



Photo description: Signing of the original National Fish Habitat Action Plan on April 26, 2006, on the banks of the Potomac River (Fletcher's Boat House Grounds) in Washington, DC.



Board Meeting Book

April 28, 2026

Virtual Meeting

National Fish Habitat Board Meeting
Tuesday, April 28, 2026
1:00 PM EDT – 4:00 PM ET

[Teams Meeting](#)

Meeting ID: 286 091 253 157 29

Passcode: 4BE6od2B

Time (EDT)	Agenda Item	Tab	Lead(s)
1:00 PM	<p>Welcome <i>Desired Outcomes:</i></p> <ul style="list-style-type: none"> • Welcome to new Board members • Board vote to approve January Board meeting summary • Board vote to approve April 28th Board meeting agenda. • Board member activities report out. 	Tab 1	Tim Schaeffer (NFHP Board Chair)
1:15 PM	<p>National Aquatic Connectivity Collaborative <i>Desired Outcomes:</i></p> <ul style="list-style-type: none"> • Board awareness of NACC’s work with FHPs, the S&D Committee, and federal and state agencies 		Kat Hoenke (Board Staff, NACC Coordinator)
1:45 PM	<p>Update on National Fish Habitat Action Plan (3rd Edition) <i>Desired Outcomes:</i></p> <ul style="list-style-type: none"> • Board awareness of the status of the Action Plan Revision 		Jason Olive and Alex McOwen (Board Staff)
1:55 PM	<p>FY2026 Fish Habitat Conservation Projects Approval Status and Next Steps <i>Desired Outcomes:</i></p> <ul style="list-style-type: none"> • Board discussion and decision on emergency action related to non-approval of FY26 project list 		Tim Schaeffer (NFHP Board Chair)
2:30 pm	<p>Communications Committee <i>Desired Outcomes:</i></p>	Tab 2	Jake Slager (Board Member) and Ryan Roberts (NFHP Staff)

- **Board awareness** of 20th anniversary social media and website implementation.

2:40 PM **BREAK**

2:55 PM **Governance Committee**

Desired Outcomes:

- **Board awareness** of Committee activities.

Doug Austen (*Board Member*)

3:05 PM

The Fund

Desired Outcomes:

- **Board awareness** of latest activities and **vote of non-Federal members on** revised Fund Bylaws.

Tab 3

Julie Carter
(*Fund Board*)

3:35 PM

Policy Committee

Desired Outcomes:

- **Board awareness** of plans for NFHP events in DC around the July Board meeting.

TBD

3:45 PM

New Scoring System for FHPs

Desired Outcomes:

- **Board awareness** of the development of a new scoring system for evaluating FHP performance that gives more weight to coordination efforts

Stan Allen (*Board Member*) and **Jason Olive**
(*Board Staff*)

4:00 PM

Adjourn

January NFHP Board Meeting Attendance & Meeting Summary

	Last Name	First Name	January 28	January 29
1	Allen	Stan	X	X
2	Austen	Doug	X	X
3	Bonds	Craig	X	X
4	Branham/Jepsen	Sharif/Sharmila	X	X
5	Carter	Julie	X	X
6	Gilliland	Gene	X	X
7	Golden	David	X	X
8	Horton/Gilliand	Chris/Gene	X	X
9	Kruse	Carter	X	X
10	Leonard/Bevan	Mike/Connor	X	X
11	Lohr	Steve	X	X
12	Micciche	Peter	X	X
13	Miko	David	X	X
14	Moore	Chris		X
15	Moore	Bryan	X	X
16	Nakayama	Ian	X	X
17	O Keefe	John	X	X
18	Perry	Steve	X	X
19	Rauch/Robinson	Sam/Carrie	X	X
20	Ringia	Adam		X
21	Rivers	Pat	X	X
22	Schaeffer	Timothy D.	X	X
23	Schumann	Sarah	X	X
24	Shimoda	Risa	X	X
25	Slager	Jake	X	X
26	Trushenski	Jesse	X	X
27	Wagner/Hu	Paul/David	X	X
28	Wright	Charles		

Approved by Motion:

Day 1

- **Approve the January NFHP Board Meeting Agenda** – motion by Jake Slager, seconded by Jesse Trushenski
- **Approve the November meeting notes pending a correction to the AFWA President’s Task Force roster** – motion by Jesse Trushenski, seconded by Carter Kruse

Day 2

- **Move into Executive Session** – motion by Craig Bonds, seconded by Carter Kruse
- **Move out of Executive Session** – motion by Jesse Trushenski, seconded by Carter Kruse
- **Approve raising the cap on FHP operational funding from \$125K to \$200K for FY27** – motion by Stan Allen, seconded by Julie Carter
- **Approve the adoption of 2 new chapters for the NFHP Procedures Manual as presented** – motion by Doug Austen, seconded by Gene Gilliland

National Fish Habitat Board Meeting Summary

Wednesday, January 28, 2026

Time (CST)	Agenda Item	Tab	Lead(s)
1:35 PM	<p>Welcome</p> <p><i>Desired Outcomes:</i></p> <ul style="list-style-type: none"> • Around the room introductions • Board action to approve agenda and November 2025 meeting summary. • Board members’ highlight their NFHP-related actions since the last meeting 	1	Chair Tim Schaeffer & All Attendees

The Board convened a few minutes behind schedule since they were returning to Ridgedale from a luncheon they attended in Springfield with Bass Pro Shops. Tim Schaeffer kicked off the meeting welcoming everyone to Table Rock Lake and the group voted to approve the meeting agenda and the November meeting summary (with minor edits).

1:30 PM	<p>Upcoming Board Meeting Schedule Preview</p> <p><i>Desired Outcomes:</i></p> <ul style="list-style-type: none"> • Board awareness of upcoming meeting schedule. 	2	Alex McOwen (NFHP Board Staff)
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Due to the Board running behind schedule, this session was skipped, however all Board members have a copy of the schedule in the Board book. Upcoming meetings are as follows: April 28th Virtual 1-4 PM ET, July 28 – 29 (Washington, DC Meeting), November 4th Virtual 1-4 PM ET.

3:45 PM	<p>Missouri Department of Conservation Welcome</p> <p><i>Desired Outcomes:</i></p> <ul style="list-style-type: none"> • Board welcomed by local Department of Conservation leadership. 		Jason Sumners (Director, MO DOC)
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The Board was briefly welcomed by Missouri Department of Conservation Director, Jason Sumners, who introduced his staff in the room who shared more detail about the fish habitat conservation work later in the Board meeting agenda.

- 4:00 PM **USFWS Update** **David Miko (NFHP Board)**
Desired Outcomes:
- **Board awareness** of FY26 budget outlook and other USFWS items of interest.

Dave Miko started by thanking the Chair for taking the opportunity to meet and talk with USFWS Director Nesvik in-person back in early January. Dave shared that during this meeting, they highlighted the value of NFHP and the critical support provided by the USFWS and their staff. Dave mentioned the scientific and technical assistance support funding (\$400K) described in the ACE Act, which USFWS remains the only federal agency to request and receive. Director Nesvik was also invited to be a plenary speaker at the AFWA annual meeting in PA.

Dave shared that USFWS reached out to AFWA and regional AFWAs asking for their priority items for USFWS to address, and maintaining funding for NFHP is on that list.

Dave Miko shared that the NFHP FY26 project list is still in review with the Secretary of the Interior and provided a brief budget update. The President signed a minibus that included funding for NFHP at the FY25 level. Finally, Dave told the Board about some of the Freedom 250 activities the USFWS will be hosting or participating in this year and the theme is “By Land, By Water, and By Air” and that there may be opportunities for NFHP to join some events.

- 4:15 PM **Reservoir Fish Habitat Partnership Overview and Partner Presentations** 3 **Doug Nygren, Shane Bush, and Jon Stein (RFHP)**
Desired Outcomes:
- **Board awareness** of work of RFHP and Friends of Reservoirs Chapters to conserve reservoir habitat

A series of presentations from Reservoir Fish Habitat Partnership and their local partners rounded out the day. First, Shane Bush, a biologist with Missouri DoC, highlighted work being done in three Missouri reservoirs using funding provided by the Bass Pro Shops Outdoor Fund and NFHP, that included a Christmas Tree recycling program with the Boy Scouts of America, efforts to reduce nutrient inputs to Table Rock Lake from septic tanks in the watershed, as well as huge projects on the three lakes to add brush habitat to the lakes. [Shane Bush Shane.bush@mdc.mo.gov]

John Stein, a biologist with the Arkansas Game and Fish Commission, shared some habitat improvement projects from his region, particularly Beaver Lake, that were funded by the Bass Pro Shops Outdoor Fund and NFHP. Much of the presentation focused on the work of the Northwest Arkansas Fish Habitat Alliance, who places brush in local reservoirs, conducts streambank stabilization and barrier removals in reservoir tributary streams. Their group is also working with local schools to grow native aquatic plants for eventual out-planting in reservoirs.

Finally, Doug Nygren spoke on behalf of the Reservoir Fish Habitat Partnership (RFHP). He highlighted the role of the Friends of Reservoirs non-profit and that they have 160+ members and have completed projects in 27 states. RFHP runs a large and small grant program and a Mossback and reef ball grant program. Moving forward, RFHP is aiming for larger projects with bigger impact and aims to educate stakeholders, share effective BMPs and develop new partnerships.

5:30 PM **The National Fish Habitat Fund ('The Fund')**

Julie Carter (NFHP Board)

Desired Outcomes:

- **Board awareness** of name change, new website, and other pending changes

Julie Carter provided an update about the National Fish Habitat Fund which elected to change their name from Beyond the Pond. The rebrand was sparked by the timing of the trademark renewal as well as the 20th anniversary of NFHP. They will be known internally as "The Fund". The web domain (fishhabitatfund.org) has been purchased and will be launching in early 2026. All fund balances have been reported to FHPs and the group is reviewing and updating bylaws (April approval) and filling two remaining Board member seats. They will also develop fiscal agent guidance for standardized request process and the form will be built later in the spring via JotForm. The Fund will use a 15% federal de minimus rate for grants and sponsorships and take no indirect on individual donations. She also shared that Flipcause filed for bankruptcy December 2025 and NFHP had an outstanding balance of \$7,600. The Fund is crediting FHPs with those balances.

5:00 PM **ADJOURN**

5:00 PM **Social Gathering**

Day 2 – Thursday, January 29, 2026

Time (CST)	Agenda Item	Tab	Lead(s)
9:00 AM	Welcome Back		Chair Tim Schaeffer

To start meeting day 2, Tim Schaeffer encouraged Board members to share any NFHP-relevant activities or events with the Board that have been going on since the last Board meeting. Several Board members shared items including:

- Dave Golden – NJ placed a one page ad for NFHP in their annual fishing regulations booklet. Other members noted that MN and ID have done the same this year.
- Jesse Trushenski – Columbus AFS 2026 meeting will have a NFHP focus thanks to Gary Whelan
- Carter Kruse – making connections between the leadership of the American Farmland Trust and the Fishers and Farmers Partnership
- Doug Austen – shared that an announcement of the location of the new National Center for Ecologically Sustainable Water Conservation & Management (Center) will come in the next couple of weeks (<https://www.instreamflowcouncil.org/training-center/>)



9:10 AM	20th Anniversary Celebration Update <i>Desired Outcomes:</i>		Jake Slager (NFHP Board) and Ryan Roberts (NFHP Board Staff)
	<ul style="list-style-type: none"> • Board awareness of plans for upcoming activities and communications efforts 		

Jake Slager provided the Board an update from the Communications Committee. He highlighted that the Committee met with Meateater, media outlet representing conservation organizations (connected with Yamaha and NFHP) and that Meateater will feature NFHP on trivia show in spring or summer and will amplify on their podcast (~1M followers). Jake also highlighted plans for the 20th anniversary including:

- ICAST opportunity (free booth for NFHP being provided) and we will be included as part of the TRCP panel and lunch.
- AFWA President’s task force & participation in regional AFWA meetings to showcase FHP work (NEAFWA in WV in April 2026)
- AFS – plenary and Partner with a Payer event
- Virtual celebration 4/27 from 1-2:30 PM ET

- Coca-cola is sponsoring some events
- Other events: Board member, Risa is coordinating a program for Ohio River Basin Alliance – 60 events with 60 congressional districts in 14 states. Asking for co-brand their event for Ohio River Basin – goal is to increase awareness among the caucus (<https://www.ohioriverbasinalliance.org/myorba>)

Gary Whelan reminded the Board that the AFS Fisheries Magazine has been publishing our NFHP series and we have a few more FHP stories ready to go in which puts us at 7 in total. NFHP is wrapping up a few FHP storymaps that were funded by MSCG from 2024 – [ACFHP](#), EBTJV, Driftless, and PMEP/PLCI/[CFPE](#) (hosted at PSMFC, supported by Kate Sherman).

The Committee highlighted plans to do ‘habitat highlights’ on social media and release FHP fact sheets developed by April 2026. Gene Gilliland added that the Wonders of Wildlife Museum in Springfield, MO (bass fishing hall of fame) may be an area of opportunity to showcase NFHP and that The Outdoor Fund staff was interested in filming content of NFHP projects and connecting with FHPs. Board members also discussed in-store opportunities to highlight the work of NFHP including Bass Pro/Cabellas using their in-store aquarium areas to have a QR code to highlight NFHP or the work of a local FHP.

9:45 AM **Executive Session to Discuss New Board Member Nominees**

Chair Tim Schaeffer
(NFHP Board)

The Board held an executive session for about 1 hour to discuss the candidates for three open seats on the Board.

10:30 AM **BREAK**

10:45 AM **Vote on Three Board Seats**

Chair Tim Schaeffer
(NFHP Board)

Upon reconvening after an Executive Session, the Board voted to elect the following people to the 3 Board seats (nominees required at least 17 votes (2/3 of Board members present) to be elected to the seat):

- Gene Gilliland (25/25 votes)– Freshwater Recreational Anglers
- Connor Bevan (20/25 votes) - Recreational Sportfishing Industry
- Kellie Ralston (19/25 votes) - Habitat Conservation Organization

11:00 AM **2026 Action Plan Approval**
Desired Outcomes:

Alex McOwen and Jason Olive (NFHP Board Staff)

- **Board discussion and vote** on the 2026 National Fish Habitat Action Plan

Jason Olive presented an update about the process to draft and finalize the 3rd edition of the NFHP Action Plan. He issued a reminder that the Plan is for all of NFHP, not just the Board. In the revision process, many external stakeholders (52 survey respondents & 13 sets of document comments) have provided input as well as this Board and we have received additional reviews this week from 2 members of the Board. Board members shared their additional comments and reactions to the new

comments submitted by Board members. There was discussion about specific strategies, the document’s introduction, and some of the overall tone, themes, and items that some Board members felt were left out of the plan. With that, the Chairman decided not to hold a vote during this meeting, but instructed the team to work through the proposed edits and resubmit the Plan to the Board for additional review with a vote to be held at a later time.

Also, during the Action Plan discussion, Steve Lohr (USFS) indicated that he may be able to provide communications capacity to support the copy editing and publication of the NFHP Action Plan.

12:30 PM **Partnerships Committee Report** 4 **Stan Allen (NFHP Board)**

Desired Outcomes:

- **Board vote** on raising the limit on FHP Operations funds

Stan Allen presented to the Board a proposal from the Partnerships Committee to increase the cap on FHP operational funding from \$125K to \$200K for implementation in FY27. Operational funds are used for a wide variety of actions including coordinator salary and benefits, fiscal sponsor indirect, travel, steering committee meetings, website and communications, outreach and education, science and data efforts, and more. This funding is not subject to 1:1 non-federal match and is not part of the package that is annually submitted to the Secretary of the Interior. There was brief discussion on this motion and the motion was passed by the Board. Stan noted that with this new model, the Committee will need to develop a new scoring rubric for FHPs in order to evaluate the effectiveness of operational funding.

12:40 PM **MSCG Application Follow-Up** **Jason Olive and Gary Whelan (NFHP Board Staff)**

Desired Outcomes:

- **Board awareness** of the outcome of the grant applications and implications

Jason Olive shared an update with the Board that neither of NFHP’s 2025 multistate conservation grant proposals (NFHP Assessment and NFHP Action Plan & Communications) were selected to receive funding. Given this, the Board will need to fund the remaining NFHP Assessment costs (~\$270K) from their project funding for FY26. Gary Whelan shared some lessons learned from completing the 2025 NFHP Assessment to advise the Board about the 2030 assessment. He advised that the Board may want to set aside funding to support the 1-2 FTEs that are needed to support the next assessment. The Board can still apply for future funding through the multistate conservation grants, however, they may not be able to rely on them for funding moving forward. It was decided that Gary Whelan will join the next meeting of The Fund to share additional strategies for fundraising consideration for the 2030 assessment. The shortened 2025 assessment report will be highlighted as part of the 20th anniversary.

12:55PM **Governance Committee Update** 5 **Doug Austen (NFHP Board) and Alex McOwen (NFHP Board Staff)**

Desired Outcomes:

- **Board vote** on approval of procedures manual chapters on FHP funding allocations and designation of new FHPs

- **Board awareness** of upcoming NFHP Staffing Plan development

Doug Austen presented an update from the Governance Committee and reminded the Board the status of the various elements of the NFHP Procedures Manual. The manual is being developed to create consistency and transparency across the various NFHP processes including funding, committee work, FHP designation, and beyond. The final components of the manual left to be developed are the NFHP staffing plan and the Nominations Committee Terms of Reference. Doug presented two chapters for Board approval including one that outlines the FHP funding allocation process and one that outlines the new FHP designation process and application. There was minimal discussion about whether or not there are new FHPs waiting to be designated. The Board Chair noted that it would be smart to do an analysis of State Wildlife Action Plans as they are being updated to note any areas of synergy with FHPs or potential new FHPs. The Board voted to approve those two new chapters for incorporation into the manual.

1:15 PM **Policy Committee Update**

Desired Outcomes:

- **Board awareness** of federal agency meetings, DC Board meeting event plans, and appropriations updates.

Ian Nakayama (NFHP Board)

Ian Nakayama updated the Board about recent meetings with Federal agencies in-person to discuss NFHP. Tim Schaeffer, Ian, and David Golden met with USFWS, USFS, and EPA leadership to discuss opportunities to further engage in NFHP. The meetings were noted to be positive overall and have resulted in continued conversations with all agencies. They also met virtually with personnel from OMB. Ian noted that this group wasn't able to meet with USGS, BLM, and NOAA and hopes to meet with them around the July in-person Board meeting in Washington, DC.

Ian also shared a few budget updates that NFHP received level funding for FY26 and DOI would not be impacted by a potential partial government shutdown. FY27 budget planning has already begun, and the Policy Committee will begin Congressional outreach soon and plans to send Committee letters in support of NFHP's budget request. FHP Hill visits will likely be planned later in the year. Ian noted that the next in-person Board meeting will be in Washington, DC with the opportunity to plan Hill and agency meetings and a reception with partners. He also thanked Mike Leonard for his long involvement with the NFHP Board and leading the efforts to get the ACE Act reauthorized as his term comes to a close.

2:00 PM **Federal Interagency Task Force Biannual Update**

Desired Outcomes:

- **Board awareness** of progress of the Task Force

Jason Olive (NFHP Board Staff)

Jason Olive shared an update on behalf of the Federal Interagency Fish Passage Task Force. The group recently met to change their name to more accurately reflect the group's mission and now will be called the Federal Interagency Fish Passage and Aquatic Connectivity Work Group. The group has

identified seven key priorities and has formed subgroups to work on these items. The NFHP Interagency Operational Plan development remains on pause.

2:15 PM **BREAK**

2:45 PM **NOAA Fisheries Update**

Desired Outcomes:

- **Board awareness** of FY25 NOAA support of NFHP projects.

Carrie Robinson (NOAA Fisheries, Office of Habitat Conservation)

Carrie Robinson and Alex McOwen presented on NOAA Fisheries' FY25 funded NFHP projects that restore or protect fish habitat while engaging the recreational fishing community. Carrie shared that over the course of the last 7 years of providing this funding, NOAA has supported just over \$1M in on the ground projects in coastal FHPs. Alex shared one example of a recently completed project in Alaska in cooperation with the Kenai Peninsula Fish Habitat Partnership and Mat Su Salmon Habitat Partnership. The 'Plants for Salmon' project funded work by Trout Unlimited to work in the lower Kenai River and Montana Creek to restore streambank and rearing habitat for all five salmon species and Dolly Varden. Carrie shared that NOAA funded 3 projects in FY25 – one in Maryland monitoring restored oyster reefs (Chesapeake Bay Foundation), one in Hawaii removing invasive mangroves (Bucks and Bones), and one in Alaska working to prevent the spread of invasive species (Trout Unlimited).

3:00 PM **U.S. Forest Service Update**

- **Board awareness** of USFS Good Neighbor Authority and other agency updates

Steve Lohr (NFHP Board)

Steve Lohr provided an update from the USFS and thanked the Chair and Ian for the in-person meeting earlier in January. He highlighted that the USFS is in transition and reorganization now after having lost 25% of their workforce last year. He hopes to have more updated information to share from his agency in about one month. Steve shared that the USFS will be working with states to coordinate with wildlife entities to enhance stewardship agreements. He sees an opportunity to collaborate with NFHP on staff trainings, particularly on fish passage and bridge and culvert design. Finally, Steve shared that the USFS will be requesting the \$400K in scientific and technical assistance funds in their FY27 budget and, in the meantime, hope to find some funds to support NFHP work in FY26.

3:20 PM **National Fish Habitat Assessment Update**

Desired Outcomes:

- **Board awareness** of progress on the 2025 national fish habitat assessment

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Gary Whelan (NFHP Board Staff)

Gary Whelan updated the Board about the 2025 NFHP Assessment. As the project comes to a close, he shared the new data the team was able to add to this assessment and the areas where there are still gaps. The short version of the assessment report is available in Tab 7 of the Board book and we will be working to advertise the completion of this product as part of the 20th anniversary celebration.

3:40 PM **Other New Business**

Stan Allen (*NFHP Board*)

The Board staff briefly reviewed the Board Committee rosters for Board members who have not yet joined a committee. Several Board members volunteered to join Committees including:

- Craig Bonds – Governance Committee
- Connor Bevan – Policy and Science and Data Committees
- Risa Shimoda – Communications Committee

Staff also highlighted that a team of Board members reviews projects annually and that is an opportunity for Board members to learn a lot about what is happening within individual FHPs.

4:00 PM **ADJOURN**

DRAFT



2026 NFHP Board Meeting Schedule

Date	Event	Location
July 27-30, 2026		Washington, D.C.
<i>July 27</i>	<i>Hill briefing</i>	Capitol Hill
July 28 (day)	Board Meeting	TBD
July 28 (PM)	Reception	TBD
July 29 (AM)	Board Meeting	TBD
<i>July 29 (PM)</i>	<i>Hill visits</i>	Capitol Hill
<i>July 30</i>	<i>Hill & Federal agency visits</i>	TBD
November 4, 2026 (PM)	Board Meeting	Virtual



National Fish Habitat Board Book Communications Committee Update

Title: Update related to NFHP Communications Activities and NFHP 20th Anniversary

Desired outcome: Provide an understanding to the National Fish Habitat Board (Board) of updates related to NFHP communications, outreach and marketing for NFHP related to the 20th Anniversary on Social Media and the NFHP website.

Background: The Communications Committee through the Board is working to showcase the National Fish Habitat Partnership brand in 2026 in recognition of the 20th Anniversary of the Program. The Board has endorsed Committee developed products including a 20th Anniversary Communications Strategy, FHP toolkit and Anniversary Logo to be used throughout 2026.

In reflecting on products developed, we wanted to share the below insights on Fish Habitat Partnership StoryMap analytics, Social Media analytics and website analytics for the April update.

NFHP StoryMap Performance Summary

Reporting Period: December 2025 – April 2026

NFHP StoryMaps continue to serve as high-impact digital storytelling tools, generating strong engagement across multiple partnerships. From December 2025 through mid-April 2026, StoryMaps collectively generated over 7,000 views, with performance closely tied to coordinated outreach and partner amplification.

Pacific Lamprey Our Ancient Friend

Desert Fish Habitat Partnership

Driftless Area Restoration Effort

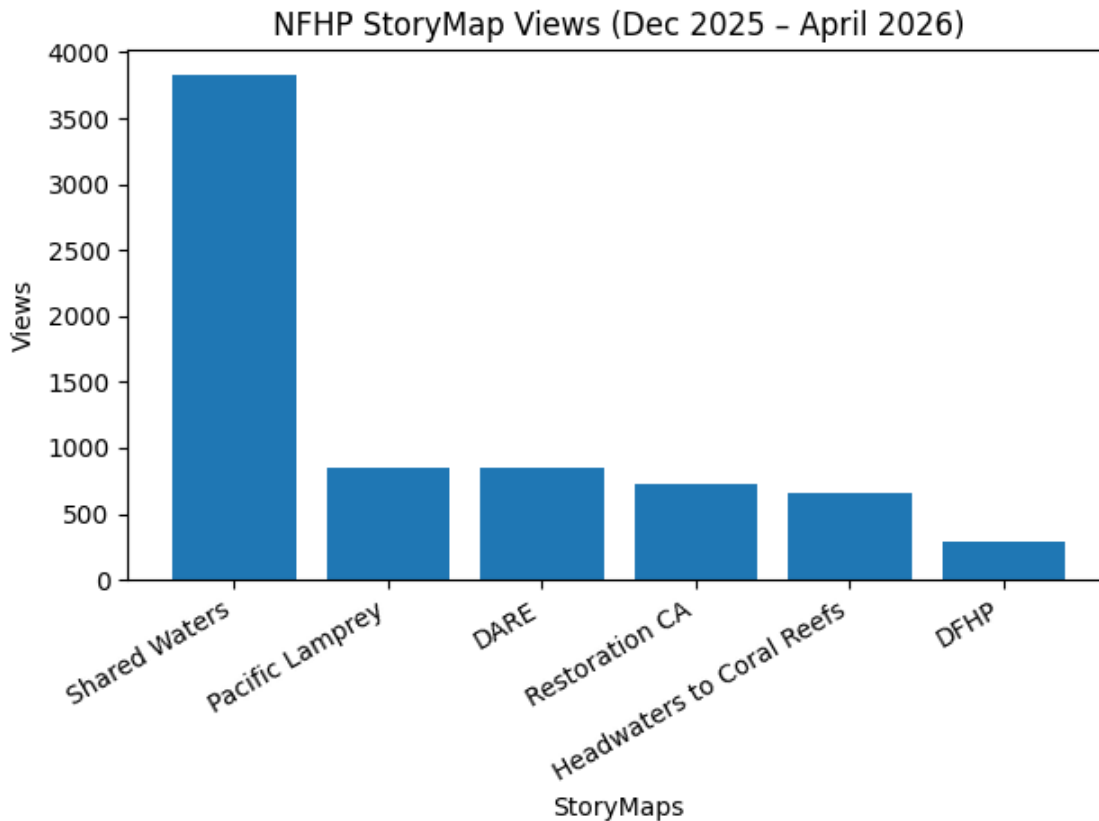
Eastern Brook Trout Joint Venture Shared Waters

Restoration Across California: Connecting People and Fish in Urban and Rural Watersheds

Making the Connection: From Headwaters to Coral Reefs

StoryMap Performance

Performance varies across StoryMaps, with one clear top performer and a strong tier of consistently engaging content. The chart below highlights total views across key StoryMaps during the reporting period.



Key Takeaways

- 'Shared Waters' is the highest-performing StoryMap, significantly outperforming others.
- Several StoryMaps (DARE, Pacific Lamprey, Restoration CA) demonstrate consistent mid-level engagement.
- Traffic patterns show spikes tied directly to outreach efforts such as social media and partner promotion.
- Baseline traffic remains low without continued promotion, indicating the importance of sustained visibility efforts.

Strategic Recommendations

1. Expand partner amplification to increase reach and visibility.
2. Re-share StoryMaps periodically to extend their lifecycle.
3. Repurpose StoryMap content into short-form digital assets (videos, graphics).
4. Use top-performing StoryMaps as models for future storytelling and outreach efforts.



Social Media Performance Summary

Reporting Period: Jan 1 – April 2026

NFHP's digital platforms generated strong awareness during Q1 2026, with 7,300 website users and steady social media growth. LinkedIn showed the strongest growth rate, while Facebook remained stable. Instagram is emerging as a high-potential channel. Website analytics indicate strong traffic but limited tracking of engagement and conversions, presenting a key opportunity for improvement.

Social Media Performance

Facebook: 2,880 → 2,933 (+53, +1.84%)

LinkedIn: 380 → 433 (+53, +13.95%)

Instagram: 140 followers (emerging platform)

Key Insight: LinkedIn is the fastest-growing and most strategic platform; Facebook provides stable reach; Instagram offers highest growth potential.

Website Performance Summary

Website: fishhabitat.org

Reporting Period: January 1 – April 15, 2026

The NFHP website generated **7,300 active users** during the reporting period.

Traffic Trends & Drivers

1. Campaign Spikes

- StoryMap releases
- Board announcements
- Anniversary-related content



2. Content-Driven Discovery

Key visitor entry points include:

- Homepage
- News articles
- Project dashboard
- Partnership pages

Communications Deliverables Upcoming:

- FHP Fact Sheets (May)
- President's Task Force Report (September)
- Additional StoryMap (May)
- ICast Policy Briefing (July)



The Fund Update

Title: Update from the National Fish Habitat Fund

Desired outcome: Board awareness of the latest activities of The Fund and a vote of the non-Federal members on updated Fund bylaws (below). The Fund will also share the newly released website for The Fund (<https://fishhabitatfund.org/>)



Background: The Fund Board updated their bylaws which have been reviewed by the NFHP Governance Committee.

Staff Recommendation/Proposal: The Fund's newly revised bylaws must be approved by the non-Federal members of the NFHP Board.

BYLAWS
OF THE
National Fish Habitat Fund, Inc.

ARTICLE I
OFFICE AND REGISTERED AGENT

Section 1. Principal Office. The principal office of the National Fish Habitat Fund (Corporation) shall be located in a place chosen by the Board of Directors.

Section 2. Registered Office and Agent. The Corporation shall have and continuously maintain a registered office and a registered agent in the District of Columbia, as required by the District of Columbia Nonprofit Corporation Act. The registered agent shall be either an individual resident of the District of Columbia or a corporation authorized to transact business in the District of Columbia.

ARTICLE II
PURPOSES

The purposes for which the Corporation is formed are as set forth in the Articles of Incorporation.

The mission of the Corporation is to conserve, protect, and restore fish and aquatic habitat in the United States by supporting the National Fish Habitat Partnership (“NFHP”) and its constituent Fish Habitat Partnerships (“FHPs”). In all activities and respects, the Corporation will advance the NFHP and the FHPs. In no manner may the funds raised by the Corporation be used to support any organization that is not a member of the NFHP or a FHP approved by the NFHP Board.

ARTICLE III
MEMBERSHIP

The Corporation shall have no members.

ARTICLE IV
BOARD OF DIRECTORS

Section 1. Powers. There shall be a Board of Directors of the Corporation, which shall supervise and control the business, property, and affairs of the Corporation, except as otherwise expressly provided by law, the Articles of Incorporation of the Corporation, or these Bylaws. **In the event of a major emergency¹**, the Board may assume necessary emergency powers such as, but not limited to, modifying lines of succession, and relocating offices.

Section 2. Number and Qualifications. The Board of Directors of the Corporation shall be composed of no less than eight and no more than 12 individuals (“Directors”). The number of Directors may be decreased, but no decrease shall have the effect of shortening the term of any incumbent Director. At least three

¹ A “Major Emergency” means a major national or local emergency caused by a natural disaster, terrorist, or other significant event resulting in serious disruption in normal life over multiple days or an extended period of time; including but not limited to the declaration of a civil defense emergency by the U.S. President or concurrent resolution of the U.S. Congress, or a proclamation of a civil defense emergency by a State Governor that relates to an attack on the United States or any of its possessions. Necessary emergency action” means action that is deemed by the Board of Directors, during a State of Emergency, to be necessary to be taken by such body immediately, under circumstances in which it is not reasonable to wait until normal conditions have returned. All necessary emergency actions taken by the Board of Directors pursuant to this Article IV shall be deemed duly authorized and approved. Nonprofit Governance and Management, Third Edition. 2011. Frey et al. Appendix 12.

members of the Board of Directors of the Corporation will be appointed from the non-federal membership of the NFHP Board.

Section 3. Nomination, Appointment/Election and Term of Office. Individuals will be nominated for at-large positions (i.e., positions not appointed by the National Fish Habitat Partnership Board) on the Board of Directors of the Corporation by any current Director and elected by a simple majority vote of Directors then in office. The three non-federal Directors from the NFHP Board will be appointed to their positions on the Board of Directors of the Corporation by the NFHP Board Chair according to procedures internal to that organization. These processes are the same for expected (i.e., normal term expiration) and unexpected vacancies. Directors will take office on the first day of the month following their election/appointment or upon the regular expiration of the term for that position, whichever is earlier. Term of Office shall be three years in length. No Director shall serve more than two consecutive terms nor more than four terms total. The Board of Directors of the Corporation is tasked with resolving any mis-alignment between the Term of Office and remaining term of service on the NFHP Board for the non-federal NFHP Board associated Directors who have been appointed to the Board of the Corporation.

Section 4. Resignation. Any Director may resign at any time by giving written notice to the Chair of the Board of Directors of the Corporation ("Chair") (See Article V, Section 1). Such resignation shall take effect at the time specified therein, or, if no time is specified, at the time of acceptance thereof as determined by the Chair.

Section 5. Removal. Any Director may be removed from the Board of the Corporation, with or without cause, by a two-thirds vote of all of the Directors then in office at any regular or special meeting of the Board of the Corporation called expressly for that purpose.

~~Section 6. Vacancies. The Chair shall nominate a candidate to fill any at-large vacancy. The Chair shall arrange a special election to fill vacancies of at-large positions. The NFHP Board Chair shall appoint an individual to fill any vacancy of non-federal NFHP Board associated positions on the Board of Directors of the Corporation according to procedures internal to that organization.~~

Section 6. Regular Meetings. At least one regular meeting (i.e., the annual meeting) of the Board of Directors of the Corporation shall be held each year, at such time, day and place as shall be designated by the Board of Directors in the notice of the meeting in the manner set forth in Section 1 of Article VII. Meetings may be conducted either in-person or in a virtual format.

Section 7. Special Meetings. Special meetings of the Board of Directors of the Corporation may be called at the direction of the Chair or their designee or by a simple majority of the voting directors then in office, to be held at such time, day, and place as shall be designated in the notice of the meeting in the manner set forth in Section 2 of Article VII. Meetings may be conducted either in-person or in a virtual format.

Section 8. Notice. Notice of the time, day, and place of any meeting of the Board of Directors of the Corporation shall be given in the manner set forth in Article VII Section 2. The purpose for which a special meeting is called shall be stated in the notice. Any Director may waive notice of any meeting by a written statement executed either before or after the meeting. Attendance and participation at a meeting without objection to notice shall also constitute a waiver of notice.

Section 9. Quorum. A simple majority of the Directors then in office shall constitute a quorum for the transaction of business at any in-person or virtual meeting of the Board of Directors.

Section 10. Manner of Acting. Except as otherwise expressly required by law, the Articles of Incorporation of the Corporation, or these Bylaws, the affirmative vote of a majority of the Directors present at any meeting at which a quorum is present shall be the act of the Board of Directors. Each Director shall have one vote. Directors may designate other Directors to serve as their proxy. Notice of the proxy will be provided to the Secretary of the Board of Directors prior to the meeting.

Section 11. Unanimous Written Consent In Lieu of a Meeting. The Board may take action without a meeting

if a quorum of Directors provide written consent (including digital communications) to that effect.

Section 12. Compensation. There is no compensation for serving on the Board of Directors of the Corporation. Approved travel or other Corporation-related expenses may be reimbursed based on availability of funds and approval by the Executive Committee as defined in Section V.

ARTICLE V OFFICERS

Section 1. Officers. The officers of the Corporation shall minimally consist of a Chair, a Vice Chair, a Secretary, and a Treasurer (collectively the “Executive Committee”) elected from the Board of Directors then in office. The Corporation shall have such other assistant officers as the Board of Directors may deem necessary and such officers shall have the authority prescribed by the Board. One person shall not hold two offices.

Section 2. Election of Officers. The officers of the Corporation shall be elected by the Directors at the designated annual meeting of the Board of Directors.

Section 3. Term of Office. The officers of the Corporation shall be installed and hold office for one year or until their respective successors have been duly elected.

Section 4. Resignation. Any officer may resign at any time by giving written notice to the Chair. Such resignation shall take effect at the time specified in the notice, or if no time is specified, then immediately.

Section 5. Removal. Any officer may be removed from such office, with or without cause, by two-thirds vote of all of the Directors.

Section 6. Vacancies. A vacancy in any officer shall be filled by the Board of Directors for the unexpired term at the next meeting of the Board of Directors.

Section 7. Chair. The Chair shall give active direction and exercise oversight pertaining to all affairs of the Corporation. They may sign contracts or other instruments, which the Board of Directors has authorized to be executed, and shall perform all duties incident to the office of Chair as may be prescribed by the Board of Directors.

Section 8. Vice Chair. The Vice Chair shall preside over meetings of the Corporation in the absence of the Chair. In addition, the Vice Chair shall exercise the powers of the Chair if the Chair is unable to perform their activities for any period of time.

Section 9. Secretary. The Secretary shall keep the minutes of the meetings of the Board of Directors, see that all notices are duly given in accordance with the provisions of these Bylaws, ensure staff members keep corporate records; and in general perform all duties incident to the office of Secretary and such other duties as may be assigned by the Board of Directors.

Section 10. Treasurer. The Treasurer shall be responsible for and oversee all financial matters of the Corporation. The Treasurer shall ensure staff members properly receive and give receipts for moneys due and payable to the Corporation and deposit all such moneys in the name of the Corporation in appropriate banks, and in general perform all the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him or her by the Board of Directors.

Section 11. Bonding. If requested by the Board of Directors, any person entrusted with the handling of funds or valuable property of the Corporation shall furnish, at the expense of the Corporation, a fidelity bond

approved by the Board of Directors.

ARTICLE VI COMMITTEES

Section 1. Standing Committees. The Board of Directors, by resolution adopted by a majority of the Directors then in office may designate and appoint one or more standing committees each consisting of two or more Directors. Standing committees will report to the Executive Committee for authorization/ratification of their recommendations. No committee shall have the authority to amend or repeal these Bylaws, elect or remove any officer or Director, adopt a plan of merger, or authorize the voluntary dissolution of the Corporation.

Section 2. Executive Committee. Between meetings of the Board of Directors, on-going oversight of the affairs of the Corporation may be conducted by the Executive Committee. The Board of Directors of the Corporation has the authority to hire staff to support the mission and activities of the Corporation. Staff persons may be appointed to serve as non-voting members of the Executive Committee by a majority of the Directors then in office.

Section 3. Other Committees and Task Forces. The Board of Directors may create and appoint initial members to other committees, ad hoc committees, or task forces as they deem appropriate. Ad hoc committees or task forces can include members other than Directors. Such committees and task forces shall have the power and duties designated by the Board of Directors, shall give advice and make non-binding recommendations to the Board, and shall be limited to the term established by the Board and then dissolved or renewed.

Section 4. Term of Office. Each member of a committee shall serve until a successor is appointed, unless the committee is otherwise dissolved.

Section 5. Vacancies. Vacancies on committees may be filled by the Chair, as necessary.

Section 6. Rules. Each committee and task force may adopt rules for its meetings not inconsistent with these Bylaws or with any rules adopted by the Board of Directors.

ARTICLE VII MEETINGS

Section 1. Annual Meeting. The Corporation shall hold an annual meeting at the time and place designated by the Board of Directors, to be finalized no later than two (2) months prior to the date of the annual meeting. Written notice specifying the time, date, and place of the annual meeting shall be emailed to each Director **by the Secretary no later than two (2) months prior to the opening** of said annual meeting. The agenda of the annual meeting shall be prepared by the Executive Committee for the approval of the Board of Directors.

Section 2. Board Meetings. Board meetings of the Corporation shall be called at such time and place as the Board may select. Written notice specifying the time, date, and place of any such Board meeting shall be emailed to each Director by the Secretary no later than fourteen (14) days prior to the opening of any Board meeting. Board meetings may be held in conjunction with the annual meeting of the Corporation.

ARTICLE VIII MISCELLANEOUS PROVISIONS

Section 1. Fiscal Year. The fiscal year of the Corporation shall be January 1 – December 31.

Section 2. Notice. Whenever these Bylaws require notice to be given to a Director, officer, or committee member, such notice shall be given in writing. Written notification via email is sufficient.

ARTICLE IX
INDEMNIFICATION

Unless otherwise prohibited by law, the Corporation shall indemnify any Director or officer or any former director or officer, and may by resolution of the Board of Directors indemnify any employee, against any and all expenses and liabilities incurred by them in connection with any claim, action, suit, or proceeding to which they are made a party by reason of being a Director, officer, or employee. However, there shall be no indemnification in relation to matters as to which they shall be adjudged to be guilty of a criminal offense or liable to the Corporation for damages arising out of their own gross negligence in the performance of a duty to the Corporation.

Amounts paid in indemnification of expenses and liabilities may include, but shall not be limited to, counsel fees and other fees; costs and disbursements; and judgments, fines, and penalties against, and amounts paid in settlement by, such Director, officer, or employee. The Corporation may advance expenses or, where appropriate, may itself undertake the defense of any Director, officer, or employee. However, such Director, officer, or employee shall repay such expenses if it should be ultimately determined that they are not entitled to indemnification under this Article.

The Board of Directors shall authorize the purchase of insurance on behalf of any Director, officer, employee, or other agent against any liability incurred by them which arises out of such person's status as a Director, officer, employee, or agent, whether or not the Corporation would have the power to indemnify the person against that liability under law.

ARTICLE X
AMENDMENTS TO BYLAWS

These Bylaws may be amended or new Bylaws adopted upon the affirmative vote of 2/3 majority of all the Directors. The notice of the Board meeting wherein such vote shall occur shall set forth a summary of the proposed amendments.

ARTICLE XI
PARLIAMENTARY AUTHORITY

The rules contained in *Roberts' Rules of Order Newly Revised* shall govern all Board and annual meetings in all cases in which they are not inconsistent or in conflict with these Bylaws.

ARTICLE XII
DISSOLUTION

Upon the dissolution of the Corporation, the Board of Directors, after paying or making provision for the payment of all of the liabilities of the Corporation, shall dispose of all of the remaining assets of the Corporation exclusively to conserve, protect, and restore fish and aquatic habitat in the United States through the NFHP in such manner, or to such organization or organizations as shall at the time qualify as a tax-exempt organization or organizations recognized under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or the corresponding provision of any future United States internal revenue statute, as the Board of Directors shall determine.