

American Fisheries Society

July Management Committee Meeting

Friday, July 21, 2017

Participants:

MC Members: Joe Margraf, Ron Essig, Craig Bonds, Julie Claussen, Justin Davis, John Boreman (Constitutional Consultant, non-voting) and Doug Austen (Executive Director non-voting).

AFS Staff: Dan Cassidy, Drue Winters, Katrina Dunn

Guests: Dennis DeVries, Patrick Shirey

Minutes of the Meeting

1. Meeting called to order at 1:07 p.m. by Margraf
2. Quorum was not established (by Boreman) and meeting repurposed as solely a discussion by the Management Committee members present.
 - a. Austen directed by Margraf to find a suitable time for a special meeting of the Management Committee to address the dues increase proposal.
3. Presidents/Officers report
 - a. Margraf noted that he had recently returned from the FSBI meeting in Exeter, England, and also participated in a photo shoot to develop video footage for the AFS Atlantic City meeting.
 - b. Essig noted that he would be at the AFS offices in Bethesda, MD, on Monday for staff interviews as part of the Executive Director evaluation.
4. Constitutional Consultant Report (discussion only)
 - a. Boreman introduced DeVries to briefly describe the proposed changes to the AFS Procedures Manual for the Fellows Selection Committee (Attachment A)
 - b. Austen was directed by Margraf to conduct an email vote on the motion for the Fellows Selection Committee
5. Executive Director and AFS staff report (discussion only)
 - a. Austen reviewed the Reno workshop recommendations and Wiley contract status. The Reno recommendations will be brought to the Governing Board in Tampa where a request will be made for approval of the entire report. The Wiley contract is undergoing final approval and is expected to be signed possibly prior to the Tampa meeting.
 - b. Austen reviewed the AFS dues proposal (Attachment B) and noted that the Management Committee members will receive a Doodle poll to establish the special meeting to address the proposal.

- c. A brief review of AFS actions on gift membership, automatic renewals and sponsorships was provided (Attachment C). MC members asked that AFS continue to explore these options as technology becomes more available and cost is more reasonable.
- d. Update on policy activities (Drue Winters) – The efforts of AFS and CASS on the Waters of the U.S. issue was reviewed by Winters and the joint letter discussed. Additional AFS/CASS comments will be provided on requesting an extended comment period.
- e. Financial briefing (Cassidy) - Attachment D

6. Adjourn at 2:15 p.m.

Results of electronic vote on Fellows Selection Committee language for the AFS Procedures Manual

Conducted by email with the members of the Management Committee from July 24 – August 4, 2017
(Refer to Attachment A for motion and proposed AFS Procedures Manual language)

Yes Votes:

Kurzawski
Bonds
Steward
Essig
Davis
Pyron
McMullin
Kittel
Trushenski
Bonar
Claussen
Margraf

No Votes

None

The motion was passed.

American Fisheries Society

Special Management Committee Meeting on AFS Dues Proposal

Friday, August 4, 2017

Participants

MC Members: Joe Margraf, Jesse Trushenski, Ron Essig, Ken Kurzawski, Julie Claussen, Carl Kittel, Mark Pyron, Justin Davis, Cleve Steward, Justin Davis, John Boreman (Constitutional Consultant, non-voting) and Doug Austen (Executive Director non-voting).

AFS Staff: Dan Cassidy

Guests: Patrick Shirey, Emerging Leader

Minutes of the Meeting

1. Meeting called to order by Margraf at 1:06 p.m. ET
2. **Quorum confirmed** (by Boreman) and meeting called to order by Margraf at 1:06 p.m. ET
3. **AFS Dues Proposal**

Motion: Recommend that the AFS Management Committee increase membership dues, effective for the 2018 membership year, to \$95 for Regular, \$50 for Retired and Young Professional, and \$25 for Student membership.

Background: See Attachment B

Motion by Kittel; 2nd by Kurzawski; Passed by unanimous consent

4. Additional discussion on matters related to the dues proposal included the need for the Management Committee to determine how to proceed with changes to membership categories of Lifetime, Official, Sustaining and Affiliate. Discussion also addressed the desire for a cost-of-living adjustment to the dues. Austen was directed to include these topics on the agenda for the Management Committee meeting at the Tampa AFS conference.
5. Meeting was adjourned by Margraf at 1:25 p.m.

Attachment A

Fellows Selection Committee Motion provided to Management Committee for electronic vote

Motion: Approve the attached text (Attachment A) for insertion into the Procedures Manual regarding the AFS Fellows Selection Committee.

Background: AFS membership recently voted to approve the designation of the AFS Fellows Selection Committee as a standing committee. The attached text, drafted by the committee chair, is intended to be inserted in the appropriate section of the Procedures Manual.

Fellows Selection Committee

Purpose:

To evaluate the nominations of individuals submitted for consideration as AFS Fellows and to elect the most deserving nominees.

Composition:

Six members serving staggered two-year terms. Members must be AFS Fellows who are also regular AFS members (defined as a non-student, dues-paying member or Life Member) and who have not served on the Fellows Selection Committee in the preceding five years. Each year three new Committee members will be appointed by the Awards Committee from among those who are eligible, and the Awards Committee chair will designate one of the continuing members as chair.

Duties:

To evaluate nominees, to identify and recommend the selection of the new AFS Fellows each year, and to assure that the rules and procedures for nomination are clear.

Operational Guidelines:

Committee business will generally be completed via email.

Eligibility criteria for nomination as an AFS Fellow are as follows:

- Any current regular member of AFS who has been a regular member of AFS for at least five (5) consecutive years is eligible to be nominated to be an AFS Fellow. For these purposes, a regular member is defined as a non-student, dues-paying member or Life Member.
- A nominee is expected to have been a member of the profession for at least fifteen (15) years. This may be time since the PhD degree, but in cases where the PhD degree is not the terminal degree, it can be interpreted as after attaining the terminal degree.
- Demonstrated excellence of contributions to one or several of the following areas: (1) research and discovery, (2) communication and outreach, education and pedagogy, (3) application of fisheries science to management and/or policy, (4) leadership and/or advancement of the profession.
- AFS Presidents will automatically become Fellows upon their procession to past-president, if they are not Fellows already.

Attachment B

American Fisheries Society Proposal for Open Journal Access and Membership Dues Adjustment July 2017

Background

With the expiration of the current seven-year publishing agreement with Taylor and Francis (T&F) at the end of 2017, AFS is in the process of finalizing a new journal publishing agreement with Wiley to be effective January 1, 2018. The change in journal publisher presents a unique opportunity to modify membership benefits and offer free online access to AFS journal publications, sometimes referred to as “Open Access.” The Wildlife Society recently initiated member only open access (MOOA) and Wiley has suggested that AFS employ a similar approach. One of the drivers for a publisher offering free online access is getting away from the costly process of printing journals. Wiley is recommending it as a way to encourage reduction in printed copies while boosting member value.

Presently, the AFS journal subscription charge is “in addition to” the annual membership fee (except for student members) at a cost of \$25 for each online subscription. Free journal access under a single dues rate radically enhances AFS membership value and moves the Society in the direction of how many other associations are bundling services. AFS is adopting MOOA as a way to enhance value and grow membership. However, when combining MOOA (i.e., lost subscription revenue) with implementation of the Reno Publications Workshop recommendations (e.g., establishing new Editor-in-chiefs and adding editorial staff support), there are new costs and lost revenues that AFS needs to address. While the Wiley contract will provide enhanced revenue sources, additional revenue is needed to ensure that AFS is financially strengthened through these actions.

AFS dues have not been increased since 2010 and are far behind any inflation adjustment since at least 1984. As a result, and in conjunction with the major membership value enhancement resulting from MOOA, AFS is proposing an adjustment in its dues rates. The information below sets forth the rationale and considerations for structuring an adjustment.

Suggested Motion:

Recommend that the AFS Management Committee increase membership dues, effective for the 2018 membership year, to \$95 for Regular, \$50 for Retired and Young Professional, and \$25 for Student membership.

AFS Constitution and Rules guidance on dues modifications:

AFS Constitution in Article VIII: Dues, Fees, and Charges:

1. The Management Committee may determine, by a 2/3-majority vote, all Society dues, fees, and charges.
2. The Management Committee may elect to transfer a portion of the Society’s annual membership dues to the Divisions and Chapters.
3. All monies due the Society shall be remitted to the Executive Director in U.S. currency or the equivalent in the currency of another country.

Dues Rate History

The current dues rates have remain unchanged since 2010 with the last increase of \$4 for regular member occurring at that time.

Year	Reg Rate	Student	Retired	Young Professional
1983	\$30.00	\$15.00	\$15.00	N/A
1984	\$34.00	\$17.00	\$17.00	N/A
1985	\$35.00	\$17.50	\$17.50	N/A
1986	\$36.00	\$18.00	\$18.00	N/A
1987	\$37.00	\$18.50	\$18.50	N/A
1988	\$37.00	\$18.50	\$18.50	N/A
1989	\$42.00	\$21.00	\$21.00	N/A
1990	\$43.50	\$21.75	\$21.75	N/A
1991	\$50.00	\$25.00	\$25.00	N/A
1992	\$52.50	\$26.25	\$26.25	N/A
1993	\$64.50	\$32.25	\$32.25	N/A
1994	\$66.50	\$33.25	\$33.25	N/A
1995	\$68.00	\$34.00	\$34.00	N/A
1996	\$70.00	\$35.00	\$35.00	N/A
1997	\$71.50	\$35.50	\$35.50	N/A
1998	\$74.00	\$37.00	\$37.00	N/A
1999	\$75.50	\$37.50	\$37.50	N/A
2000-2003	\$76.00	\$38.00	\$38.00	N/A
2004-2005	\$76.00	\$38.00	\$38.00	\$38.00
2006-2009	\$76.00	\$19.00	\$38.00	\$38.00
2010-2017	\$80.00	\$20.00	\$40.00	\$40.00

Inflation impact on dues: Per the “Decision Support and Analysis Document: Formal Development Program for AFS,” prepared by Andy Loftus (October 16, 2014), it notes had membership dues simply kept pace with inflation the 1994 member dues of \$68 would equate to a 2012 pricing of \$105, or 31 percent higher than the 2014 dues rate of \$80 for regular membership.

Over the past decade, AFS has reduced dues rates for students and members located outside the United States—higher rates were due in part to journal print copy and shipping costs. Previously, dues rates were based on geographic region with one set of rates for U.S. members, another for Canadian members and still yet another for those located outside of North America.

The current dues and subscription rate schedules are:

Membership Category	Dues Rate
Developing countries	\$10
Student	\$20
Young-professional	\$40
Retired	\$40
Regular	\$80
Life member w Fisheries	\$1,000

Life member w Fisheries + 1 Journal	\$1,737
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Publication Subscriptions	Online Price	Printed Price
Fisheries Magazine	No charge	No charge
Marine & Coastal (electronic)	No charge	--
InfoBase (electronic)	\$25	--
Journal Aquatic Animal Health	\$25	\$45
Journal of Aquaculture	\$25	\$45
Journal of Fisheries Management	\$25	\$55
Transactions of AFS	\$25	\$55

Subscribers to AFS Journals

	1 journal	2 journals	3 journals	4 journals	5 journals	Totals
Subscribers	413	311	198	33	34	989
% of total subscribers	41%	32%	20%	3%	3%	100%
Income at \$25 per sub	\$10,325	\$7,775	\$4,950	\$825	\$850	\$24,725

% of regular membership 6/2017

Regular members =						
3,359	12%	9%	6%	1%	1%	29%

(Note that student members (approximately 1,500) receive free online journal access)

Case for an Increase - Member and Program Benefits

AFS members will receive "Open Access" to all AFS journal, plus free access to Wiley publication "Reviews in Aquaculture" and the additional benefits of: Grey literature database (a Reno publications workshop output) and Update of Names of Fishes as web accessible tool.

The additional benefits accruing from a move to MOOA and in support of a dues adjustment include the following:

- No yearly activation process for accessing journals online.
- Full access to the historical archive of journal articles dating back to 1872.
- A simplified join and renewal process (no longer need to select journal subscriptions as a payment option).

- AFS membership will be more valuable and more competitive with other scientific societies, and will be a useful selling point in membership marketing.
- Increased total rebates to all chapters and divisions, which may range from \$2,400 to over \$6,000 depending on the amount of the dues adjustment.
- Eliminate the burdensome administrative reporting of individual subscriptions to the publisher.
- Wider audience distribution of science and information across the Society with new opportunities for marketing, advertising, etc., through Wiley’s “Journal Hub.”
- Streamlined member development ‘sales’ process – only one sale needed to join AFS and subscribe to journals.
- Unlimited access to entire journal content without a need to subscribe through InfoBase.
- More efficient customer service (members were often confused where to find archival content though InfoBase).

Financial and Budget Considerations

Membership dues and subscription income has generally trended lower over the past few years, except in 2015 when the Portland Annual Meeting helped drive memberships higher. The contribution of dues and subscriptions to total Society income is also on a decline.

Commensurately, there has been a sizable increase in expenses. Much of the increase has come from adding staff capacity to grow AFS policy, communications, and fundraising efforts, as well as infrastructural improvements in database and web technologies, to name a few. These investments have affected net income by moving it from a positive net change to a deficit.

The combination of flat member levels and higher expenses signals the need for enhancing member value and rebalancing sources of revenue to maximize income where appropriate. A dues increase may elevate the value of membership, as the overall perceived value may be higher with the bundling of subscriptions with dues.

Description	2013	2014	2015	2016
Membership Dues	\$467,000	\$444,000	\$502,000	\$460,000
Indiv. subscriptions	\$85,000	\$69,000	\$64,000	\$63,000
Totals dues & subscriptions	\$552,000	\$513,000	\$566,000	\$523,000
% of Total Income	20%	18%	21%	17%
Total Expenses	\$2,296,000	\$2,347,000	\$2,848,000	\$3,154,000
Net (Income) Change	\$395,000	\$152,000**	(\$140,000)	(\$495,000)

** excludes \$312,000 gain from one-time sale of office condo

Additionally, there will be additional editorial costs proposed for 2018 (\$80,000) and lost subscription revenue (\$19,000) from the move to MOOA.

Proposed 2018 Dues Rates

Member Category	Counts	Rates	Income	Option #1	Option #2	Option #3
Regular	4,000	\$80	\$320,000	\$95 \$380,000	\$105 \$420,000	\$125 \$500,000

Young Professional	1,000	\$40	\$40,000	\$50	\$50,000	\$55	\$55,000	\$60	\$60,000
Students	1,500	\$20	\$30,000	\$25	\$37,500	\$25	\$37,500	\$30	\$45,000
Developing	100	\$10	\$1,000	\$10	\$1,000	\$10	\$1,000	\$10	\$1,000
Retired	400	\$40	\$16,000	\$50	\$20,000	\$55	\$22,000	\$60	\$24,000
Total income			\$407,000		\$488,500		\$535,500		\$630,000
Difference over base year					\$81,500		\$128,500		\$223,000
Difference over prior option							\$47,000		\$94,500

In addition to setting new dues rates for 2018, it is highly recommended the Management Committee establish periodic dues adjustment every few years. For example, future dues adjustments could be set at \$5 every other year (about 2.5% annually), \$10 every three years or according to a similar recurring schedule. Establishing a future adjustment schedule now helps set expectations when perceived member value is strong.

Marketing and Promotional Campaign

While aspects of promoting the new member benefits are yet to be determined, any promotional campaign will likely highlight the following considerations:

1. The new publication benefits available to members;
2. The comparative value savings from 2017 pricing;
3. The ease of use accessing the journal content; and
4. Responding to member feedback for broader journal access.

Frequently Asked Questions

The following questions and likely a few others can become part of the promotional information shared with members explaining the new benefits and dues adjustment.

1. What is the rationale for adjusting membership dues now?

While AFS has enhanced member benefits over the past few years, it has not added significantly new services in a long time. Providing journal open access brings AFS in line with other scientific associations and represents quantifiable higher member value. A dues adjustment also helps offset higher expected editorial costs.

2. How are the new dues rates determined?

In setting new dues rates, AFS considered a number of factors including rates charged by other scientific societies, the comparative value of journal subscription pricing, input from the AFS Membership Committee and other governing bodies, and what amount represents a reasonable adjustment. For example, a Regular member with two journal subscriptions pays \$80 in dues plus another \$25 each per journal subscription for a total of \$130. While not all members hold multiple subscriptions, opening access to all journals plus the additional database resources mentioned above represents considerably higher member value.

3. Is the change in dues rates a one-time adjustment?

While the base proposal is for a one-time dues increase, AFS should consider options for future inflation-adjusted changes.

4. What is the anticipated impact on institutional journal subscriptions?

The participation on institutional subscriptions is not expected to decrease and if anything, it may grow with the added marketing and author resources from the new publishers Wiley.

5. What are comparable dues rates for similar Societies?

Dues rates for similar societies vary considerably. For example, dues in ESA, TWS, and SAF range in price from \$67 to over \$200, according to income level or membership package selected. The mid-level rates, with online open journal access, range in price from \$81 for TWS, \$123 for ESA, and \$145 for SAF.

6. Were other dues structures considered?

Yes. Another option considered was basing individual member dues on the compensation earned by young-professionals and regular members. While this method aligns the cost of dues with a member's ability to pay, it would be administratively difficult to manage and have the unintended consequence of undervaluing the benefits and value of AFS membership. The current dues structure essentially accomplishes this goal through the different member levels in place that reflect education status and time in profession.

7. What about membership categories Official, Associate, and Sustaining?

All three of these categories need to be reviewed since one of the benefits provided is free online journal access (for Official and Sustaining). AFS needs to evaluate whether or not this benefit will still be sufficient to retain membership. In addition, AFS has no Associate members and the Society needs to re-evaluate the role of this category. No changes are being proposed at this time but a full assessment of these categories is recommended.

Attachment C

Auto-renewal/reoccurring payments

Issue: *Can AFS establish a system for automatic credit card charges for membership renewals just like we frequently do for a payment such as Netflix or for payment of my donation to NPR on a monthly payment schedule?*

Automatic billing has a "set it and forget it" appeal for associations and members alike, but the mechanics of automatically charging credit cards aren't as simple as they sound.

- A courtesy notification is sent to members enrolled in the auto-billing program prior to charging their cards.
- At the same time, members whose cards have expired are notified and asked for new card information.
- After the charges are processed, accounting then must follow up with members whose cards are declined.
- There are numerous security issues required to manage storage of credit card information.

Technical challenges: There are some prerequisites to using auto-pay:

- Purchase of special iMIS module: approx. \$3600.00 + installation/configuration+ yearly licensing fee (about \$1000.00 per year)
- Purchase of a separate server (Vault) designated to credit card info storage. Because of Payment Card Industry (PCI) compliancy issues, additional server security is required
- Potential extra staff time demands to track down and resolve failed payments (e.g., declines, credit card changes and expirations).

Experience of other organizations: The American Urological Association reported that out of 500 members who enrolled in auto-renew, 120 cards were declined at first attempt and 80 had expired at renewal time. That makes a 60% fail rate, which is rather high. In order to deal with this situation they hired an accounting assistant whose role is following up on those failed/declined transactions. This person has to repeatedly go back and reach out to those members, which is an extra work. It is worth noting that out of 17,000 of AUA members, only 500 opted into the program. Associations are not allowed to just sign up all member for auto-pay due to PCI compliance rules.

However, a more frequent use of auto-pay and reoccurring payment programs by charitable associations (e.g., Churches, Public Radio) to process pledges and reoccurring donations.

Future Actions: Given the substantial up-front and management costs of auto-renewal, this may not be an economically feasible option for AFS. We need to continue to monitor the technology and determine if there is a point where such services would be viable. We should also continue to query other societies to evaluate their employment of such a service. From the Development perspective (donation or gift management), we should also evaluate autopay programs and also explore outside firms that could manage such short term payments for AFS. Again, if AFS manages such a program internally, the follow up in case of credit card decline must happen with implications on staff workload. It would also make sense to survey members and see if they would be willing to enroll in auto-pay program.

Gift Membership

Issue: *Can AFS provide an easy way for members to give a gift membership to a colleague, student or other fisheries professional?*

AFS currently provides an online form (editable pdf – see below for link) to purchase a gift membership. The form is completed by the giver, emailed to staff, an account is created for the new member and, once the payment is processed, a gift announcement is emailed to gift giver and recipient. We will look into using WebFormz to simplify process and collect payment automatically but this will need to wait until the Governing Board reporting tool is fully completed.

Gift memberships are offered and primarily used by charitable organizations (Smithsonian National Zoo, Nature conservancy) where a membership is more associated with a donation; in such case a yearly subscription to a magazine is created, but no reoccurring dues invoices are generated, no profile with username/password has to be created.

Experience of other societies: In a short review of other professional type societies (Ecological Society, National Association of School Psychologists, American Society of Landscape architects, New England Water Environment Association) – none have gift membership listed as an option. Some offer “gift cards” which are sort of coupons with a code. A person redeeming the gift card has to enter a promo code at the check out to receive a price reduction. The gift card system is primarily used to purchase books, or other promotional items.

Future actions: AFS will transition to a WebFormz version of the Gift membership in 6-12 months. This will make the process easier for the user. Also, if we transition the Bookstore to iMIS, the opportunity to provide gift certificates or other tokens will be further explored and this will be also available to support gift memberships.

Link to gift form:

<https://secure.fisheries.org/AsiCommon/Controls/BSA/Downloader.aspx?iDocumentStorageKey=b8cbc6f0-84ff-4227-afd8-0c78a0f77214&iFileTypeCode=PDF&iFileName=Gift%20application>

Sponsorship for members from developing or hard currency poor countries.

Issue: *Can AFS develop a membership option for a current member to sponsor membership for others and have the billing regularly sent to the sponsor?*

AFS currently has a work-around for sponsorship through “rostering” individuals under the member sponsor’s account. The sponsor is able to make online payments (dues renewal/registration) on behalf of those listed under his/her account. Currently, iMIS has no explicit option for allowing a current member to simply add new sponsorships to their membership list. Custom coding would need to be done to make this service available.

How do other organizations handle this need?

A number of professional societies sponsor such members through a special fund established to support membership by those with economic constraints (e.g., AFS Developing Countries fund now managed by

IFS). The process frequently employs a committee to review applications by those requesting support and the awards are then made based upon need and availability of funds. Examples include:

- International Association of Hydrogeologists: <https://iah.org/join-us/informationforsponsor>
- American Physical Society: <https://www.aps.org/membership/matching.cfm>
- Botanic Gardens Conservation International:
https://www.bgci.org/index.php?id=membership_payment&mcode=CDM5&curr=USD

All have special funds set aside to cover such memberships. Prospective members have to apply for the sponsorship, if accepted – their dues are paid from that special fund, frequently for multiple years. AFS IFS does have a Developing Countries fund and the Carl Sullivan fund, both of which are available to support membership by those in third world countries or other areas.

The Carl R. Sullivan International Endowment Fund is intended to provide long-term future opportunities for the Society and the Section to encourage international fisheries activities that support the Society's long term international goals. Funds may be used to support activities such as international memberships, book and journal purchases, and support for speakers here and abroad, provide seed money for international conferences, symposia and workshops, and to help publish articles and books. The intention is to target students, biologists, managers and scientists during the early stages of their career.

Future Actions: AFS should explore development of a sponsored membership form and submission/payment process such as done by the Hydrogeologist association (link above) and continue to assess AFS member interest in this program. We should work with IFS to review how funds are made available for those seeking membership and identify ways to expand this opportunity.

Attachment D

AMERICAN FISHERIES Summary of All Units For the Five Months Ending 5/31/2017

	May - Actual			Year to Date - Actual			Budget	2016 Annual
	2017	2016	Var \$	2017	2016	Var \$	2017 BUDGET vs YTD Actual	Actual
Revenue								
Administration	\$24,004	\$46,289	(\$22,285)	\$224,700	\$167,352	\$57,348	\$329,000 (\$104,300)	\$409,139
Web				1,890	1,890	1,890	1,890	
Continuing Education	1,805	1,875	(70)	2,625	3,700	(1,075)	18,000 (13,375)	17,075
Rotenone							22,000 (22,000)	
Certification	200	1,000	(800)	2,950	2,575	375	5,000 (2,050)	4,575
Other Education							5,000 (5,000)	
Hutton	1,000		1,000	1,000		1,000	129,000 (128,000)	209,900
Cornell	65,505		65,505	65,505		65,505	131,000 (65,495)	165,155
Other Grants & Contracts							299,000 (299,000)	
Annual Meeting	50,225	91,938	(41,713)	97,015	119,598	(22,583)	1,331,000 (1,233,985)	573,630
Membership	7,610	11,000	(3,390)	432,360	429,514	2,846	485,000 (52,640)	460,224
Awards	175	330	(155)	3,925	2,946	979	4,000 (75)	3,266
Mem Other	88	67	21	3,509	3,579	(70)	13,000 (9,491)	13,163
Jobs	700	1,400	(700)	7,700	14,600	(6,900)	30,000 (22,300)	39,750
Advocacy				23,500	23,500		22,100 1,400	11,000
Books	9,437	9,567	(130)	24,903	106,296	(81,393)	130,000 (105,097)	98,287
Journals	12,640	12,440	200	860,932	774,765	86,167	1,081,000 (220,068)	948,165
Fisheries	45		45	45	60	(15)		60
Other Publications							3,000 (3,000)	
Total Revenue	173,434	175,906	(2,472)	1,752,559	1,624,985	127,572	4,035,100 (2,282,542)	2,953,389
Expenses								
Administration	40,159	53,425	13,266	150,472	180,829	30,357	292,900 142,428	420,953
Staff Costs	159,379	157,669	(1,710)	828,557	777,986	(50,571)	2,144,000 1,315,443	1,981,483
Technology	3,064	148	(2,915)	15,378	275	(15,102)	34,000 18,622	6,593
Communication	439		(439)	795	2,834	2,039	15,000 14,205	10,782
Web	1,340		(1,340)	12,175	1,620	(10,555)	18,200 6,025	13,909
Development	21		(21)	3,054	4	(3,049)	12,000 8,948	204
Continuing Education							14,000 14,000	11,441
Rotenone							18,000 18,000	
Certification	272		(272)	272	149	(123)	1,000 728	212
Other Education							14,000 14,000	
Board	8,728	1,091	(7,635)	31,895	16,655	(15,240)	35,700 3,805	38,113
Committees							2,000 2,000	
Hutton		340	340	1,991	446	(1,544)	79,000 77,009	159,291
MSU/Inland Fisheries								4,573
Cornell	491		(491)	20,576	399	(20,177)	83,500 62,924	3,247
Other Grants & Contracts							181,000 181,000	
Annual Meeting	2,033	41,031	38,999	37,803	90,488	52,685	1,153,000 1,115,197	474,470
WCF World Council of Fisheries								913
Membership	28,625	10,891	(17,735)	65,180	110,768	45,588	79,000 13,820	111,541
Awards	14,128	37	(14,091)	15,172	2,730	(12,442)	5,000 (10,172)	29,455

American Fisheries
Statement of Financial Position
As of 5/31/2017

	2017	2016	Variance
ASSETS			
Current Assets			
Petty Cash	\$ 694	\$ 400	\$ 294
Checking	454,140	566,529	(112,389)
Certificate of Deposits	54,095	251,395	(197,300)
Accounts Receivable	267,265	144,858	122,407
Allowance of doubtful accounts	(14,170)	(14,170)	0
Inventory	439,184	457,249	(18,065)
Prepaid Expenses & Deposits	90,223	34,522	55,701
Current Assets	<u>1,291,431</u>	<u>1,440,783</u>	<u>(149,352)</u>
Property and Equipment	1,095,460	1,055,221	40,239
Accumulated Depreciation	(678,708)	(646,420)	(32,288)
Net Property and Equipment	<u>416,752</u>	<u>408,801</u>	<u>7,951</u>
Long Term Assets			
Long-Term Investments	4,188,670	4,342,333	(153,663)
Total Long Term Assets	<u>4,188,670</u>	<u>4,342,333</u>	<u>(153,663)</u>
Total Assets	<u>5,896,853</u>	<u>6,191,917</u>	<u>(295,064)</u>
LIABILITIES AND NET ASSETS			
Current Liabilities			
Accounts Payable	192,023	129,196	62,827
Accrued Expenses	308,378	120,014	188,364
Subunits Dues Payable	31,797	102,286	(70,489)
Subunits Books Payable	(4,656)	42,491	(47,147)
Deferred Income	83,333	226,191	(142,858)
Total Current Liabilities	<u>610,875</u>	<u>620,178</u>	<u>(9,303)</u>
Net Assets			
Net Assets - Unrestricted	4,766,648	5,224,932	(458,284)
Change in Unrestricted Net Assets - Curr Year	519,330	346,807	172,523
Total Net Assets - End. Balance	<u>5,285,978</u>	<u>5,571,739</u>	<u>(285,761)</u>
Total Liabilities and Net Assets	<u>\$ 5,896,853</u>	<u>\$ 6,191,917</u>	<u>\$ (295,064)</u>

For Management 's Use Only.