**Oregon Chapter of the American Fisheries Society**

**Work Plan Fiscal Year 2024-25**

(May 1, 2024 - April 30, 2025)

**Objective:** The Oregon Chapter of the American Fisheries Society (Chapter) will be led by a dedicated Executive Committee (ExCom) that is motivated to continue the Chapter’s pursuit of excellence. As part of this effort, the Chapter will continue providing high-quality communications, meetings, and legislative input. To stay active and relevant, the Chapter will maintain current functions that have proven effective. In addition, the Chapter will explore opportunities to grow our profession through mentoring, communication, and pursuing new opportunities.

**Goals:** To implement the mission, accomplish the objectives, and serve the membership, the Chapter will continue to offer trainings, maintain active external committees, pursue mentoring opportunities, award scholarships and assistance to students and early career professionals, and encourage information exchange at the annual meeting, through the website, and with social media and the listserv. The Chapter will continue to encourage participation in all the Chapter activities from federal, tribal, state, private, non-governmental, and academic institutions to increase and maintain a diverse, inclusive, active, and effective membership. The Chapter’s detailed goals (#) and objectives (#.#) as described in the Strategic Plan for 2020-2025, and the actions (a, b, etc.) planned to achieve them during FY 2024-25 are as follows:

1. **Develop programs that advance understanding of fishery science and responsible stewardship of fishery resources.**
   1. Host a high-quality annual meeting.
2. Maintain a meeting format and content similar to recent years, with depth and diversity of topics, social and professional networking opportunities, and mentoring of students and early career professionals.
3. Continue recruiting participation from a broad spectrum of organizations, institutions, and professionals from all relevant disciplines.
4. Explore opportunities for increased accessibility for participation through remote viewing options.
5. Keep annual meeting fees and support options similar to other fisheries meetings in the region.
6. Consider feedback from post meeting surveys of previous meetings to address concerns and implement ideas provided by Chapter members and supporters.

1.2 Host/sponsor professional development workshops as part of annual meetings and as stand-alone events.

1. Host workshops during the 2025 annual meeting to provide current and relevant training to our membership.
2. Host, co-host, or fund workshops, external committee functions, or symposia separate from Annual Meeting when relevant subjects and adequate support (personnel, financial) are available.
   1. Sponsor and support other groups and organizations workshops, events, trainings that advance the mission of the Oregon Chapter.
3. Research and network with appropriate organizations that complement the ORAFS mission (e.g., The Wildlife Society, Oregon Sea Grant, Pacific Northwest Aquatic Monitoring Partnership).
4. Maintain an AFS/TWS liaison between the ORAFS and TWS on issues relevant to both organizations.
   1. Connect members with opportunities to participate in regional and national fishery events and activities through our newsletter, website, and social media platforms.
5. Advertise regional and national events, activities, and volunteer opportunities via the Piscatorial Press (PP), ORAFS website, and social media platforms, following ORAFS media policy.
6. Ensure Chapter member, meeting attendee, and the Chapter listserv are maintained, kept up-to-date, and used for targeted messaging.
7. Advertise ORAFS events in Fisheries magazine and on the AFS and WDAFS websites.
8. Encourage attendance at ORAFS, WDAFS, and AFS annual meetings.
9. Provide financial support for publications, meetings, and workshops that align with the ORAFS mission. *This line item fits better in 1.3 above based on the way it is being used for meetings and workshop sponsorships but due to checking account tracking log it needs to stay here in the work plan*.
   1. Actively consider hosting Society and Western Division AFS meetings.
10. Provide financial support to the President (or designee) to attend the 2024 AFS (joint with WDAFS and the Pacific Islands Chapter) Annual Meeting in Honolulu, Hawaii to represent ORAFS.
11. *Because there is no WDAFS meeting this FY, this should be deleted from the work plan but due to checking account tracking log it needs to stay here in the work plan as a placeholder.*
12. Provide financial support to the President (or designee) to attend the Western Division mid-year retreat.
13. Solicit bids, review options, and sign a contract with a venue to host the WDAFS 2026 Annual Meeting.
    1. Connect members with opportunities to publish and present scientific findings in appropriate forums through our newsletter, website, and social media platforms.
14. Maintain an Annual Meeting format that includes the maximum number of presentations and posters as possible.
15. Solicit articles/research for inclusion in quarterly newsletter.
16. Solicit contributions to, or review of, White Papers from Chapter members, regardless of their membership on an external committee.
17. Encourage the use of the Chapter’s social media platforms to share information.
18. Host webinar or lunch talks with relevant subjects with adequate support.
19. **Advocate policies and laws that benefit the conservation and sustainability of Oregon fishery resources and their aquatic ecosystems.**
    1. Maintain a presence in the Oregon legislative process and subsequent development of administrative rules by contracting a legislative liaison and keeping an active legislative external committee.
20. Fund a legislative liaison (shared with ORTWS) in Salem to track bills that are important and relevant to the Chapter and provide weekly or monthly reports and suggestions as warranted.
21. Respond orally or in writing, as appropriate, to Oregon legislative actions, and to local, state, or federal policies that affect conservation and sustainability of Oregon fishery resources.
22. Continue to coordinate with legislative liaison and external committee chairs to develop or update White papers and position papers to support or refute legislative bills that are relevant to the Chapter’s mission.

* 1. Maintain awareness of, and ability to respond to, policies developed for use by fishery managers at local, state, and federal levels. Coordinate with Chapter external committees and/or membership to respond orally or in writing when appropriate.

1. Encourage participation in and increase activity of external committees to address relevant topics and issues. Provide funding for mileage and per diem.
2. Create documents, such as White papers or reference documents, on timely issues as necessity demands.
3. Review regional and national-level information from AFS, WDAFS, and other sources for potential action by ORAFS.

1. **Increase public awareness, understanding, and appreciation of fishery resources amongst chapter members and the general public.**
   1. Ensure that resources are available to assist and promote fishery and aquatic education in schools and maintain and update education materials as needed.
2. Promote involvement of Oregon youth in the Hutton Junior Fisheries Biology Program.
3. Advertise, promote, and fund ORAFS Education and Outreach grants to local schools.
4. *This is intentionally blank for checking account tracking log purposes. In a previous work plan, there was something here that was funded. Because there is a 3.1c code in the checking account tracking log, there can never be another 3.1c funded work plan item.*
5. Sponsor up to two fish culture staff and one fish culture student to attend either the Northwest Fish Culture Concepts (NWFCC) Workshop or the 2025 annual meeting of Oregon AFS in Bend. *This should be in 1.4e above but can’t move it due to checking account tracking log.*
   1. Maintain a user-friendly web page and an active presence amongst appropriate social media platforms consistent with the chapter’s social media policy.
6. Periodically update the website including home page photos to maintain user interest.
7. Distribute features of interest, information on conferences via the Piscatorial Press, ORAFS listserv, and social media platforms.
8. Utilize social media platforms to promote ORAFS and update the membership on ORAFS activities.
   1. Develop Communication Strategy and Plan.
9. Unsure what this Strategic Plan item means, but because it is in the strategic plan, I am leaving it here as a placeholder. This FY25 work plan will not be addressing this goal.
10. **Promote development of fishery and aquatic science students.**
    1. Provide competitive scholarships to student candidates.
11. Solicit applications, fund, and award (if warranted) four student scholarships of at the annual meeting – one scholarship each for an Associate’s degree candidate, Bachelor’s degree candidate, M.S. candidate, and Ph.D. candidate.
12. Solicit applications, fund (if available funding in Operating Budget), and award (if warranted) the Carl Bond Scholarship.
13. Provide a diversity scholarship from funds in the Albert G. Lassuy Memorial DEI Endowment.
    1. Encourage participation of Oregon college and university students in annual meetings by offering cost-effective attendance options as well as events that facilitate interactions between students and fisheries professionals.
14. Continue a student volunteer program that will provide clear direction in regard to the number of student volunteers needed, specific tasks and duties, and expectations. In exchange for service, students may receive free lodging for the annual meeting.
15. Outreach with Oregon colleges and universities with fishery, aquatics, and environmental programs with opportunities for students to participate in the Chapter.
16. Maintain mentorship program between students and Chapter members with student mentor mixer at annual meeting.
    1. Encourage and promote active participation in Oregon Chapter student subunits.
17. Maintain student representatives as members of the ExCom.
    1. Provide experience and educational support to student subunits to encourage their participation and interaction with Chapter professionals.
18. Provide financial support for specific ExCom-selected Student Subunit or student activities as requested.

* 1. Maintain a portion of the web page that advertises career opportunities for students and early career professionals.

1. **Support and encourage development of professional members.** 
   1. Host a high quality annual meeting with networking, training, and information sharing opportunities.
2. See 1.1 (a-e) above.
   1. Maintain a portion of the web page that supports professionals through information exchange and career opportunities.
3. Post annual meeting program and abstracts to the website.
4. Maintain a job announcement page.
   1. Promote and support member participation in the AFS professional certification program.
5. Provide reimbursements for professional certifications.
6. Maintain link from ORAFS website to AFS Professional Certification Program webpage and promote in the Piscatorial Press.
7. Collaborate with AFS and WDAFS leadership on benefits of AFS certification.
   1. Provide financial support (e.g., fish‐out‐of‐water waivers) or other mechanisms to reduce barriers (financial, transportation, etc.) and increase access for early professionals and members to attend ORAFS annual meetings and programs.
8. Provide reduced registration (set at the student rate) to professionals, students, and community members.
9. Provide reduced registration (set at the student rate) for Tribal members or members of an indigenous community.
   1. Advertise and promote nominations for Chapter awards for deserving professionals, including non-traditional members of the fisheries and aquatic communities.
10. Recognize professionals for outstanding accomplishments and present awards at the annual meeting, as warranted.
11. Award certificates to winners of best student paper and poster presentations at Chapter annual meeting. *This is under code 4.1.a in the budget spreadsheet but can’t change it due to checking account tracking log.*
12. **Promote an inclusive fisheries professional environment to create and maintain diverse membership.**
    1. Maintain an informative quarterly newsletter with quarterly features.
13. Actively solicit Chapter members to provide feature articles on research and management issues.
14. Promote website, social media forums, and encourage listserv sign up.
15. Ensure newsletter reaches membership and interested parties by maintaining an accurate and up to date Chapter membership and listserv.
    1. Promote AFS/ORAFS membership to fishery and aquatic scientists from a variety of professional disciplines of the profession.
16. Solicit annual meeting planning team participants from a broad range of members and potential members.
17. Solicit participation on the ExCom from a broad range of members.
18. Ensure annual meeting presentations and events include a diversity of topics and disciplines (See 1.1 a-e above).
19. Advertise the annual meeting among networks of diverse disciplines.
    1. Encourage participation of under-represented groups and increase outreach, recruitment, and retention of a membership reflective of the human diversity of Oregon.
20. Actively educate the Chapter about diversity topics and biases, and how biases can be overcome.

6.3.1 Engage a DEI Consultant to assess needs for creating a more inclusive, equitable and diverse chapter, and create an action plan. *(Numbering here matches the Strategic Plan)*

1. Work with DEI Committee to formulate next steps to improve on being a more inclusive, equitable, and diverse chapter.

6.3.2 Initiate capital campaign to supplement Lassuy Endowment and maintain a permanent fund for promotion of inclusion, equity, and diversity (nexus with Objective 7 strategies). *(Numbering here matches the Strategic Plan)*

1. **Maintain Financial Responsibility and Investments.**
   1. Plan annual budget based in accordance with the Financial Sustainability Plan and Investment Policy (FSPIP).
   2. Administer chapter finances to maintain annual budget solvency and long-term chapter financial sustainability in accordance with FSPIP.
2. Maintain the Financial Sustainability Committee and follow the Chapter’s Financial Sustainability Plan and Investment Policy.
3. Identify prudent options for utilizing annual disbursement funds consistent with the FSPIP.

1. **Regularly assess Chapter and Executive Committee operational structure to optimize chapter productivity and efficiency.**
   1. Annually review and update the Internal and External Committee structure (e.g. expand or consolidate) and Oregon Chapter AFS Administrative Handbook as needed.
2. Work with Treasurer to reduce workload and develop a more sustainable practice of budget tracking.
3. Solicit feedback from membership and interested parties to better understand barriers to participation in Chapter leadership.
   1. Update by-laws when appropriate and needed to meet chapter objectives.