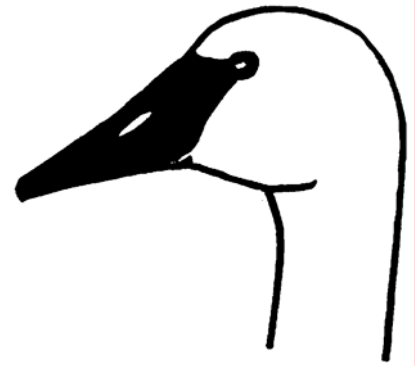




TRUMPETINGS

Voice of The Trumpeter Swan Society
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Maple Plain, Minnesota 55359
763-694-7851; ttss@threeriversparkdistrict.org
www.trumpeterswansociety.org.



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FROM THE EXECUTIVE DIRECTOR - While we regularly try to include brief updates and current news in each issue of *Trumpetings*, it is always a challenge to provide our members with the "big picture" of the Society's work. To give you a better overview of our total program, in this issue we have included a special insert that summarizes our Board-approved priorities for 2005. These tasks and projects were identified in our 2004-09 Strategic Plan and each year we select the top priority tasks so that we will accomplish our 5-year goals. If you would like a copy of our Strategic Plan, please contact our main office. Our Board of Directors plays a major role in identifying our priorities, and in ensuring that your Society is effective and efficient. We are always looking for potential new Board candidates. If you might be interested in serving on the Board of Directors or learning more about their roles and responsibilities, please contact me at ruthshea@srv.net or (520) 558-2506.

We are working on the preparations for the 20th Society conference to be held in Council Bluffs, Iowa, on 20-22 October 2005. The call for papers is posted on our web site. We ask that presenters submit proposed presentations to the TTSS office no later than June 1st. Co-hosted by the Iowa Department of Natural Resources, the focus of this conference will be on the Interior Population of Trumpeter Swans. Updates on the other Trumpeter populations, recent research, and key management issues will be given as well. A registration brochure will be available in July 2005.

Ruth Shea

PACIFIC COAST POPULATION NEWS

Hines Marsh Restoration Phase II completed - Director Martha Jordan reports that Phase II of the restoration of Hines Marsh on Washington's Long Beach peninsula was completed in October 2004. This work was funded by a U. S. Fish and Wildlife Service North American Wetlands Conservation Act (NAWCA) grant. Hines Marsh is the largest coastal interdunal wetland remaining in the western United States and supported more than 80 wintering Trumpeters before it was ditched and drained in 1963. TTSS worked with Washington State Parks, under the leadership of Southwest Regional Director Paul Malmberg, during the past 3 summers to

remove dead wood and brush in the marsh. Despite very wet weather and at least one very determined beaver, the project was able to clear 40 acres to restore an open water area about 1 mile long and 700 feet wide.

The water control structure and fish ladder installed in Phase I of the project have been a success in restoring and maintaining water levels. Columbia Land Trust became a strong partner and added more than 120 acres to Leadbetter Point State Park, adjacent to the marsh. TTSS and State Parks hope to continue working on restoring more open water areas to expand excellent wintering habitat for Trumpeters and other water birds. The story of Hines Marsh will be told in a new book, to be released March 2005, *Renewing the Countryside: Washington*, that will highlight examples of successful natural resource stewardship.

Swans returned to Hines Marsh in January 2003 after an absence of 40 years! In 2004, the swans came back during the last week in October, very early for swans in western Washington. The high count this winter has been 15 swans. To see photos and learn more history of the marsh, visit the Society's web site and click on Washington Swan Working Group.

Washington Adopt-A-Swan update - In 2004, TTSS raised \$2,090 to pay for high-powered spotting scopes for volunteers to use in this winter's intensive swan monitoring effort in western Washington. This is part of the Society's contribution to respond to the lead poisoning crisis that has plagued western Washington and adjacent British Columbia for the past 5 years. Scopes are necessary to document the feeding and roosting behavior of marked Trumpeter Swans, in hopes of narrowing the source of the lead contamination. Additional 2005 donations have gone to pay part of the expenses to support TTSS volunteer Mike Schwitters who spent 6 weeks radio tracking the movements of the swans this winter.

Additional donations will be used to help fund the May necropsy event that will determine the amounts and types of shot and grit that the dead swans have ingested and, hopefully, provide more specific clues as to where the swans picked up the lead.

Contributions to our Adopt-A-Swan fundraising effort in 2005 will have double benefits for the lead poisoning crisis response efforts due to a \$2,000 matching grant from Earth Friends Wildlife Foundation, Jackson, Wyoming. We thank Earth Friends for their generous support of this work!

We extend our sincere thanks to all those donors who have contributed funds to this program. Donors at the *Bronze* or \$75 level receive a year's membership in the Society. Please visit the *What's New* section on our Society's home page. It will direct you to the Adopt-A-Swan page for how you can help. Or, contact Martha Jordan at marthaj@swansociety.org

ROCKY MOUNTAIN POPULATION NEWS

Capture and marking at Harriman State Park, Idaho - December 2004 marked the end of Trumpeter Swan cygnet capture and marking at Harriman State Park in southeast Idaho. During 4 winters of capture, 188 cygnets were collared and released at the capture site while another 188 cygnets were captured, collared, and relocated to the Bear River in southeast Idaho, just north of the Utah border. This capture effort was an attempt to establish additional wintering areas outside the already crowded Island Park area. The project appears to be a success with more birds wintering in the Bear River area (data analysis in progress). Cygnets translocated to Bear River during the winters of 2001-2003 have been observed in the area as wintering adults in 2005. Collared adults from this effort have been observed in most of the suitable habitat between Harriman and the Bear River, including the South Fork of the Snake River. The furthest detected movement of cygnets was of two birds that migrated to Santa Barbara, California. Other long distance migrations include cygnets that wintered in Yuma, Arizona, and Cibola National Wildlife Refuge along the California/Arizona border. Additionally, first time observations of collared cygnets in early spring suggest some cygnets winter outside of the survey area, but migrate back through on their way north.

Major causes of mortality include predation, collisions, and illegal hunting. All known illegal take has occurred within the translocation area of Bear River. Survival is difficult to assess since an 'unobserved' bird does not equate to a mortality. We have collected a number of broken collars that suggest collar loss should be considered when calculating mortalities.

Laurie Hanauska-Brown, Idaho Dept. of Fish and Game

Midwinter Tristate survey - According to Jim Dubovsky, USFWS, Denver, the preliminary results for the annual Midwinter Survey of Trumpeter Swans wintering in the Tristate area show a record total of over 5,000 swans. Compared to recent winters, the count was down slightly in Montana and up substantially in eastern Idaho and western Wyoming. Jim hopes to have the final survey report available by early spring.

The previous high winter count was 4,584 swans in February 2004.

The winter survey includes swans from the resident Tristate nesting population, which numbered only 385 swans in September 2004, and much greater numbers of migrants from northern nesting areas that join them each winter. Most of the 4,600+ migrants are thought to belong to the Western Canada nesting population, which nests in eastern and central Yukon, British Columbia, Northwest Territories, and Alberta. Recent marking studies, however, indicate that some Trumpeters from the Pacific Coast Population, which nests in Alaska, western Yukon, and extreme northwestern British Columbia, have also discovered the Tristate wintering area. Fortunately, the next 5-year range-wide survey will occur this summer and will determine the current size of the Western Canadian population. From those data, it will be possible to assess whether the record number of migrants coming to the Tristate area could all be originating in western Canada or whether some are also coming from Alaska.

Ruth Shea

Red Rock Lakes National Wildlife Refuge - Red Rock Lakes NWR, Lima, Montana, has begun development of its Comprehensive Conservation Plan (CCP). This process will take 3-5 years to complete, and when finished, the CCP will be used to direct management of Red Rock Lakes NWR for 15-20 years. If you wish to receive future information about the Red Rock Lakes NWR CCP Project by mail, please contact the Refuge office at (406) 276-3536 or redrocks@fws.gov and request to be put on the CCP mailing list.

INTERIOR POPULATION NEWS

2004 Update from Ontario - Director Harry Lumsden reports that the Ontario program reached its first target of 500 free-flying Trumpeters in 2004. The goal of a self-sustaining population should be reached once the second goal of a 100 breeding pairs is met.

The loss of six captive birds during 2004 reduced the number of pairs used for production of cygnets for release. However, through the generosity of Harry Hewick, the program was given two new breeding pairs. In 2005, the program will have 15 captive reproducing pairs. A brood of nine, of which eight fledged, was raised at Irving and Mary Jane Langill's farm.

An estimated 121 cygnets were produced in the wild in southern Ontario. With the swans continuing to spread out, it has become difficult to census all the swans, but 40 wild pairs were known to have bred in 2004. In addition, 33 propagated swans were released. In the remote Kenora District of western Ontario, one brood was reported and white birds were observed on the McFairlane and Muskeg rivers. From other reports, it is

likely that there were also at least 40 Trumpeters in eastern Ontario.

Lead poisoning as a result of swans eating spent lead pellets or fishing sinkers is still the most important cause of death. Lead shot was banned in Ontario in 1999 for waterfowl hunting, but had been accumulating in marshes for close to 100 years.

Beverly Kingdon, TTSS member from Burlington, reported a record 128 swans wintering at LaSalle in Burlington. Beverly monitors the wintering flock, helping with feeding and reading bands. The swans began arriving in mid November, earlier than usual this year.

Wintering swans in Iowa - Hamilton County was a stir of excitement as Trumpeter Swans began to arrive in numbers on Beemer's Pond this past fall and winter. By early January, over 60 swans had stopped for food and water on this private borrow area just to the southeast of Highway 20 and intersection of County Road R21. Turn south on R21 and go to the first intersection east to the southeast corner of the borrow area to view the flock. A few moved on, but on January 5, 61 Trumpeters still remained on the area. Why the attraction? Probably because the Hamilton County Conservation Board, the Iowa Department of Natural Resources, and owner Bill Beemer of Webster City arranged for two aerator systems to keep open water and because Everett and Shirley Stahl keep corn out for the swans and other waterfowl. We hope that this will help Iowa's Trumpeter restoration program to gain substantially as this wintering tradition continues to build. This is also the site of our original restoration efforts thanks to a very generous family donation made in memory of David A. and Robert Luglan Sampson, whose family lived in Webster City, Iowa.

This may be the largest concentration of swans in Iowa's history, even though they nested throughout the state in the early 1800s. With most wetlands freezing over, Trumpeters historically migrated farther south of the Iowa border. It is worth a trip to see and hear this spectacle of trumpeting. Beemer's Pond began building small numbers of swans over the past few years, but this year sets a new record and we hope it will continue to build.

Two other smaller groups of wintering swans are also viewable. There are 22 Trumpeters currently wintering at the northwest corner of Atlantic, Iowa, on the Schildberg Rock Quarry and 15 swans wintering 1 mile north of Wheatland. All three wintering sites are private, but the owners welcome viewers as long as they respect private property and ask for permission. Scattered singles pairs and smaller groups are occurring elsewhere in the State. For more on the Iowa Trumpeter program, visit www.iowadnr.com/wildlife/files/swanindex.

Ron Andrews, Trumpeter Swan Restoration Coordinator

News from Seney National Wildlife Refuge, Michigan

– A Trumpeter Swan status report prepared by student intern Vince Cavalieri reported 25 probable nest sites within 26 pools on Seney NWR in the Upper Peninsula of Michigan. As of July 2004, 71 cygnets had been counted on the Refuge. The spring was wet and cold and the number of 2004 cygnets was down from 2003. On 19th October, Refuge personnel flew an aerial survey of the Refuge and counted 170 white and 35 gray (cygnets) birds. Trumpeter Swans were re-introduced to Seney NWR in 1991 – 1993 from eggs collected in Alaska. Tom Wiese, Michigan DNR, flew an aerial survey on the fringe of the Refuge on September 1 and found six pairs with 19 cygnets and 31 white swans on 13 other lakes off Refuge, confirming dispersal and breeding beyond the Refuge. To learn more about the history of Seney's Trumpeter restoration, visit their web site at www.fws.gov/midwest/seney/wildMgmt.htm

High Plains Fall Trumpeter Swan Survey - Shilo

Comeau, Lacreek National Wildlife Refuge biologist, prepared the annual Fall 2004 Trumpeter Survey report. The survey was conducted August 30 - 2 September 2004 using a Cessna 177 RG airplane flying at low elevations. The survey route included much of NW Nebraska, SW South Dakota and a small portion of NE Wyoming. A total of 391 swans were counted, which is an increase of 32% from 2003. The main increase was in cygnet production (107 cygnets compared to 51 cygnets in 2003). The majority of the swans were located in the Nebraska Sandhills. Additional areas in Wyoming and South Dakota contained less than 40 swans combined.

The full 2004 report is now available on the USFWS Region 6 web site by going to <http://mountain-prairie.fws.gov/species/birds/trumpeterswan/>. Click on the High Plains Flock (Interior Population) Status Assessments link.

In Minnesota, a 27 January 2005 aerial survey by Steve Kittelson, Nongame Wildlife Specialist of the Minnesota Department of Natural Resources, counted approximately 1,644 swans wintering on the Mississippi and Otter Tail rivers in Minnesota.

Record number of Trumpeters wintered in Heber Springs, Cleburne County, Arkansas

– TTSS member and landowner Perry Linder reported that a record 78 Trumpeters wintered on Magness Lake and an additional three swans wintered on a nearby private impoundment this year. Swans began arriving Thanksgiving Day and stayed until the last week of February. While most of the swans were unmarked, a few individuals were banded from Minnesota, Wisconsin, and Iowa. The swans were enjoyed by people from four neighboring states, local senior citizens groups and many school children. The *Arkansas Democrat Gazette* (www.ardemgaz.com) ran a feature article on the wintering swans in January.

IN MEMORIAM – TTSS lost three very dedicated Trumpeter Swan supporters recently.

Robley W. Hunt, a long-time refuge manager with the U. S. Fish and Wildlife Service (USFWS) and a Founder of TTSS, died 17 December 2004, at the age of 95 in Detroit Lakes, Minnesota.

Robley was among the early graduates from the University of Minnesota with a BS degree in Forestry and a MS degree in Fish and Wildlife Management. He served 34 years as a refuge manager with the USFWS at Necedah National Wildlife Refuge (NWR) in Wisconsin; Seney NWR, Michigan; Sand Lake NWR, South Dakota; Des Lacs NWR, North Dakota; Agazzi NRW, Minnesota; Swan Lake NWR, Missouri; and Tamarac NWR, Minnesota, where he retired in 1966. Following retirement, he became director of the forestry and wildlife program for the Hennepin County Park Reserve District (now Three Rivers Park District) and was instrumental in beginning the restoration of Trumpeter Swans in Minnesota. Robley was one of seven founders of The Trumpeter Swan Society in 1968 and the Society's first Secretary-Treasurer.

Robley was known throughout the National Wildlife Refuge System for his work in wetlands management. He had a special interest in working with graduate students and refuge manager trainees to give them maximum exposure to the evolving techniques of wetlands and waterfowl management. Many of those trainees are among prominent wildlife managers and administrators today.

I had the privilege of working with Robley on a number of special assignments during my early years with the USFWS, and knew him as a professional colleague and personal friend.

Harvey K. Nelson, Past President, TTSS

Early and long-time TTSS member **Roswell DeWitt Van Deusen** passed away at his home in Delton, Michigan, at age 86. Van co-chaired the 8th Trumpeter Swan Society Conference at Michigan State's Kellogg Biological Station in 1982. He shares the credit with his Kellogg Bird Sanctuary successor, Wilbur "Joe" Johnson for the successful restoration of Trumpeter Swans in Michigan. If desired, donations can be directed to the R.D. Van Deusen Memorial Fund, Comerica Bank, 204 South Webster, Augusta, MI 49012.

Harold H Burgess, Past President, TTSS

Dr. Frank Bellrose passed away on February 19, 2005. He was 88 years old and a member of TTSS since 1979. Frank had a productive and full life and a remarkable professional career that began in 1938. He published many well known works on waterfowl including Ducks, Geese, and Swans of North America. Frank leaves his wife Esther, their two sons, Ron (Sandy) and Frank Jr. (Becky), and four grandchildren. The family requests memorials be made in Frank's honor to: The University of Illinois - Bellrose Waterfowl Research Center, and sent to: Illinois Natural History Survey, Frank C. Bellrose Waterfowl Research Center, P.O. Box 590, Havana, Illinois 62644.

Stephen P. Havera, Illinois Natural History Survey

Review of Swan Marking Techniques - The Greater Yellowstone Trumpeter Swan Working Group would like your help for a review of swan marking techniques. We are seeking any data you may have on swan collars, patagial tags, dyes, radio-transmitter attachments, and other marking methods. We are trying to quantify the efficacy of the various techniques, and determine the extent and type of any common problems (e.g. collar icing). Swan banders under permit by the U.S. and Canadian governments should have already received a letter and questionnaire. If you did not receive these materials, and would like to participate, please contact Carl D. Mitchell, U.S. Fish and Wildlife Service, at 208-574-2755, or carl_mitchell@fws.gov. Thank you.

The Migratory Bird Treaty Reform Act of 2004 - Passed by Congress as part of the 2005 Omnibus Spending Bill, the December 2004 reform act clarified that the Migratory Bird Treaty Act does not apply to nonnative species. The act further required that the U. S. Fish and Wildlife Service publish in the Federal Register for public comment a draft list of nonnative human-introduced birds. This action is the latest outgrowth of ongoing litigation over Mute Swans, a nonnative species that was afforded protection under the Migratory Bird Treaty Act since the December 28, 2001, court order stemming from Hill v. Norton. Bird conservation organizations, concerned that invasive species are a significant factor in the decline of migratory birds, applauded this action.

WANT TO BE A MEMBER? NEED TO RENEW? GIVE A FRIEND A GIFT?

Student/Retired__\$15 Regular__\$25 Family__\$30 Organization__\$50 Supporting__\$100 Life Member__\$500 [to Endowment Fund]

Make check/money order payable to TTSS (Canadians please write "in US funds" on personal checks). Mail to:
The Trumpeter Swan Society, 3800 County Road 24, Maple Plain, Minnesota 55359

Name _____ Address _____

THANK YOU TO ALL FOR ANNUAL APPEAL CONTRIBUTIONS - We very much appreciate that so many of our members provided extra donations above and beyond the membership dues in response to our recent Annual Appeal. Your dedication and support help make Trumpeter Swan advocacy happen throughout North America!

Joyce M. Anderson
Bill Barthen
Lawrence J. Blus
Harold H Burgess
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Judy Chrysler & Kelly Kline
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Marian White

FOUNDATION SUPPORT DURING 2004 - The TTSS Board of Directors would like to acknowledge and thank the following private foundations for providing special grants to TTSS during 2004. Our project goals, from publishing *Proceedings* to tracking swans, could not be accomplished without this generous funding:

Charlotte Martin Foundation
The Fanwood Foundation
Foley/Frischkorn Wildlife and Conservation Fund
Norcross Wildlife Foundation,
Northwest Fund for the Environment
The Summerlee Foundation,
Western Wildlife Habitat Fund of Earth Friends Wildlife Foundation
Wiancko Family Fund
Yellowstone to Yukon Conservation Initiative



Swans in Monticello, Minnesota.
Photo by A. Fredrickson.

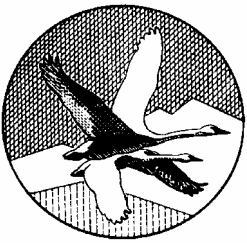
MARK YOUR CALENDARS FOR UPCOMING SWAN FESTIVALS - The annual Celebration of the Swans in the Yukon will take place April 16-24 in Whitehorse, Yukon Territory. A variety of wildlife viewing events will be hosted at the Swan Haven Interpretation Centre. Festivities will include art exhibits, a photography workshop, and naturalist-guided bus tours. Make a trip a

north to enjoy the thousands of returning waterfowl. For a complete schedule of the activities, visit www.environmentyukon.gov.yk.ca/viewing or call 867-667-8705.

The 7th Annual Grande Prairie, Alberta, swan festival to celebrate the return of the swans to Grande Prairie will take place April 23-24, 2005, at Saskatoon Island Provincial Park. Well known naturalist/writer and Canadian television host John Acorn will kick off the celebrations on the 23rd. Stay to enjoy swan bus tours and a host of natural history festivities for the whole family. Visit the TTSS web site to click on the Grande Prairie link or go directly to www.swanfestival.fanweb.ca. You may also call Margot Hervieux at (780) 538-5603 for more details. Be sure to bring your binoculars!

MONTICELLO, MINNESOTA, was home to more than 1,100 Trumpeter Swans wintering on the Mississippi River, 35 miles northwest of Minneapolis this winter. Local swan monitor and TTSS member Sheila Lawrence enjoyed meeting swan enthusiasts from as far away as New York and Texas. Swans usually begin arriving by early December and start dispersing by early March. Visit www.monticellochamber.com for site directions.

ALMA TUNDRA SWAN WATCH – Each November and again in March/April, thousands of Tundra Swans can be observed in large flocks along the Mississippi River. The area is an important resting site for the swans as they migrate between their Arctic breeding grounds and their East Coast wintering grounds. One excellent viewing site is at Rieck's Lake Park, just north of Alma, Wisconsin. Check the Alma web site for migration status, directions, and tours: www.almaswanwatch.org



The Trumpeter Swan Society

FY2005 Priorities

Program

Continent-wide

1. Plan for and conduct our 20th Conference, Council Bluffs, Iowa.
2. Publish 3 issues of *Trumpetings* (Feb/Mar, June/July, Oct/Nov).
3. Keep website current and expand information on various populations and issues.
4. Work with involved agencies to identify resources needed for 2005 Rangewide Trumpeter Swan Survey and potential contributions from partners so that an adequate survey will be conducted.
5. Solicit proposals for the North American Swan Fund and award at least one small grant if a suitable project is identified; increase outreach and fundraising efforts for the fund.
6. Publish one issue of *North American Swans* if material is sufficient (target date = August 1).
7. Develop a public outreach program that will provide a means to make more people aware of Trumpeter Swan conservation and management issues, provide ways for them to become personally involved, and generate increased interest in TTSS.
8. Complete the prototype project for "A Trumpeter Swan Habitat Atlas for the 21st Century" for presentation at the 20th Conference.
9. Identify 3 key wintering areas for each population that would benefit from long-term conservation measures; including at least 1 for each population that has public viewing potential; discuss at 20th Conference.
10. Represent TTSS at key Flyway meetings.

Pacific Coast Population

1. Assist and monitor agency efforts to reduce mortality from lead poisoning.
2. Complete actions outlined in the "Get the Lead Out Project" grant application and required grant reports.
3. Complete actions outlined in the "Hines Marsh Water Supply" grant application and required grant reports.
4. Make the Elwha Dam removal habitat mitigation project a prototype for conservation and expansion of PCP winter habitat.
5. Grant an access easement to WA State Parks and complete the divestiture of our dune properties at Hines Marsh to Columbia Land Trust by June 30.
6. Develop an informational pamphlet (or website presentation) on swan winter habitat needs.

Western Canada Population

1. Continue satellite telemetry to identify key migration routes and breeding areas of swans marked in winter in western WA and to better determine breeding range overlap of Western Canadian and PCP swans.
2. Summarize results and make available to the public.
3. Monitor implementation of the Alberta Trumpeter Swan Recovery Plan.

Greater Yellowstone Population, Oregon, and Nevada Flocks

1. Continue monitoring Idaho nesting territories and implementing habitat improvement projects.
2. Work with Greater Yellowstone Working Group to increase population security.
3. Work with private and agency partners to improve habitat in Montana's Centennial Valley and at Grays Lake.
4. Provide technical assistance to Montana's Blackfoot Valley and Flathead Valley restoration efforts.
5. Work with university researchers to analyze data to assess population viability and management strategies.
6. Work with Oregon Dept. of Fish and Wildlife and USFWS to take actions to achieve Pacific Flyway Objectives for Oregon Flock.

Interior Population (IP)

1. Ensure that priority topics from the Strategic Plan are worked into the 20th Conference agenda.
2. Continue to coordinate resighting data for IP.
3. Request that Lincoln Park Zoo population ecologists evaluate viability of the IP.
4. Work with managers to determine what criteria must be met to consider a flock to be "self-sustaining" and how these parameters can best be monitored (20th conf. discussion).
5. Identify specific ways to help support and continue long-term restoration efforts in Ontario.
6. Identify steps needed to protect specific habitats currently used by migrant trumpeters and to increase southward migrations.
7. Provide input into Eastern Tundra Swan management plan revision and explore ways to resolve swan hunt issues and impacts on Trumpeter Swan restoration associated with Eastern Tundras.

Atlantic Population

1. Prepare a current status report of Trumpeter Swans in the Atlantic Flyway for 20th Conference.
2. Continue discussions with USFWS and Atlantic Flyway regarding steps needed to complete an Atlantic Flyway Trumpeter Swan Management Plan.

Administration

1. Produce quarterly and annual financial reports and file tax report (Form 990).
2. Conduct quarterly Board meetings and Executive Committee meetings.
3. Ensure that all administrative/financial policies comply with legal requirements.
4. Focus on Board development, including needed skills, preparation for fall 2005 Board elections, and recruiting potential new Board members.
5. Raise funding to adequately support TTSS programs and end 2005 with at least 80% of the core program FY2005 budget in hand.
6. Adopt written policies for key TTSS functions.
7. Provide monthly staff activity summary reports to the Board.
8. Review membership patterns and develop a membership campaign.
9. Begin exploring long-term alternatives for our main office location and function.
10. Develop an Annual Report for 2004.

Approved by TTSS Board of Directors, December 14, 2004

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