



Upland Game Bird Account Project Proposal

- 1. Project Title:** Novice Turkey Hunt Coordinator-Sacramento NWR Complex
- 2. Amount Requesting:** \$13,249.50
- 3. Organization:** California Waterfowl Association, Tax ID 94-1149574
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- 4. Project Priority:** Hunting Opportunity and Outreach
- 5. Introduction:**

California hunting license sales have declined steadily from 767,149 in 1970 to 260,685 in 2023. A leading cause of this decline is the loss of hunting opportunities and access. To help reverse this trend and to recruit, retain, and reintroduce hunters to the field, CWA developed a program based upon the Department of Fish and Wildlife's lottery system for hunting on public lands. Through CWA's relationship with private landowners, the program has created access to private and public lands and is identified as the California Waterfowl Hunt Program. The program has grown steadily over the past 15 years and now includes almost 40 individual properties encompassing over 60,000 acres. Since its inception in 2009, over 25,000 hunters have participated in the program with hundreds of landowners and volunteers providing in-kind services (donating, hosting, guiding hunts, etc.) and access to high quality hunting opportunities being made available to the public. The program currently hosts waterfowl, pheasant, quail, dove, deer, turkey and pig hunts. Applicants have an extensive variety of hunts to choose from which include access to some of the most prestigious and exclusive hunting properties in the country. Hunt locations range from the Klamath Basin in Northern California to the San Jacinto Valley in Southern California.

The California Department of Fish and Wildlife outlined in the **2019 California Hunting and Fishing Recruitment, Retention and Reactivation Action Plan** that access and opportunity were among the eight topics of interest. Specifically: "*Participation in hunting and fishing is*

limited by many types of access barriers. Access barriers include anything that prevents or obstructs participation. Opportunity barriers include circumstances that make it impossible to participate. Having access to fishing and hunting opportunities is contingent on addressing multiple types of barriers within both. For example, some opportunity barriers are physical or related to resources, like having access to land and water, technical equipment and the training or skill required for participation.” CDFW R3 Action Plan

6. Project Description:

Coordinate, manage, and execute a public novice turkey hunt program at the Sacramento National Wildlife Refuge Complex, specifically at the Sacramento and Delevan National Wildlife Refuges. This program is a collaboration between the Sacramento NWR Complex and California Waterfowl, aimed at implementing spring turkey hunts for novice hunters.

The goal is to provide a high-quality and educational hunting experience. Each novice hunter will be paired with an experienced mentor for two days of turkey hunting on the Sacramento or Delevan Wildlife Refuges.

California Waterfowl will hire a coordinator to oversee the novice spring turkey hunt program. The coordinator will work closely CWA staff and Sacramento NWR Complex staff to perform various tasks, including but not limited to:

- Conducting draws
- Website design
- Scouting hunting areas
- Setting up blinds
- Contacting and screening drawn hunters
- Communicating with volunteers
- Installing signage
- Signing in hunters and volunteers on the day of the hunt
- Checking licenses
- Conducting hunter safety meetings
- Assisting refuge staff with miscellaneous tasks and projects around the complex

This role ensures the smooth operation of the program and enhances the educational and practical experience for novice hunters. The coordinator will start March 3, 2025, and end employment May 24th, 2025.

CWA Personnel

Jeff Smith (Primary Manager), CWA Director Hunting and Education Programs. His experience includes participation in a multitude of different programs with CWA since 2008.

Additional qualifications: California State University Chico, Bachelor of Science Degree in Recreation Administration, Option in Parks and Natural Resources Management, CA Hunter

Education Instructor, CPR/First Aid Certified, NRA Range Safety Officer, NRA Shotgun Coach and USA Archery Instructor.

Additionally, Jeff Smith is responsible for supervising the following programs: CWA Hunt Program, Becoming an Outdoors Woman, the Veteran Hunt Program, Camp Sprig, UC Davis College Camp, New Zealand Hunter Exchange, Hunter Development, and education programs including k-12 field trips and classroom programs. Other responsibilities include the management of CWA's Butte Creek Island Ranch and Sanborn Slough located in the Butte Sink, encompassing 370 acres.

Carson Odegard, CWA Hunt Program Coordinator. Carson has been working for CWA for over five years and has hosted numerous hunting and education events. Carson has participated in a multitude of programs within CWA. Involvement includes youth camps, veteran fishing trips, veteran shoots, hunter education instruction, wetlands work. Additional qualifications: California State University Chico, Bachelor of Science Degree in Biology, Pathway in Ecological, Environmental and Organismal Biology, CA Hunter Education Instructor, CPR certified.

CWA will coordinate reservations and liability waivers through the well-established CWA Hunt Program. Hunters will be chosen through a random lottery process administered by a third party. CWA provides professional staff, the necessary supervisory and support staff to administer all aspects a public hunt program, including but not limited to general correspondence, advertising, habitat management, hunting preparation, hosting hunts, accounting, invoicing, reporting, etc. CWA has a well-established track record, fiscal policies and procedures to effectively administer and manage this very successful Hunt Program.

How the Application Process Works:

- All application fees and hunter registration fees are \$0.
- All applicants apply via a secure application webpage on calwaterfowl.org.
- Novice hunters are allowed to apply once per hunt opportunity in an effort to ensure equality amongst all applicants to enjoy an unforgettable hunting experience.
- After the hunt winner and non-shooting guest(s), register and complete the liability forms, CWA then sends the hunt details to the hunting party.
- Each hunter must fill out liability forms online and the day of the hunt.
- Applicants are not required to be CWA members and will pay \$0 in fees for the hunting opportunity.
- CWA supplies liability insurance up to \$1,000,000 Common Cause and \$3,000,000 Aggregate.

CWA will advertise and promote the novice turkey hunts as a public hunting opportunity through direct mailers to California hunters, CWA magazine (18,000+ members), outdoor magazines and submitting local press releases to local news outlets.

7. Expected Management Benefits:

This project will offer up to 14 public hunt days, directly engaging up to 21 hunters and 21 non-hunters, reaching a total of 42 individuals. The primary goal of the novice turkey hunts is to recruit, retain, and reintroduce hunters to the field, addressing the decline in hunting license sales. Only novice hunters are eligible to apply and participate in these hunts. Each hunter will be paired with a mentor who will provide guidance, education, and a safe hunting environment for both hunters and non-hunters.

The schedule is as follows:

- March 22 Weekend (3 groups of one hunter and one non-hunter)
- March 29 Weekend (3 groups of one hunter and one non-hunter)
- April 5 Weekend (3 groups of one hunter and one non-hunter)
- April 12 Weekend (3 groups of one hunter and one non-hunter)
- April 19 Weekend (3 groups of one hunter and one non-hunter)
- April 26 Weekend (3 groups of one hunter and one non-hunter)
- May 3 Weekend (3 groups of one hunter and one non-hunter)

8. Schedule and List of Deliverables

Task 1: Coordinator Job Position

Task 1.1

Task Title: Coordinator Job Position

Task Description: Accept Resumes for Coordinator Position

Task 1.2

Task Title: Coordinator Job Position

Task Description: Formal Job Offer

Task 1.3

Task Title: Coordinator Job Position

Task Description: Complete New Hire Paperwork

Task 1.4

Task Title: Coordinator Job Position

Task Description: Coordinator First Day of Work

Task Summary	Deliverable
<i>1.1</i>	<i>November 4th, 2024</i>
<i>1.2</i>	<i>February 5th, 2025</i>
<i>1.3</i>	<i>February 12th, 2025</i>
<i>1.4</i>	<i>March 3rd, 2025</i>

Task 2: Public Hunting Access Preparations

Task 2.1

Task Title: Public Hunting Access Preparations

Task Description: Create hunter handbooks, including directions, hunt maps, etc.

Task 2.2

Task Title: Public Hunting Access Preparations

Task Description: Prepare hunting areas and turkey blinds

Task 2.3

Task Title: Public Hunting Access Preparations

Task Description: Install signage in hunt areas, clean parking lots, etc.

Task Summary	Deliverable
2.1	<i>March 12th, 2025</i>
2.2	<i>March 19th, 2025</i>
2.3	<i>March 21st, 2025</i>

Task 3: **Coordination of Novice Turkey Hunt Program**

Task 3.1

Task Title: Coordination of Novice Turkey Hunt Program

Task Description: Turkey Hunts (Sat-Sun) alternating weekends at Sacramento and Delevan

Task 3.2

Task Title: Coordination of Novice Turkey Hunt Program

Task Description: Communicate with hunters, guides, refuge staff etc.

Task 3.3

Task Title: Coordination of Novice Turkey Hunt Program

Task Description: Complete miscellaneous tasks on complex

Task 3.4

Task Title: Coordination of Hunt Program

Task Description: Last day of employment

Task Summary	Deliverable
3.1	<i>March 22-May 4th, 2025</i>
3.2	<i>March 22-May 4th, 2025</i>
3.3	<i>March 22-May 23rd, 2025</i>
3.4	<i>May 24th, 2025</i>

Task 4: **Project Management**

Task 4.1

Task Title: Project Management

Task Description: Coordinate project, supervise implementation and administer grant

Task Summary	Deliverable
4.1	<i>November 4th, 2024-May 24th, 2025</i>

9. Budget Narrative

The coordinator will work for a 12-week period, from March 3rd to May 24th, earning \$20 per hour for a maximum of 480 hours. The total compensation, including part-time staff benefits at 15%, amounts to \$11,040. Operating expenses include mileage of \$1,005. Additionally, a 10% overhead of \$1,204.50 brings the total grant amount to \$13,249.50.

10. Itemized Budget

Budget for Novice Turkey Hunt Coordinator				
A. PERSONNEL SERVICES				
	Count	Units	Cost/Unit	Total
Novice Turkey Hunt Coordinator- Coordination of online application software, hunter draws, field preparation, misc complex tasks, hunter coordination, etc	480	Hours	\$20.00	\$9,600.00
Staff Benefits (part time)			15%	\$1,440
Total Personnel Services				\$11,040.00
B. OPERATING EXPENSES: GENERAL				
Travel to site for preparation, run hunt dates, blind setup, misc, tasks, etc.	1500	Miles	\$0.67	\$1,005.00
Subtotal Operating Expenses				\$1,005.00
C. OPERATING EXPENSES: SUBCONTRACTORS				
N/A				\$0.00
D. OPERATING EXPENSES: EQUIPMENT				
N/A				\$0.00
E. TOTAL				
SUBTOTAL A+B (Personnel Services + Operating Expenses: General)				\$12,045.00
SUBTOTAL C (Operating Expenses: Subcontractors)				
SUBTOTAL D (Operating Expenses: Equipment)				
Indirect Charge Rate 10% (Applies to Sections A+B only)				\$1,204.50
F. GRAND TOTAL				\$13,249.50