Convention, working together to persuade delegates there to "Come Alive in '95" and choose their state as the site. 1995 marks the centennial year for Pennsylvania Game. The Commission recently agreed to pay NAWEOA membership for their officers.

Some good news from Maine is that ten vacancies will be filled in August with six more being hired after the first of January. Officers have been issued pepper mace and trained in its use. The City of Portland, Maine, has reported an eighty-five percent drop in incidents requiring use of physical force by its officers since issuing pepper mace a year and a half ago.

I will be in touch with the jurisdictional representatives in the near future. Anyone with questions or suggestions should contact me anytime. Have a safe fall!

FROM THE EDITOR'S DESK

If each of you would sell one associate membership, we would have \$200,000 per year to publish our newsletter, conduct meetings, continue the museum project, etc.. This is probably unrealistic, but even a tenth of that would be a good start. Most of you know doctors, dentists, lawyers and other business people who purchase magazines for their lobbies. Not only would they be a likely source of memberships, but think of the thousands of people who would read our newsletter and learn more about our occupation and needs.

I am still getting very little support or assistance from most of the members out there. I don't need a large quantity of photos but do need some for the cover. If you send any, please make sure they are good quality, clear and will give our publication a professional appearance. I had numerous spaces where business card ads would fit in, but still have only two. I may try to rotate responsibility for ads from region to region.

I plan to include a list of Executive Members and Jurisdictional Representatives in one issue of the newsletter each year. There are numerous errors in the current list but I had to go with what I had. It is extremely important that this information be updated as soon as any changes occur. If you are on the list and no longer wish to serve in that capacity, or if you know of a change for your jurisdiction, please get that info to your regional director as soon as possible.

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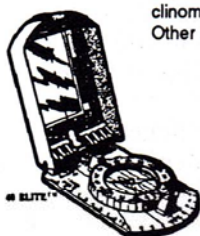
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FLASHLIGHTS - SCOPES - BODY ARMOR - GUN CASES & RACKS - CLIPBOARDS - SAFES - HEARING PROTECTION

DEER DRUGGED AND KIDNAPPED

Five men accused of poaching white-tailed deer face more than 60 charges in a case which game wardens say is the first of its kind in Quebec. They will be summoned to appear in court to face charges of poaching, using tranquilizers to hunt, illegal possession of fifteen live bucks, and wasting wild game meat. "Total fines could exceed \$100,000", said Paul Jeannotte, a Ministry of Recreation, Hunting and Fishing (MLCP) spokesman in Sherbrooke.

Provincial wardens say that unlike conventional poachers who kill for meat, these men are suspected of using hypodermic needles and rifle-fired tranquilizers to bring down white-tailed bucks, then revive them in enclosures. The suspects later sold the deer to game farmers as breeding stock, said MLCP Regional Chief Warden Real Carbonneau.

Raids by about twenty-five wardens in eight different locations netted five hypodermic guns, vials of tranquilizers and antidote, as well as hundreds of syringes and drug darts, the MLCP said in a statement. Wardens also seized two all-terrain vehicles, a small truck and two trailers they say were used to transport unconscious deer. Carbonneau said the suspects, who are all game farm owners, would approach neighbors and tell them that one of their domestic bucks had got loose. Usually the neighbor would allow access to their land, where the game thieves would drug the deer for transport "home". In fact the drugged deer were wild and not domestic as the poachers claimed. "Game wardens became suspicious two years ago after neighbors complained about the game farmers' behavior", he added. "If people have complaints they should call us", Carbonneau said.

VIDEO FOR SALE: Innovative Sentencing - A Key to Compliance With Wildlife and Fisheries Laws
30 minute video by Dave Hall of the U.S. Fish and Wildlife Service interviewing judges, DA's, officers and violators on what penalties would help deter wildlife violations.

NAWEOA VIDEO
c/o Randall Reigh

Price \$15 U.S. Funds

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EXECUTIVE MEETING HIGHLIGHTS

The summer meeting of the NAWEOA Executive Board was held on July 13th, 14th and 18th, 1993, in conjunction with the annual conference in Rapid City, South Dakota. The following is a summary of business discussed and acted upon by the board. Included are major items of business voted on at the general membership meeting.

The meeting was opened by President Bill Peters at 12:07 PM on July 13th. Members present were Bill Peters, Del Tibke, Glenn Case, Susan Alger, Rick Hildebrand, Mike Gabbard, Richard Kingston, Merryl Bustin, Dick Mann, Art Redden and Gary Martin.

Minutes of previous executive meeting and current financial report were presented by Secretary-treasurer Merryl Bustin. Motion made and approved to accept reports.

Merryl Bustin reported that membership remained about the same with 7,968 regular members and 20 associates. Several jurisdictions were behind in payment of dues. Merryl thought that most would pay up.

Idaho Rep. John Levesque reported on the NAWEOA sponsored decoy workshop which was held in Idaho on March 11th and 12th, 1993. The event was very worthwhile and received good marks from those attending. Information on the seminar are available from Merryl Bustin. Another decoy workshop is now being planned for next spring in Pennsylvania.

Dan Tourtelotte gave a summary of the decoy use statistics which he had compiled on behalf of NAWEOA. Most agencies contacted responded to the survey but very few were keeping statistics on the use or success of their decoy programs. Space prohibits publication in the newsletter but info is available from Merryl Bustin.

President Bill Peters updated the board on our dealings with the Internal Revenue Service. The \$2,000 fine for late filing was waived after an appeal. The Association will need to locate a new tax preparer as Penny Cruse will retire this year.

Glenn Case delivered the memorial plaques to the board for presentation at opening ceremonies. A large commemorative plaque listing all fallen officers had also been made as previously directed by the executive. This will be for display at every annual conference.

Dick Mann advised that the Hunter Education Conference held in Calgary was a success and read a letter of thanks, from the organizer, for the \$100 contribution made by NAWEOA.

Art Redden reported on his attendance at the annual meeting of the International Association of Fish and Wildlife Agencies. NAWEOA received very little recognition and the board questioned whether this expense was worthwhile. After a review of the proposed budget, the board voted to drop membership in this organization.

A report on the Memorial Fund was given by Merryl Bustin. There are currently forty-one sponsors in the program. The balance on June 30th was \$22,203.38 with \$10,000 of this in a contingency fund drawing 4.75% interest. The board voted to start providing the full survivor benefit of \$2,500 as long as funds remain high. With a little effort, nine more sponsors should be easy to enlist.

Rick Hildebrand advised that the NAWEOA Museum has now been incorporated in the U.S. and Canada as a separate

venture. Charitable status has been obtained in Canada and a CPA has been retained in the U.S. to seek that same designation. The property lease has been completed and is ready to sign. See other info in newsletter.

Retired New York Officer Gerald Sporer reported that he has two albums of historical photos from past conferences and executive meetings. These will be available for members to see at each conference. Gerry will continue this historical work on behalf of NAWEOA.

Bill Peters reported on his attendance at the meeting of the United Conservation Alliance in Washington, D.C. this past spring. Although well-received by the UCA Executive, NAWEOA cannot afford to send a rep to each meeting. Unless expenses can be paid by UCA in the future, we will have to drop our voting membership and support the organization with a smaller contribution.

A letter was read from Gold Bar School (exact location unknown to editor) where three students raised \$50.89 on Earth Day. This money was donated to NAWEOA's Officer Training Fund. These students will be recognized with an award of appreciation.

A report on the Journal of Wildlife Law Enforcement was presented by John Edwards. The journal is now beyond paying for itself and the board approved providing the remaining issues to educational institutions. John has sufficient material for a third volume and requested approval to proceed with the project. The board approved up to \$4,000 for the journal. Preparation and layout will be done in Canada by John Edwards, however, cost will be reduced by having Mike Gabbard take care of the printing in his area.

A commitment which was previously made to provide membership decals to associate members will be honored. Mike Gabbard or Keith LaCaze will have these prepared at the lowest cost.

The board approved a \$50 donation, at the request of Lethbridge Community College, to a scholarship fund in the name of fallen officer and recent graduate Owen Janiskewitch.

Director Gary Martin has been working with the Canadian Wildlife Federation on anti-poaching measures. A motion was approved to provide up to \$250 in NAWEOA support for an anti-poaching workshop.

President Bill Peters opened the general membership meeting at 11:00 AM on July 16, 1993, by welcoming conference attendees and thanking them for their support of NAWEOA. Bill announced that there were 357 officers in attendance from 44 jurisdictions. Total attendance exceeded 600 including families and guests.

Motion by Susan Alger to add one additional U.S. Director as proposed at 1992 meeting and outlined in previous newsletters. Seconded by Gerry VanLeeuwen. Motion carried with 159 in favor and 13 opposed. Motion by Randall Reigh to destroy ballots. Seconded by Jeff Bridi. Motion carried.

Newsletter editor Mike Gabbard reported on printing, distribution and cost of newsletters. A financial report for the newsletter account was also presented. Almost no support has been forthcoming in the areas of advertising or photos. With the new budget reducing funding for the newsletter to \$12,000 per year, advertising is a must.

Len Dickson gave a presentation on the National Anti-Poaching Foundation and thanked NAWEOA for its support. A toll-free hotline is up and running for the U.S.. Dave Hall and Bill Peters are on the advisory board and Len stressed the need to maintain a good relationship with NAWEOA in the future.

Officer Exchange winner Kenneth Kroeze of New Jersey, gave a slide/talk presentation on his trip to the North West Territories. Nova Scotia Officer Mike Lowe followed with a presentation on his trip to New Mexico.

A tribute to the three fallen officers was made. Official presentations of the memorial plaques were made to officers from the jurisdictions of their late comrades.

Budget committee chairman Gary Martin made a presentation on the proposed NAWEOA budget for 1993-94. Income estimates for the coming year are \$34,000 while expenses are projected to total \$40,200. Following an explanation of a new dues structure recommended by the executive, Gary Martin made a motion to increase dues for officers joining as jurisdictions. Seconded by Jeff Bridi. Motion carried (2 nays).

Nominations were accepted, candidates given opportunity to speak to members, and election of officers was held. New officers are: President, Art Redden; Vice-president, Susan Alger; Region 4 Director, Rick Pallister; Region 6 Director, Dave Hohman; Region 7 Director, Dan Tourtelotte. Del Tibke was re-elected for Region 5.

The winner of the NRA Enforcement Officer of the Year was Wisconsin Conservation Warden John Buss. NRA Executive Assistant George MacNeill made the presentation following a lengthy reading of John's accomplishments by President Bill Peters.

Pennsylvania was selected as the hosting organization for the 1995 annual conference. Tentative plans are to hold the

meeting in the Hershey area.

Motion was made and approved to amend Section 3.2(e) of the bylaws as outlined in the previous issue of the newsletter.

President Bill Peters reported that the affinity credit card had made approximately \$1,700 in royalties for NAWEOA in two years. Efforts continue to have interest rate reduced and have an appropriate logo placed on the cards.

Ontario Officer Bryan Steele gave a presentation on fund raising. Bryan was the chairman of the fund raising committee for the Ottawa Conference which netted over \$60,000 for NAWEOA.

Tom Bivins brought up the need for the Association to set a realistic plan of goals and objectives. A Strategic Planning Committee was established consisting of Susan Alger, Rick Pallister and Merryl Bustin.

Gary Martin introduced a resolution calling for post-traumatic stress counseling programs by agencies. Another resolution calling for agencies to issue sidearms, improve training and provide officers with full police powers was presented by Dick Mann. Both resolutions were adopted by a vote of the members.

Oklahoma and New York have both offered to host the 1994 Winter Executive Meeting. Tentative plans are to hold the meeting in Albany, New York as this is within driving distance of a majority of the executive members. A \$5,000 limit has been budgeted for the winter meeting and some board members may not be able to attend unless travel and lodging are reduced considerably.

Many more items were discussed and acted upon at the executive and general membership meetings but only a portion can be listed due to space limitations. Complete copies of the minutes are available from Secretary-treasurer Merryl Bustin.

NAWEOA MEMORIAL FUND

The goal of this program is to assist the families of officers killed in the line of duty in their time of need. To date we have not achieved our goal of fifty sponsors. However, the program is proceeding smoothly with only a few delinquent members. Due to a large balance in the memorial fund account, the Executive voted to send the full amount of \$2500 to the survivors of any fallen officer. However, we are still seeking members. The program is open to any Officer Association, individual or business who would like to donate \$50 each time an officer dies in the line of duty. Each sponsor will be listed on the letter of condolence that goes out to the family. Upon the fund being paid out, each sponsor will receive a letter from NAWEOA with the circumstances and will be requested to send in another \$50 to replenish the fund.

NAME OF SPONSOR _____

CONTACT PERSON - NAME _____

ADDRESS _____

TELEPHONE _____

Please send this form and check for \$50 U.S. made out to NAWEOA MEMORIAL FUND to:

Merryl Bustin

RR #2

Whycocomagh, Nova Scotia B0E 3M0

RAPID CITY ROUNDUP

By John Wrede

South Dakota certainly was "The Place To Be In '93"! The South Dakota Conference Steering Committee put in many long hours planning and conducting what has turned out to be the highlight of the Centennial year for wildlife law enforcement in the Mount Rushmore State. We are sincerely grateful for the outstanding attendance and response we received from all the officers, spouses and children who attended.

There were 359 delegates, 208 spouses and 155 children who attended the 1993 conference held in Rapid City at the Howard Johnsons Convention Center of the Black Hills. The theme for this year's conference was, "A Little Help" and originates from the title of an original art print done specially for the '93 NAWEOA Conference by South Dakota Conservation Officer Lee Leuning of Pierre, South Dakota. The South Dakota Conference Steering Committee is deeply indebted to Lee for his immeasurable contributions to the conference effort and his talent for memorializing wild life and wildlife officers through his art. His bronze sculpture of an American Bison helped to raise hundreds of dollars for the conference.

Each year, the conference seems to get larger, more complex and more beneficial for both NAWEOA and the officers who attend. To accommodate the ever increasing demands for information exchange and an educational agenda, the format of the conference was changed to provide additional time and space on the agenda for educational opportunities.

South Dakota wanted to provide more opportunities and activities for spouses and family members and our Spouse and Family Chairwoman, Maggie Hach-

meister, rose to the challenge. Maggie made certain that there was a spouse hospitality room open for a general gathering place for spouses to meet and visit. Well over 100 spouses and numerous children took part in an all day tour on Friday, July 16 that took the participants to Custer State Park for a spouse and child's luncheon and program for each group. The group could then travel to either Crazy Horse Mountain, Flintstone's Village or return to the hotel. Most of the spouses and kids chose to visit the attractions. Al Salazaar was on hand on Saturday to speak to the spouses about Critical Incident Stress and Trauma in the Work Place. Spouses also enjoyed classes in wheat weaving while the kids engaged in Nature Games and "Fish Painting". Mikki Mann conducted a round table discussion on Saturday afternoon dealing with the stresses of being married to a game warden. The session was entitled "What Bugs You". The South Dakota Conference Committee would like to express their gratitude to Maggie Hachmeister for an absolutely superb job of planning and conducting the spouse and family program.

Thursday's opening ceremonies featured a color guard of South Dakota Officers wearing historical uniforms from the late 1930's to the present. South Dakota Governor Walter D. Miller welcomed the delegation and was followed by an unexpected welcome and address by rock music celebrity Ted Nugent. After opening ceremonies and the group photo, officers and families boarded buses and left for the Warden Skills Competition. Highlights of the events were the live fire with South Dakota's Glock 19's and the paint ball events in which two man teams traveled through several



scenarios requiring them to use their verbal skills as well as their paint ball weapons. Congratulations go to the wardens from Wyoming who won the competition. Virginia's Officers placed second and Manitoba's Officers followed a close third. All teams did very well and there were many remarks about the quality and applicability of the events to the wardens job in field. After the Warden Skills and a buffalo barbecue, the entire delegation boarded buses and traveled to Mt. Rushmore National Memorial for the evening lighting ceremony. NAWEOA Officers were recognized during the program for their contributions to North America's rich wildlife heritage. By the time the buses returned to the hotel at 11:00 P.M., everyone was tired and some were just a little damp from heavy rains that began to fall toward the end of the ceremonies at Mount Rushmore. Nevertheless, a good time was had by all.

The General Session Program got underway on Friday morning, July 16, 1993. Randy Means from the Southeast Center for Liability Management was the featured speaker and captivated the officers with his presentation on Minimizing Legal Risks Through Positive Personal Contacts. After an officer's luncheon, Beth Ann Sabo from the U.S. Fish and Wildlife Service's Forensics Laboratory in Ashland, Oregon outlined the capabilities of the lab and how it could serve the individual field officer. Therese Race Thompson

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spoke to the group about the animal rights/anti management groups and some pro-active strategies that wildlife management can use to stem the tide of anti-hunting extremism. Mr. Aubrey Futrell, Director of Training for the Louisiana Department of Wildlife and Fisheries capped off the day's program with an enlightening, entertaining and at times humorous presentation on law enforcement personalities and how officers can better understand their actions and reactions to events they encounter on a daily basis.

Friday evening began with South Dakota's Hospitality night followed by the auction and dance. The auction raised nearly \$10,000 for NAWEOA and was great fun for both officers and their spouses. The South Dakota Conference Committee would like to thank all those who responded in such a generous and remarkable way during the auction and all those officers, associations and businesses that contributed items for the auction.

Saturday's session was comprised of NAWEOA business meetings followed in the afternoon by some outstanding concurrent session presentations, The

South Dakota Conference Committee felt that there were many field officers out there that could pass on their individual skills or techniques to the delegation and as a result, we were able to schedule eight field officers to present professional papers on everything from decoy operations to wildlife service dogs. These officer presentations were outstanding and packed full of valuable information that many officers will find useful in the years ahead.

Sunday morning found nearly 100 in attendance for nondenominational worship services before the final business meeting. By noon, everyone was packing up and heading for home or for other local destinations to take in the sights and attractions of South Dakota's Black Hills Region.

NAWEOA '93 South Dakota was a huge success and The South Dakota Conservation Officers Association would like to thank everyone who attended and supported the conference. We had a great time hosting all of you and we hope that we can renew our friendships with everyone at future conferences. We would also like to take this opportunity to express our gratitude and apprecia-

tion to our Department of Game, Fish and Parks and Mr. Emmett Keyser, Mr. Doug Hansen, Mr. Ken Anderson and Mr. Richard Beringson. Without their support, commitment, cooperation, understanding, and remarkable help we could not have planned or conducted this conference. These men epitomized the theme of the conference by giving the South Dakota Officers "A Little Help" in sponsoring a first class conference that should serve as an example of what officers and administrators can do when there is mutual respect and support. We all need "A Little Help" from time to time and it should never be that officers refuse to give or accept that help at every opportunity.

NAWEOA '93 South Dakota was an extraordinary way to celebrate 100 years of wildlife law enforcement in our state and we hope you will remember it as much as we will. We also hope that everyone who attended the conference had a good time, left Rapid City with something valuable and will carry the theme of the conference with them into their daily routines. See you in Nova Scotia in 1994!

ASSOCIATE MEMBERSHIP APPLICATION

The North American Wildlife Enforcement Officers Association now offers the opportunity for those persons who are not field fish and/or wildlife officers, but who are supportive of all fish and wildlife enforcement, to become part of NAWEOA as an associate member.

INDIVIDUAL ASSOCIATE MEMBERSHIP - Includes a window decal, bi-annual newsletter, and the opportunity to attend the annual convention as a non-voting member.

AFFILIATED ORGANIZATION ASSOCIATE MEMBERSHIP - (Such as sportsman clubs, gun clubs, conservation groups, colleges, etc.)- Includes membership certificate, window decal, bi-annual newsletter, and eligibility to send one non-voting delegate to the annual convention.

If you desire to be a supporter of this 8,000 member professional organization of wildlife officers, please complete this form and mail, along with check or money order, to:

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\$ BUDGET COMMITTEE REPORT \$

From the original group of sixteen Game Wardens who met in Great Falls, Idaho in July of 1980, to the close to nine thousand officers which this organization now represents, much remains in common. Our logo format, constitution, attitudes and goals have been essentially the same over the past 13 years, and probably rightly so. Perhaps one of the greatest changes that has evolved is that of our budget. From the original minutes, which indicate the financial statement consisted of a bank balance of \$267.15 on February 21, 1981, to our present condition which would suggest a bank balance approaching \$100,000.00, is a phenomenal change! Unfortunately, (and it should be understood very clearly that this is not intended to shed blame or point fingers or have any negative connotation on the membership or their representatives), our financial management or budgeting processes have remained essentially the same. That is, we have been dealing with budget items very much in a reactionary manner, by dealing with expenses after they occur, rather than providing our secretary treasurer, and indeed the entire organization, with guidelines or direction for handling the funds of the organization. The time may have come, and we are probably at the stage in our maturation as an organization, where proactive planning of our incomes and expenses appears to be a necessity.

With this in mind, a committee was struck at the Winter 93 Executive Meeting to provide the organization with a suggested budget. This committee consisted of Merryl Bustin, Secretary-Treasurer; Del Tibke, Region 5 Director; and Gary Martin, Region 2 Director. Input was also solicited from all executive members. This document summarizes the recommendations of that committee.

The committee essentially looked at the two obvious sides of any budget, income and expenses, and has submitted a number of recommendations for increasing the former and decreasing the latter, so that the NAWEOA can continue to grow. We wanted to provide, not only what were taken to be essential elements of the organization, the newsletter and both annual meetings, but to get to the point of providing more services to, and for, individual members. Because the recommendations involved some fundamental changes to the constitution, they could not be implemented without approval of the general membership. It should be noted that the budget review and recommendations were limited to operating budgets only. In other words, items such as officer

safety funding, memorial funds, museum funds etc. were neither considered as income nor expenses.

It is very obvious that some sort of pre-planning of expenditures must be done, as the path that we are on at this time would lead us into a deficit spending situation. While this type of situation is not desirable in government, it is impossible in this level of organization.

EXPENSES: A review of expenses incurred over the past few years (primarily 90/91, 91/92, and 92/93) indicated that the organization is expending, on the average close to \$50,000.00 per annum on various expenses. It is also readily apparent that two major items take up the majority of these funds, the semiannual newsletter and executive travel expenses.

INCOME: Again, a review of the past years performances was performed by the committee and a 'best guess' projection for the next two years was made. In 1990, income was \$35,000; in 1991 - \$51,000; and in 1992 - \$77,000. However, it is not suggested that this upward spiral will continue. Projected incomes for the next two years were identified at \$34,000.00.

There are a number of realities which were recognized when the committee examined these figures, all of which should be addressed. The first is that convention income has become the primary source of income for the organization and combined with this, is the reality that this income is very tenuous and inconsistent. An organization which becomes so reliant on this type of income puts itself in a very precarious position. It is also very obvious that the majority of the costs of running the organization is being borne by the minority of its members. We also became aware that if we look at membership dues, which should be the lifeblood of any organization, our existing format means that general membership only contributes 25% of the costs of running the organization (\$10,000 of a \$40,000 budget). This can also be expressed as a cost of membership less than \$1.25 per officer.

The proposed budget represents several decreases in expenditures, which it obviously must, moving from a \$60,000.00 to a \$40,000.00 value. The most significant are moving from an unlimited budget for meetings (which resulted in a travel budget of over \$22,000.00) to one in which the NAWEOA executive, like every one else in these times, must demonstrate some creativity in order to achieve "more with less". In addition, the newsletter budget has been

ATTENTION TO ALL MEMBERS

ALL NAWEOA MEMBERSHIP DUES EXPIRE ON DECEMBER 31 OF THE YEAR. DUE TO THE LARGE NUMBER OF MEMBERS IT IS NOT POSSIBLE TO SEND OUT INDIVIDUAL RENEWAL NOTICES TO THOSE MEMBERS WHO PAY AS INDIVIDUALS. IF YOU ARE NOT SURE IF YOUR DUES ARE OWING YOU CAN CONTACT YOUR JURISDICTION REPRESENTATIVE TO FIND OUT. FOR THOSE JURISDICTIONS THAT PAY AS JURISDICTIONS PLEASE CHECK TO SEE THAT YOUR DUES ARE PAID. NOTICES ARE SENT OUT BUT THERE ARE STILL A NUMBER OF JURISDICTIONS THAT HAVE DUES OUTSTANDING. THANK YOU.

capped at \$6,000 per issue. This we believe is a very achievable goal, given some very minor changes to our existing operation. In total, this budget, while dealing only with a basic level of services for the membership, reflects another reality - that this organization, at present, is committed to spending on the average \$4.50 per member. It becomes painfully obvious, then, that a income situation where we are only collecting as little as 60 cents per member does not compute.

It was our recommendation that the membership dues be restructured to reflect the real costs of running the organization and that those costs be borne by the entire membership. This could be accomplished in one of two ways: by giving a blanket per member cost of membership or by increasing the group rates which now exist. Either method would remove some of the painful anomalies, such as membership now varying, on a group basis, from over \$6 per officer (South Dakota) to less than \$0.65 (Fisheries & Oceans).

The suggested blanket proposal for group memberships was \$5.00 per member, which is also very close to what it costs the organization to operate, on a per member basis. It is estimated that, with a twenty five percent drop off rate due to the increase, our income from membership would still

increase from \$10,000.00 to \$28,000.00. This would have us in the very comfortable position of the majority of the cost of running the organization being carried by the organization, and the 'nice to do' items able to be financed by the more variable convention profit funding.

Alternatively, we could still increase the membership dues component of our income and maintain our present variable rate scale. This would be accomplished by making adjustments to the group rates which will both increase the income and share the burden of membership more equitably. The projected results of this format of increase would be to increase the membership dues portion of the income from \$10,000.00 to \$20,000.00. While this is significantly less than an across the board increase to \$5.00, it still doubles the contribution of all members and the proportion of membership dues to the total expenses.

These proposals were taken before the general membership at the annual conference and the officers present voted to increase dues on a variable rate scale as we currently use. The net gain will mean a projected income of \$44m and a budget of \$40m, which will still allow for projects directed at benefits for all members to be taken on.

CALLING ALL HISTORIANS!

By Carol Drury, New York

An all points bulletin is being sent out to all readers out there who may already be or may wish to become historians for their law enforcement division. In developing a collections management committee for the NAWEOA Museum, we believe that the first step to take is to contact you folks who are already knowledgeable about your own state or provincial historical collections. Who better to contact than someone who has already spent hours pawing through mounds of "stuff" to find the one true treasure to round out a good selection of finds! We all know that wardens are notorious for collecting some of everything whenever they can get their hands on it.....just in case it never comes your way again!! Our quartermasters taught us that lesson very early in our careers. You who are already familiar with the do's and don't's of stockpiling masses of specimens are the authorities we need to hear from.

Perhaps your agency doesn't have anyone yet appointed as the historian but you know someone who has been keeping guard on some good items for years. You might be the one to hook us up with the one expert who will be able to provide us with the necessary information to make this venture successful. We are looking for guidance and some plain old fashioned common sense on the "how to's" of organizing a collection. Before the committee begins operations, we need to decide WHAT we want to collect, HOW MUCH we need, and even more important, what we DON'T WANT! (Collection management sounds like solid waste management to me and where I come from that's just fancy talk for junk collector.) In order to make your museum the best possible representation of you and your work, we need to make sure that we do it right.

Storage space at the museum will be limited, so we are hoping that our group will be able to find historians who will be willing to give us advice first, and later consider placing items on loan. In other words, your treasures are safe.....we wouldn't keep them forever unless they were of such a special nature that you wished to donate them permanently. We are looking for help to develop criteria for accepting items for display. If you have a list of what you have that you might consider sharing with us or any guidance regarding the development of a great collection we would be VERY happy to have you contact any of the folks listed below.

We realize that not many folks want to volunteer for committees so we were hoping that by contacting people in each jurisdiction we could regionalize our efforts and make this a group effort with a lot of folks doing just a little work instead of a few doing it all. Hoping to hear from your we are:

CANADA

Josh Lockwood
1259 Dalhousie Dr.
Kamloops, BC V2C 5Z5
604-371-6200

U.S. WEST

Doug Messer
PO Box 249
Murphys, CA 95247
209-728-3230

U.S. EAST

Jim Ponzio
RD 2, Box 81
Delhi, NY 13753
607-746-3138

THE EASTERN SHORE IN '94



Up until now, Nova Scotians have always been on the receiving end of the tremendous hospitality of the previous conference hosts. We will soon have the opportunity to return the favour. As President of the Conservation Enforcement Officers' Association of Nova Scotia, I would like to extend a warm invitation to all my fellow officers to attend the '94 Conference in Halifax, Nova Scotia. We promise you a good time with some programs and events unique to our little corner of North America.....Mike Lowe, Chairman, Conference '94 Committee.

We will gather at the Sheraton Halifax. The Sheraton, with its spectacular harbour-front view, is ideally located in the heart of Nova Scotia's bustling seaside capitol. A covered pedway connects the hotel to the city's commercial and financial centres. The Sheraton has 356 guests rooms, of which 250 have been reserved for the conference. The rate will be \$113 (Canadian) per night. To reserve your room, call toll free 1-800-325-3535 from the U.S. or Canada. A new Ramada Renaissance is offering rooms at \$69, however, you must drive or take a bus. There are some very affordable rooms available in nearby university dormitories. Whatever accommodations you choose, early booking is very important. An international square dance convention is scheduled at the same time and they are expecting three to four-thousand delegates. Campgrounds are very limited in this area. For complete campground information, contact the Nova Scotia Department of Tourism.

For dining you can choose from the Grand Banker with seafood and grill; the Edible Express take out; Boardwalk Grill snack shop and outdoor BBQ; Harbourfront Bar and Restaurant or the Lobby Lounge. There are at least fifty other restaurants and pubs within a ten minute walk of the hotel. Your biggest problem will be deciding which ones to try. There will be information on site as well as a map for those attempting a pub crawl. There is no reason to be hungry or thirsty in Halifax.

The program has not been finalized yet, but you can count on some sessions of particular interest to our members that carry out fishery and marine patrols. Because so many officers enforce boating and fishing laws, you can be sure there will be a session on water safety. We welcome your suggestions and input into the program; just send a note to Art Redden.

A harbour tour, bus tour to Peggy's Cove, golfing at Brightwood Golf and Country Club and a coastal cruise are some of the extras that have been planned for the conference. These are by reservation only and have limited space, so get your registration form in early. Contact Art Redden if you need more detailed info on these events. The spouses and kids haven't been forgotten! Kelly Morrissey is the Chairperson for the spouses program. Kelly has not worked out all the details, but a drop-in centre with a continuous coffee pot and hosts to help you will be operated throughout the conference. Kids will be busy with pool parties, trips to museums (the ones kids like), a visit to Shubenacadie Wildlife Park and opportunities to make new friends and meet old buddies from past years.

The '94 Banquet will be somewhat different from what we have had in the past. We are going to have a LOBSTER FEAST, and that means casual dress. We will be rolling up our sleeves, putting on the lobster bibs and pigging out. Jimmie Flynn, the outdoor humorist, musician and singer will be on hand to demonstrate how to go about eating these creatures and to entertain you. Yes, we will have steak for those that don't care for these crawly creatures! Come prepared to have a laugh, a full stomach and enjoy good company. The Nova Scotia Wildlife Federation will be providing the meal. By doing this, all profits will go to benefit wildlife.

We will board the Metro Transit buses for a thirty minute ride through parts of Halifax, across the Angus A. McDonald Bridge that spans Halifax Harbour, then through the City of Dartmouth to McDonald Park for the famous Warden Games. This park is located on Morris Lake within the Shearwater Naval Air Base. The water is fit for swimming and there is a playground. Canoe and paddle boats are available on site. The Chairperson for this event is CO Jack Fortune. Jack doesn't have a warped and twisted mind, but he has some unique and new competitions lined up.

In the days before radio, television and other modern forms of entertainment, Nova Scotians would gather at the homes of friends and neighbors. Here they would enjoy good company, good food and drink, and for entertainment they would tell stories, sing, play music or dance. This gathering was called a Ceilidh (pronounced Kay-lee). In 1994 we want to share this tradition with you. The Ceilidh will be held after the Warden Games and barbeque. We are asking wildlife officers from across North America to participate if you can sing, play an instrument, tell stories or any other appropriate form of entertainment. Contact Karen Moores, Chairperson, if you will be able to attend and entertain. She can be reached at Dept. of Natural Resources, PO Box 112 Middle Musquodoboit, Halifax County, Nova Scotia B0N 1X0 or by phone at (902) 384-3420.

The Halifax International Airport is located twenty miles from the conference hotel. It is serviced by Air Canada and Canadian Airlines. Air Canada has been selected as the conference airline. For every forty persons using this airline to reach Halifax, the organizing committee gets one free ticket to anywhere in North America that Air Canada flies. Regardless of the travel agent or connecting airline you use, please present the reference number CV940057 when making your arrangements. You will be picked up at the airport providing you put your flight information on the registration form.



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Annual Conference - Halifax, Nova Scotia

July 20 - 24, 1994



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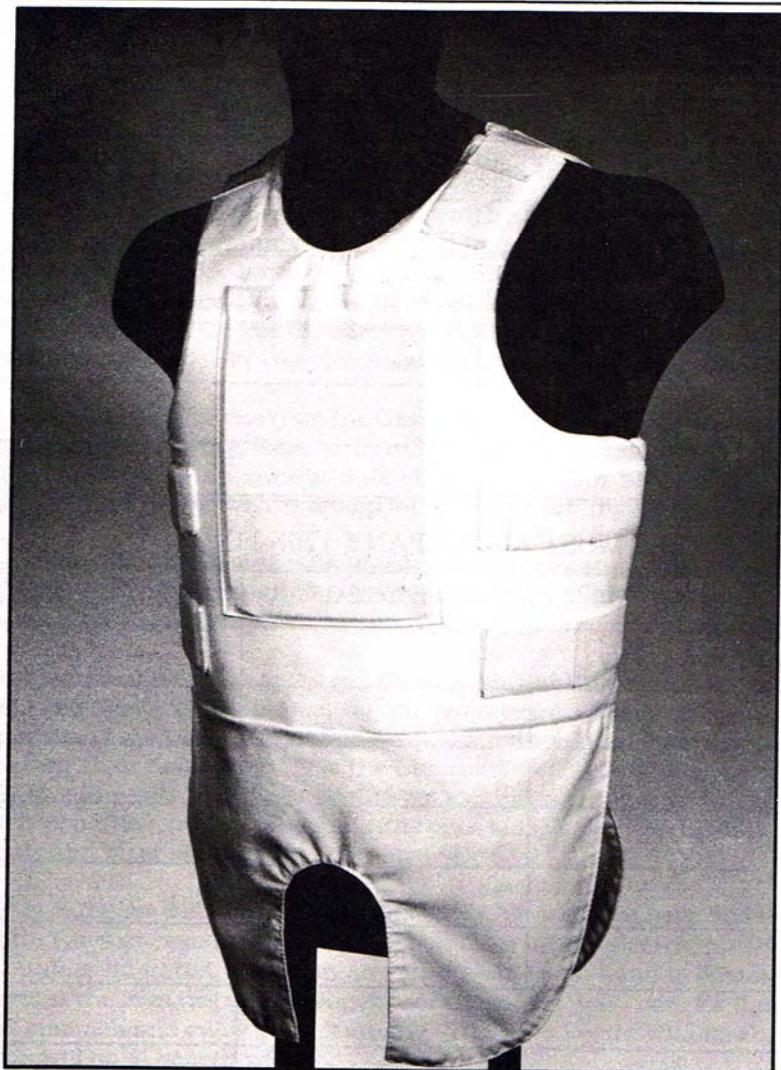
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Scott Stearman

Born in 1953 in Wichita, Kansas, Scott was raised the son of a minister and spent most of his younger years in Kansas, Michigan and Oklahoma. In 1986, Scott built his studio and unique log home high in the Colorado Rockies near Colorado Springs where he resides with his wife, Hermine.

The national recognition of Scott's wide variety of sculpture is due to his dedication to create inspired works of art that reflect his feelings about the dignity of humanity and the wonder of our world.

The Board of Directors of the National Anti-Poaching Foundation is proud and honored to offer to you a token of appreciation for your efforts and dedication toward safeguarding the wildlife of North America.

When we decided to commission this piece, the work of several nationally known sculptors was reviewed. Scott Stearman of Woodland Park, Colorado was selected because of his outstanding ability and talent in capturing humanity and emotion in his works. We feel that he has accomplished that, once again, in "Standing Watch."

This piece representing the earliest game wardens was unveiled at the NAPF sponsored "Operation Game Thief Conference" in Colorado Springs on Thursday, May 6, 1993. Within two hours of the opening sale, 98 had been ordered.

Once the edition is sold out, a lifesize, bronze monument (at a site yet to be determined) will be erected in order that all people who view it can understand your contribution and the contributions of your predecessors in securing a future for our wildlife.

I particularly was pleased and honored to write the "Dedication" statement for this piece. In reflection, it was really very easy to do. All who legally enjoy the bountiful wildlife of North America owe you a debt of gratitude. I sincerely hope that both this sculpture and the dedication statement provide you with the sense of appreciation that they are intended to convey.

Sincerely,

Leonard C. Dickson, Jr.
Chairman of the Board of Directors
National Anti-Poaching Foundation



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Dedication... Service... Sacrifice... Concern

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"WORKING FOR WILDLIFE"

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