The Ruffed Grouse Society and American Woodcock Society are North America’s foremost conservation organizations dedicated to preserving our hunting traditions by creating healthy forest habitat for ruffed grouse, American woodcock and other wildlife. RGS and AWS work with landowners and government agencies to develop critical habitat utilizing scientific management practices.
Taking Stock: 2018 in Review

BY BENJAMIN C. JONES | RGS & AWS President & CEO

Last April, the Ruffed Grouse Society and American Woodcock Society Executive Board and I had our first conversation—the first of many. Initially, the CEO interview brought us together. By the end of that discussion, it was clear we were converging on much more in our conservation pathways. The RGS is a pioneering group. With a 60th anniversary approaching, our reputation is built on unwavering support for fact-based, pragmatic approaches to forest and wildlife management. The need for such an organization has never been greater! Indeed, there are hurdles, but there are opportunities in lock step with today’s challenges. That tenet was the core of our discussion a year ago—seize today’s opportunities and realize our full conservation potential.

Therein lies the road ahead.

In review, 2018 was a year of taking stock. It was a time to review our culture, strengths, weaknesses, and our finances. I heard it said during my first few months, “No margin, no mission.” Truer words were never spoken for a conservation nonprofit. Fiscal sustainability is vital. To date, we have allocated over $18M to habitat projects—a testament to the incredible mission support of our members and donors! With more conservation work to do, we are finding new ways to strengthen mission capacity. Increasing grant funding and growing corporate partnerships are two examples of our focus in 2019 and beyond.

Events, particularly banquets, have been a centerpiece for RGS/AWS fundraising. The passionate work of our volunteer banquet committees is absolutely incredible. To maximize their efforts, we must ensure all the best tools are in place and at their fingertips. A survey was issued last summer asking our members, and potential members, how to improve event offerings. The results were enlightening. Banquets were in the mix, in addition to new ways we can gather as upland enthusiasts. Keep an eye out for exciting things to come.

So, what about the main reason many of you support RGS/AWS? Our mission’s soul: Habitat! Over 700,000 acres have been enhanced through RGS/AWS programs—nearly three-quarters of a million acres are proof of what can happen when we join as members, volunteers and RGS/AWS staff. Personally, it makes me want more—more habitat where wildlife can thrive, and new conservationists can be recruited.

As leaders in forest conservation, we often engage in management planning. The first step, whether for a million-acre national forest or a 50-acre woodlot, is what foresters call the “inventory.” The inventory reveals where you are at and where you should go. Such was the case for RGS/AWS in 2018.

Taking stock of 2018 shows notable success and vast potential for the future. Most importantly, I believe it is a testament to what is possible when we join and turn our passion into action.
The RGS & AWS habitat program works with landowners and government agencies to create healthy forest habitat for ruffed grouse, American woodcock, and other forest wildlife utilizing scientific management practices.

**2018**

$1,702,622
Total habitat project funding from all sources

$248,456
Dedicated for habitat projects from regional Drummer Funds

85
Drummer Fund projects for forest wildlife

>84,926
Habitat acres enhanced by RGS/AWS programs

**HISTORICAL TOTAL**

$17,690,484
Total habitat funding for forest wildlife through all sources (including matching funds since 2013)

$5,171,582
Dedicated Drummer Funds for healthy forest projects

955
Overall forest wildlife Drummer Fund projects

>728,660
Habitat acres enhanced by RGS/AWS programs
REGIONAL HABITAT HIGHLIGHTS

MID-ATLANTIC & SOUTHERN APPALACHIA
Regional Biologist Dr. Linda Ordiway

$398,207
Dedicated habitat funds from all sources

6
Drummer Fund projects

5,475
Habitat acres enhanced by RGS/AWS programs

WISCONSIN
Regional Biologist Jon Steigerwaldt

$303,911
Dedicated habitat funds from all sources

20
Drummer Fund projects

28,727
Habitat acres enhanced by RGS/AWS programs

MICHIGAN, INDIANA, & OHIO
Regional Biologist Heather Shaw

$504,258
Dedicated habitat funds from all sources

14
Drummer Fund projects

7,260
Habitat acres enhanced by RGS/AWS programs

MINNESOTA
MN DNR Forest Game Bird Coordinator Ted Dick

$169,729
Dedicated habitat funds from all sources

13
Drummer Fund projects

5,488
Habitat acres enhanced by RGS/AWS programs

NEW YORK & NEW ENGLAND
Regional Biologist Andrew Weik

$326,517
Dedicated habitat funds from all sources

32
Drummer Fund projects

37,976
Habitat acres enhanced by RGS/AWS programs

PHOTOGRAPH BY TIM BJERK
A NEW LOOK AT AN OLD MODEL

Ruffed grouse need young forest—there is no doubt about it, but there is more to the story.

What ruffed grouse, and most forest-dependent wildlife, really need is habitat diversity. They need young, old, and middle-aged forest mixed together across the landscape. Why? Because each of these forest stages meets a different part of their life needs. Young forests provide escape cover and berry producing plants for food. Middle-aged forests are great habitats for hens with chicks. The autumn groceries dropping from the oak, beech, and cherry trees in an older forest are essential to sustain life through winter and ensure physical stamina into the spring nesting season. It is all about the mix!

This concept was on the front of renowned wildlife biologist Gordon Gullion’s mind decades ago when he recommended sustainable timber harvesting to maintain a young and old forest patchwork. No single forest succession phase was more important than another. Habitat diversity—the mix—was the ultimate objective. Both lacking, and the goal is to increase habitat diversity. Prescribed fire, timber harvests, invasive plant control, and natural succession are all within the management toolkit. To date, over a dozen of these 5,000-acre “dynamic forest blocks” are in the hopper across the state. Each large block is becoming ideal habitat for ruffed grouse and the entire suite of forest wildlife—white-tailed deer, wood thrush, black bears, and blackburnian warblers, for examples.

Close relationships that are being forged with new partners, like the American Bird Conservancy, are among the rewarding aspects of the Dynamic Forest Block Project. Grant funding partners are excited too, with the National Fish and Wildlife Foundation, R. K. Mellon Foundation, American Forest Foundation, and S. Kent Rockwell Foundation funding our efforts. As an example, a recent project in Southwestern Pennsylvania garnered $249,000 of support for work over the next two years.

Perhaps most importantly to you, our members, is that for every $5 of RGS/AWS funding, we leveraged an additional $100 from outside sources for habitat work—talk about maximizing conservation dollars!

This is only the beginning. We are expanding the model nationally to improve more habitat on more public lands—what a great demonstration of what we accomplish by joining ranks as hunter-conservationists, and there is much more to come . . . —Ben Jones
PROJECT BACKGROUND

While it’s not news to many of you, American woodcock populations have steadily declined over the last few decades across both the central flyway and throughout the eastern half of the country. Researchers were keen to study the migration habits of birds in the Eastern Flyway to better understand the conditions and stressors that might be causing that decline. Thus, the Eastern Woodcock Migration Research Cooperative was started. It is an international collaborative effort with the goal of learning more about the migratory ecology of these birds through the use of satellite-enabled GPS transmitters. The pilot project started in Fall 2017, but most of the work occurred in Fall 2018. The researchers also captured and tagged birds this winter to track their migration routes back north to breeding areas this spring.

Essentially, a tiny (4 to 7 gram) GPS tag is attached to a captured woodcock, which then tracks their position remotely without having to recapture the birds to recover the data. These tags can track the bird locations down to a 5-meter accuracy level, which is a very fine level of detail that allows the researchers to know some potential questions researchers would like to answer include when woodcock start migrating in different regions, how long it takes them to get to winter areas, how often they die along their routes, and which habitats are most important to them.

PHOTOGRAPH BY MATT SOBERG
specific habitats used by them. The research team is hoping to use the new data to support the decades of banding work already conducted to help fill in the gaps and paint a clearer picture of their patterns. Some potential questions they would like to answer include when woodcock start migrating in different regions, how long it takes them to get to winter areas, how often they die along their routes, and which habitats are most important to them.

INTERESTING FINDINGS

So far, researchers have tagged 82 birds across seven states and two Canadian provinces in Eastern North America. This has led to some interesting discoveries already.

- For example, different birds travel at very different rates. One might complete its full migration in a week or less (traveling 400 miles in a night), while others take up to a month to fly similar distances.
- Generally, these latter birds stay at stopover sites for longer time periods to rest and forage. Birds that find optimal habitat for stopovers tend to stay longer and wait for the perfect tailwinds to aid migration, presumably because the food resources and cover are too important to pass up.
- Furthermore, two birds captured and tagged at the same site may take completely different migratory routes to separate wintering areas. The GPS locations revealed some strange stopover sites as well, including golf courses, suburban neighborhoods, urban cities and industrial areas.
- Historically, some woodcock have migrated from New England to the central Gulf Coast states, but there hasn’t been much banding history to support Midwest birds migrating to the southeast states.

AWS/RGS MISSION

Obviously, there’s a lot of crossover interest in this project and the mission of both the American Woodcock Society and Ruffed Grouse Society. In fact, AWS/RGS was one of the first groups to help purchase the radio GPS tags for this project and attract other partners. The discoveries made can help inform future habitat management efforts or assist agency staff with planning hunting season dates. For example, if certain habitats are used as stopover sites by a significant number of migrating woodcock, resource managers and AWS/RGS staff could focus their efforts on improving or expanding these habitats throughout eastern North America. Providing additional optimal habitats could remove some of the stresses of migration.

CONSERVATION PLANNING

AWS/RGS previously helped fund a migration study of woodcock in the central flyway. Using information from that research, our staff are developing a conservation plan to assist with migration and habitat practices in the Eastern Flyway as well.

Some facts for this article were obtained from the Spring 2019 Covers magazine article by Dr. Erik Blomberg and Alex Fish from the University of Maine about this project. For more information, you can visit their website (www.woodcockmigration.org). –Ryan Lisson
STAFF PROFILE

Heather Shaw: Regional Biologist for MI, OH & IN

RGS & AWS 2018 ANNUAL REPORT

When your office is the grouse woods of northern Michigan, it’s hard not to have a passion for the landscape and the habitat in which they live. Heather Shaw, the regional biologist for the Ruffed Grouse Society and American Woodcock Society in the Eastern Great Lakes Region (Michigan, Ohio, and Indiana) is just that.

Heather holds a Master of Science degree in conservation biology—studying avian migration ecology and coastal forest structure. She is a Michigan native who likes to challenge herself to “think outside the box” to find new ways to improve public lands and hunter access.

“Living in the heart of ‘grouse country,’ I get to engage in and play in the habitat I work on every day through maintaining and creating habitat for many species, including our very own grouse and woodcock,” she explained.

Heather works day in and day out to ensure that healthy forests, diverse in age and biodiversity, remain intact on the landscape. Focusing on enhancing and restoring habitat for young forest wildlife, she partners with many private, state, and federal agencies to manage forestlands for health and diversity utilizing specific management practices.

An avid grouse hunter herself, Heather spends most of her free time in the northwoods of Michigan, working with her young Llewellin setter, Chip. She is also very passionate about encouraging women to get involved in both wingshooting and upland hunting.

Heather believes that working for the RGS/AWS is not only a job, but that it’s also a large part of her identity. She firmly believes that the mission of RGS/AWS is her personal ethos, and she is dedicated, both personally and professionally, to upholding and maintaining mission-based projects.

The RGS/AWS counts itself fortunate to have a wildlife biologist with Heather’s passion and dedication on staff. Like her, we are all counting the days until fall. ~ Kellen Crow 🦃
STAFF PROFILE

David “Swede” Johnson: Lead Regional Director for WI, Western UP of MI, IA & IL

On paper, the regional director role reads a little something like this: “... to enhance chapter engagement and fundraising efforts, to work with local chapter volunteers to create and host chapter events including fundraising, sportsman’s banquets, shoots, educational activities, habitat days and recruitment/youth events.”

While all of that is absolutely true for a Ruffed Grouse Society and American Woodcock Society regional director, there is so much more to it than that.

Dave “Swede” Johnson has worked for RGS/AWS for 10 years, and before that he was a member and volunteer for 23. For over 30 years he has built a reputation as being one of the organization’s most passionate and dedicated members, volunteers, and employees.

Ultimately, a regional director for RGS/AWS is a member first, a volunteer, and yes, they are an employee of the organization. But only those who truly identify as a card-carrying member can truly breathe the necessary life into the regional director role.

We encourage you to think of your regional director as one of the hardest working and dedicated members within the entire organization—because they are. Without them, your connection to the organization as members would be weaker, and the mission would be less resilient. Like the forests we all strive to diversify and grow, the regional directors work hard every day to diversify and grow both the membership and the mission.

“When I started as a regional director in the Western Great Lakes, I found that I shared my passion and vision with many more folks. I love that interaction and the ability to offer encouragement and advice to our members,” explained Dave when asked what he loved about working for RGS/AWS.

A lifelong grouse hunter, Dave has a deep passion for chasing his pair of Gordon setters through the northwoods of Michigan, Wisconsin, and Minnesota. An expert fly fisherman, he enjoys trout fishing his home waters of the Great Lakes region as well as other destinations near and far.

Dave’s passion for natural resources naturally led him to a role in conservation. “I joined RGS at the age of 32 and started a chapter with some friends to enable us to give back to the resource and our community,” he said. “What really ignited our passion was getting involved with the Ottawa National Forest and Gogebic County Forest and working on grouse and woodcock habitat. Two of our original projects have now become GEMS sites in Michigan.”

“If we as members and staff don’t fight for our mission, that mission will go to the wayside, and our way of the upland hunting life will disappear,” Dave continued.

It is safe to say that as long as individuals like Dave Johnson continue dedicating their time, energy and resources to the RGS/AWS mission, the membership will remain strong, vibrant, and effective in our fight for forest wildlife conservation.

~Nick Larson

RGS & AWS 2018 Annual Report
2018
CHAPTER/EVENT RANKINGS
BY FUNDS RAISED

NATIONAL GROUSE &
WOODCOCK HUNT
Minnesota: $132,003

GREATER
PITTSBURGH AREA
Pennsylvania: $93,389

GRAND RAPIDS MN
Minnesota: $41,824

T. STANTON ARMOUR
Illinois: $40,472

DULUTH/SUPERIOR
Minnesota/Wisconsin: $34,073

GREEN MOUNTAIN
Vermont: $28,262

TRIPLE FLUSH
New York: $27,404

LAKE SHORE
Wisconsin: $25,680

WEST CENTRAL MN
Minnesota: $24,999

MID-HUDSON VALLEY
New York: $24,536

GRAND RAPIDS MI
Michigan: $23,793

WESTERN ALLEGHENY
Pennsylvania: $22,732

DAVID V. UIHLEIN
Wisconsin: $21,748

MISSI-CROIX
Wisconsin: $21,669

ROBERT J LYTLE
Michigan: $21,244

LEGAND TRAVERSE
Michigan: $21,030

LAKE SHORE
Michigan: $20,943

NATIONAL GROUSE &
WOODCOCK HUNT
Minnesota: $132,003

GREATER
PITTSBURGH AREA
Pennsylvania: $93,389

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ROBERT J LYTLE
Michigan: $21,244

LEGAND TRAVERSE
Michigan: $21,030

LAKE SHORE
Michigan: $20,943
When you think of ruffed grouse, the state of Ohio is probably not one of the places that first pops up in your mind. And if it does ring some bells, with the recent developments of the listing of the ruffed grouse as an endangered species in neighboring Indiana, then this story is even more important.

Keep in mind, the name “Ruffed Grouse Society” can sometimes be misleading. Healthy forests are the core mission—an umbrella which also encompasses things like American woodcock and forest diversity. And when we get to chapter-level conversation, community is the foundation on which everything is built.

On a recent trip to ground zero of Ohio habitat management (a habitat event hosted by the Gilbert R. Symons Chapter of RGS based in Cincinnati), the habitat mission of RGS was alive and well. In fact, it was maybe even more alive than chapters in other states with healthier populations of ruffed grouse. And the burning question we all have is: Why is this true?

This volunteer habitat project occurred on newly-purchased property for the State of Ohio. Surprisingly, woodcock was the first priority of the initial habitat work done there. There has been a close relationship built between this local chapter of RGS and the Ohio Department of Natural Resources. The State does not have the staffing to get all the habitat work done, and this chapter has their volunteer base ready to go. As a result, woodcock are getting a bit of special treatment in some areas.

But having a chapter that really has something to offer is not as simple as just having a good relationship with the State. Active volunteers are needed, and that is no small task. Gretchen Finniff is the committee chair and mastermind behind such an active chapter in a very surprising state. By day, she is a non-profit consultant, and when she first started hanging around the chapter meetings, she saw the opportunity to grow.

It’s tough to sum up all it takes to get a chapter so active without missing key details, but Gretchen provided some key points: It is an absolute necessity that the chapter have at least one event a month, whether it’s social, conservation work, hunts, or meetings. This keeps the conversation going and helps build a sense of community. Past that, it’s vital that the chapter proactively reaches out to new members, from both younger demographics and older. From there as a community, they came up with well-defined goals and got to work. This includes such key steps as applying for grants to help achieve their vision for a better future of local healthy forests.

There are many places we can advance as an organization -- and more importantly, as a community. After all, without that community, what are we? The even larger picture here is that no matter who we are or where we come from—grouse and woodcock hunters, dog owners, and those passionate about the environment—our organic community is larger than only the local level. The RGS community of Cincinnati is part of all of us. We should reach out to other chapters, learn from each other, and grow together in our pursuit of healthier forests. - A.J. DeRosa
# STATEMENT OF FINANCIAL POSITION

## DECEMBER 31, 2018 AND 2017

### ASSETS

<table>
<thead>
<tr>
<th>Asset</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$746,673</td>
<td>$1,160,969</td>
</tr>
<tr>
<td>Accounts receivable - trade</td>
<td>140,467</td>
<td>182,087</td>
</tr>
<tr>
<td>Pledges receivable - net</td>
<td>796,671</td>
<td>1,001,999</td>
</tr>
<tr>
<td>Grants receivable</td>
<td>172,974</td>
<td>172,862</td>
</tr>
<tr>
<td>Inventory</td>
<td>291,484</td>
<td>299,212</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>71,781</td>
<td>34,570</td>
</tr>
<tr>
<td>Marketable securities</td>
<td>4,806,335</td>
<td>4,995,697</td>
</tr>
<tr>
<td>Land held for investment</td>
<td>492,000</td>
<td>492,000</td>
</tr>
<tr>
<td>Property and equipment - net</td>
<td>412,334</td>
<td>419,732</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$7,930,719</strong></td>
<td><strong>$8,759,128</strong></td>
</tr>
</tbody>
</table>

### LIABILITIES AND NET ASSETS

#### LIABILITIES

<table>
<thead>
<tr>
<th>Liability</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Line of credit</td>
<td>$919,488</td>
<td>$1,133,687</td>
</tr>
<tr>
<td>Note payable</td>
<td>23,256</td>
<td>-</td>
</tr>
<tr>
<td>Accounts payable</td>
<td>234,318</td>
<td>161,773</td>
</tr>
<tr>
<td>Accrued retirement</td>
<td>38,574</td>
<td>45,839</td>
</tr>
<tr>
<td>Accrued expenses</td>
<td>53,480</td>
<td>81,329</td>
</tr>
<tr>
<td>Checks issued but not yet presented Deferred grant income</td>
<td>34,044</td>
<td>12,184</td>
</tr>
<tr>
<td>Other deferred revenue</td>
<td>9,956</td>
<td>2,725</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>$1,313,116</strong></td>
<td><strong>$1,459,099</strong></td>
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</table>

#### NET ASSETS

<table>
<thead>
<tr>
<th>Restriction Type</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Without donor restrictions</td>
<td>(228,149)</td>
<td>262,519</td>
</tr>
<tr>
<td>Undesignated</td>
<td>5,364,579</td>
<td>5,974,135</td>
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<tr>
<td>Designated by the Board for quasi-endowment</td>
<td>3,136,430</td>
<td>6,236,654</td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td><strong>$6,617,603</strong></td>
<td><strong>$7,300,029</strong></td>
</tr>
</tbody>
</table>

**TOTAL LIABILITIES AND NET ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td><strong>$7,930,719</strong></td>
<td><strong>$8,759,128</strong></td>
</tr>
</tbody>
</table>
## STATEMENT OF ACTIVITIES

### YEAR ENDED DECEMBER 31, 2018

### OPERATING REVENUE

<table>
<thead>
<tr>
<th>Description</th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$343,630</td>
<td>$670,408</td>
<td>$1,014,038</td>
</tr>
<tr>
<td>Grant income</td>
<td>305,624</td>
<td>457,151</td>
<td>762,775</td>
</tr>
<tr>
<td>Membership dues</td>
<td>574,204</td>
<td>-</td>
<td>574,204</td>
</tr>
<tr>
<td>Corporate sponsors</td>
<td>17,700</td>
<td>-</td>
<td>17,700</td>
</tr>
<tr>
<td>Banquet and event revenue</td>
<td>2,231,114</td>
<td>-</td>
<td>2,231,114</td>
</tr>
<tr>
<td>Sales of merchandise</td>
<td>75,577</td>
<td>-</td>
<td>75,577</td>
</tr>
<tr>
<td>Advertising income</td>
<td>57,816</td>
<td>-</td>
<td>57,816</td>
</tr>
<tr>
<td>Fundraising</td>
<td>42,828</td>
<td>-</td>
<td>42,828</td>
</tr>
<tr>
<td>Timber sales</td>
<td>70,504</td>
<td>-</td>
<td>70,504</td>
</tr>
<tr>
<td>Forestry clearing and consulting</td>
<td>145,972</td>
<td>-</td>
<td>145,972</td>
</tr>
<tr>
<td>Miscellaneous income</td>
<td>20,220</td>
<td>-</td>
<td>20,220</td>
</tr>
<tr>
<td><strong>Total Operating Revenue</strong></td>
<td>$3,885,189</td>
<td>1,127,559</td>
<td>5,012,748</td>
</tr>
</tbody>
</table>

**Net assets released from restrictions:**

<table>
<thead>
<tr>
<th>Description</th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Restrictions satisfied</td>
<td>695,804</td>
<td>(695,804)</td>
<td>-</td>
</tr>
</tbody>
</table>

**TOTAL OPERATING REVENUE**

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Without Donor Restrictions</strong></td>
<td>$4,580,993</td>
</tr>
<tr>
<td><strong>With Donor Restrictions</strong></td>
<td>$431,755</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$5,012,748</td>
</tr>
</tbody>
</table>

### OPERATING EXPENSES

**Program services:**

<table>
<thead>
<tr>
<th>Description</th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership services</td>
<td>723,346</td>
<td>-</td>
<td>723,346</td>
</tr>
<tr>
<td>Chapter operations</td>
<td>1,861,779</td>
<td>-</td>
<td>1,861,779</td>
</tr>
<tr>
<td>General education and outreach</td>
<td>501,023</td>
<td>-</td>
<td>501,023</td>
</tr>
<tr>
<td>Habitat projects</td>
<td>1,272,112</td>
<td>-</td>
<td>1,272,112</td>
</tr>
<tr>
<td>Research</td>
<td>199,489</td>
<td>-</td>
<td>199,489</td>
</tr>
<tr>
<td>Advocacy</td>
<td>52,184</td>
<td>-</td>
<td>52,184</td>
</tr>
</tbody>
</table>

**Supporting services:**

<table>
<thead>
<tr>
<th>Description</th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td>416,301</td>
<td>-</td>
<td>416,301</td>
</tr>
<tr>
<td>Fundraising</td>
<td>189,668</td>
<td>-</td>
<td>189,668</td>
</tr>
</tbody>
</table>

**Total Operating Expenses**

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Without Donor Restrictions</strong></td>
<td>$5,215,902</td>
</tr>
<tr>
<td><strong>With Donor Restrictions</strong></td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$5,215,902</td>
</tr>
</tbody>
</table>

**Change in net assets from operations**

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Without Donor Restrictions</strong></td>
<td>(634,909)</td>
</tr>
<tr>
<td><strong>With Donor Restrictions</strong></td>
<td>431,755</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>(203,154)</td>
</tr>
</tbody>
</table>

### NON-OPERATING INCOME (EXPENSES)

<table>
<thead>
<tr>
<th>Description</th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net investment return</td>
<td>(389,485)</td>
<td>(13,957)</td>
<td>(403,442)</td>
</tr>
<tr>
<td>Gain on disposal of property and equipment</td>
<td>10,634</td>
<td>-</td>
<td>10,634</td>
</tr>
<tr>
<td>Gain from uncollectible pledges receivable</td>
<td>100,000</td>
<td>-</td>
<td>100,000</td>
</tr>
<tr>
<td><strong>Depreciation expense</strong></td>
<td>(186,464)</td>
<td>-</td>
<td>(186,464)</td>
</tr>
<tr>
<td><strong>Total non-operating income (expenses)</strong></td>
<td>(465,315)</td>
<td>(13,957)</td>
<td>(479,272)</td>
</tr>
<tr>
<td><strong>Change in net assets</strong></td>
<td>(1,100,224)</td>
<td>417,798</td>
<td>(682,426)</td>
</tr>
</tbody>
</table>

**Net assets at beginning of year**

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Without Donor Restrictions</strong></td>
<td>6,236,654</td>
</tr>
<tr>
<td><strong>With Donor Restrictions</strong></td>
<td>1,063,375</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>7,300,029</td>
</tr>
</tbody>
</table>

**NET ASSETS AT END OF YEAR**

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Without Donor Restrictions</strong></td>
<td>$5,136,430</td>
</tr>
<tr>
<td><strong>With Donor Restrictions</strong></td>
<td>$1,481,173</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$6,617,603</td>
</tr>
</tbody>
</table>
THANK YOU . . .

The RGS and AWS sincerely thank the following supporters for their generous contributions to habitat creation for forest wildlife and dedication to the mission.

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Bernie Luedtke
Dave Lukaszewski
David Maerker
David Maerker
Robin Marohn
James Marr
Chad Matushak
Jerome McAllister
Dr. Mark McCann
Dr. Bob McClellan
Pat McLaughlin
Russ McMinn
Meatski’s Meat
Robert Meddaugh
Bradley Meer
Phil Menzner
Roger Meyers
Mike Miller
Philip Miller
Tim Miller
Roger Mixter
Michael Mohr
William Moir
Brian Mueller
Haskell Noyes
Craig Oehmichen
Trevor Oleson
Peggy Ongna
Mike Opelt
Mike O’Reilly
Michael Palmisano
Lynn Parsons
Robert Parsons
Don Patzfahl
William Peter
Kenneth Petersen
Robert Peterson
Mark Proczazka
Matthew Quasius
Dave Reardon
Mike & Joan Reed
Matthew Rehmann
Ronald Rehmann
Ronald Rellatz
Brian Ruechel
Milt Rusch
Jim Sarkauskas
Steve Sash
Darrell Scherwinski
Dave Schiltz
Ronald Schmidt
Scott Schoenherr
John Schroeder
James Schuettpelz
Bobby Schut
Tony Schutz
Michael Schwabe
David Schwabe
Michael Schwabe
Girard Senn
Sentry Insurance
Jeff Serchen
Paul Seul
Jim & Kathy Shurts
Jeff Sievert
Dave Smith
Jay Smith
Ted Sommer
Jim & Jeanne Soukup
James Sparks
Michael Specht
Jill Spenningsby
Bob Spoerl
Mike Streveler
Stan Strub
Larry Stutzriem
James & Rose Teal
Faith Technologies
Henry Tennissen
Gerald Thiede
Jake Tilton
John Trzesniewski
Ken & Mary Jo Tuckwell
Bob Van Ert
Tim Voigt
Tim Voigt
Brad Wagner
Bill Wanie
Gary Warmington
Michael Waugas
Steve Weekly
Timothy Wendt
Karl Wesener
William (Chip) Whitsitt
Daniel Wicklund
Wild Woods Taxidermy Studio LLC
Pete Wilke
Jeffrey Williams
Paul & Michelle Williams
Daniel Williams
Daniel Williams
Robert Wood
Tayt Wuehrich
David Wunrow
Greg Young
Jess Zink
Karl Zore

WEST VIRGINIA
Allegheny Veterinary Services
Mervyn Allen
James Bailey
Aaron Brown
Sandi Davison
Thomas Ditty
Bruce & Dixie Edmond
Robert Farance
Stanley Grimmnett
Ryan Holcomb
Jeff Kittle
Philip Knierim
Herb Kwasniewski
James Lemons
Walt Lesser
Jerrad Luthy
Clifton Neal
Chris Neal
Ronald Phillips
Harold Pickens
Paul Ridgely
Arch Riley
Bill Seaman
Fred & Polly Taylor
Don Teska
Pete Thomas
Richard Topping
Mike Waryck
James Weeks

THANK YOU!
# RGS & AWS Board and Staff

## Board of Directors

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>David Moore</td>
<td>Chair</td>
</tr>
<tr>
<td>George Rich</td>
<td>Vice Chair</td>
</tr>
<tr>
<td>Brian Smith</td>
<td>Treasurer</td>
</tr>
<tr>
<td>Tracy T. Larsen</td>
<td>Secretary</td>
</tr>
<tr>
<td>Terry Wilson</td>
<td>Immediate Past Chair</td>
</tr>
<tr>
<td>Bruce Bennett</td>
<td></td>
</tr>
<tr>
<td>Joe Byers</td>
<td></td>
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<tr>
<td>Seth Dizard</td>
<td></td>
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<tr>
<td>William Krazinski, Jr.</td>
<td></td>
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<tr>
<td>David Kuritzky</td>
<td></td>
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<tr>
<td>Shane T. Mengel</td>
<td></td>
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<tr>
<td>Julie Sandstrom</td>
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<tr>
<td>Roy Smith</td>
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</table>

## Directors Emeriti

<table>
<thead>
<tr>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>S. Prosser Mellon</td>
</tr>
<tr>
<td>Sally B. Searle</td>
</tr>
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</table>

## Headquarters Staff

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benjamin C. Jones</td>
<td>President &amp; CEO</td>
</tr>
<tr>
<td>Mark D. Fouts</td>
<td>Vice President of Member Relations</td>
</tr>
<tr>
<td>Sean Curran</td>
<td>Vice President of Mission Sustainability</td>
</tr>
<tr>
<td>Tracy M. Greene</td>
<td>Director of Headquarters Operations</td>
</tr>
<tr>
<td>Kim Swisher</td>
<td>Manager, Accounting</td>
</tr>
<tr>
<td>Alison Kelley</td>
<td>Banquet Communications &amp; Graphic Design</td>
</tr>
<tr>
<td>Dave Wilhelm</td>
<td>Shipping &amp; Receiving</td>
</tr>
<tr>
<td>Seth Heasley</td>
<td>Digital Media</td>
</tr>
<tr>
<td>Nicole Parkhurst</td>
<td>Member Services &amp; Project Manager</td>
</tr>
<tr>
<td>Brenda Donegan</td>
<td>Accountant, Payables/Receivables</td>
</tr>
<tr>
<td>Jared Elm</td>
<td>Forest Wildlife Specialist, WI – RGS position supported in partnership with USDA-NRCS and WI DNR Regional Directors</td>
</tr>
<tr>
<td>Dan Hoff</td>
<td>Forest Wildlife Specialist, WI – RGS position supported in partnership with USDA-NRCS and WI DNR Regional Directors</td>
</tr>
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## Conservation Policy & Programs

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brent A. Rudolph, Ph.D.</td>
<td></td>
</tr>
</tbody>
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## Biologists

<table>
<thead>
<tr>
<th>Name</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Linda D. Ordiway, Ph.D.</td>
<td>Mid-Atlantic &amp; Southern Appalachia</td>
</tr>
<tr>
<td>Heather Shaw</td>
<td>MI, OH &amp; IN</td>
</tr>
<tr>
<td>Jon Steigerwald</td>
<td>MN, WI, IA &amp; IL</td>
</tr>
<tr>
<td>Andrew P. Weik</td>
<td>NY, New England, Eastern Canada &amp; LA</td>
</tr>
<tr>
<td>Ted Dick</td>
<td>MN – MNDNR position partially funded by RGS</td>
</tr>
</tbody>
</table>

## Regional Directors

<table>
<thead>
<tr>
<th>Name</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dave “Swede” Johnson</td>
<td>Lead RD, WI, Western UP of MI, IA &amp; IL</td>
</tr>
<tr>
<td>Betsy Dullum</td>
<td>MN, WA &amp; LA</td>
</tr>
<tr>
<td>Scott Grush</td>
<td>Eastern UP of MI, Lower Peninsula of MI</td>
</tr>
<tr>
<td>Dave Hansroth</td>
<td>Central, Southcentral and Southeast PA, Southeast WV, MD, NC, SC, VA, TN &amp; KY</td>
</tr>
<tr>
<td>Joe Levesque</td>
<td>Northeast PA, New England</td>
</tr>
<tr>
<td>Lisa M. Rossi</td>
<td>IN, OH, Western PA, WV &amp; GA</td>
</tr>
</tbody>
</table>

For updated staff listings and contact information, go to www.ruffedgrousesociety.org.

... dedicated to preserving our hunting traditions by creating healthy forest habitat for ruffed grouse, American woodcock and other wildlife.