

Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

OMB No 1545-0047

2001

Open to Public Inspection

Department of the Treasury Internal Revenue Service

The organization may have to use a copy of this return to satisfy state reporting requirements

A For the 2001 calendar year, or tax year beginning 7/01/01, and ending 6/30/02

- B Check if applicable: Address change, Name change, Initial return, Final return, Amended return, Application pending

Please use IRS label or print or type See Specific Instructions.

C Name of organization: NATIONAL WILDLIFE REFUGE ASSOC ASSOCIATION
Number and street (or P O box if mail is not delivered to street address): 1010 WISCONSIN AVENUE, NW #200
Room/suite: 200
City or town, state or country, and ZIP + 4: WASHINGTON DC 20007

D Employer ID number: 23-7447365
E Telephone number: 202-333-9075
F Accounting method: [X] Accrual [] Other (specify)

Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ)

H and I are not applicable to section 527 organizations
H(a) Is this a group return for affiliates? [] Yes [X] No
H(b) If "Yes" enter no. of affiliates: [X] N/A
H(c) Are all affiliates included? [X] N/A [] Yes [] No
H(d) Is this a separate return filed by an organization covered by a group ruling? [] Yes [X] No
I Enter 4-digit GEN:
M Check [] if the organization is not required to attach Sch. B (Form 990, 990-EZ, or 990-PF)

G Web site: www.refugenet.org

J Organization type (check only one): [X] 501(c)(3) (insert no) [] 4947(a)(1) or [] 527

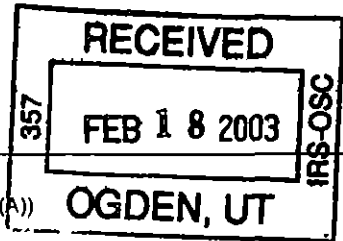
K Check here [] if the organization's gross receipts are normally not more than \$25,000. The organization need not file a return with the IRS, but if the organization received a Form 990 Package in the mail, it should file a return without financial data. Some states require a complete return.

L Gross receipts Add lines 6b, 8b, 9b, and 10b to line 12: 471,224

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See Specific Instructions on page 16)

Table with 21 rows and 4 columns: Line number, Description, Sub-column (a, b, c), and Total amount. Includes revenue from contributions, program services, and special events, and expenses for program services, management, and fundraising. Total revenue: 415,683; Total expenses: 536,570; Excess or deficit: -120,887.

FILED MAR 10 2003 RECEIVED



23

Part II Statement of Functional Expenses All organizations must complete column (A). Columns (B), (C), and (D) are required for section 501(c)(3) and (4) organizations and section 4947(a)(1) nonexempt charitable trusts but optional for others. (See Specific Instructions on page 21.)

Do not include amounts reported on line 6b, 8b, 9b, 10b, or 16 of Part I		(A) Total	(B) Program services	(C) Management and general	(D) Fundraising
22	Grants and allocations (attach schedule) (cash \$ _____ non-cash \$ _____)	22			
23	Specific assistance to individuals	23			
24	Benefits paid to or for members	24			
25	Compensation of officers, directors, etc	25	91,685	18,337	1,834
26	Other salaries and wages	26	63,986	16,858	5,865
27	Pension plan contributions	27	7,557	2,086	433
28	Other employee benefits	28	7,301	2,016	418
29	Payroll taxes	29	14,190	3,918	812
30	Professional fundraising fees	30			
31	Accounting fees	31	5,750	5,750	
32	Legal fees	32			
33	Supplies	33	6,495	1,702	458
34	Telephone	34	6,217	1,450	301
35	Postage and shipping	35	6,368	1,038	241
36	Occupancy	36	18,513	5,108	1,060
37	Equipment rental and maintenance	37	3,788	1,046	217
38	Printing and publications	38	41,621	386	80
39	Travel	39	8,239	890	551
40	Conferences, conventions, and meetings	40	204,009	4,323	
41	Interest	41			
42	Depreciation, depletion, etc (att sch)	42	3,773	1,042	216
43	Other expenses not covered above (itemize) a	43a			
	b See Statement 2	43b	47,078	9,708	303
	c	43c			
	d	43d			
	e	43e			
44	Total functional expenses (add lines 22-43) Organizations completing columns (B)-(D) carry these totals to lines 13-15	44	536,570	75,658	12,789

Joint Costs Check if you are following SOP 98-2

Are any joint costs from a combined educational campaign and fundraising solicitation reported in (B) Program services? Yes No

If "Yes" enter (i) the aggregate amount of these joint costs \$ _____ (ii) the amount allocated to Program services \$ _____ (iii) the amount allocated to Management and general \$ _____ and (iv) the amount allocated to Fundraising \$ _____

Part III Statement of Program Service Accomplishments (See Specific Instructions on page 24.)

What is the organization's primary exempt purpose?	Program Service Expenses (Required for 501(c)(3) and (4) orgs, and 4947(a)(1) trusts but optional for others)
<p>► REFUGE SYSTEM PROTECTION</p> <p>All organizations must describe their exempt purpose achievements in a clear and concise manner. State the number of clients served, publications issued, etc. Discuss achievements that are not measurable (Section 501(c)(3) and (4) organizations and 4947(a)(1) nonexempt charitable trusts must also enter the amount of grants and allocations to others.)</p>	
a See Statement 3	
(Grants and allocations \$ _____)	203,953
b See Statement 4	
(Grants and allocations \$ _____)	18,735
c See Statement 5	
(Grants and allocations \$ _____)	38,719
d See Statement 6	
(Grants and allocations \$ _____)	186,716
e Other program services (attach schedule)	
(Grants and allocations \$ _____)	
f Total of Program Service Expenses (should equal line 44, column (B), Program services)	448,123

Part IV Balance Sheets (See Specific Instructions on page 24)

Note	Where required, attached schedules and amounts within the description column should be for end-of-year amounts only	(A) Beginning of year	(B) End of year
45	Cash-non-interest-bearing		45
46	Savings and temporary cash investments	111,515	46 78,937
47a	Accounts receivable	47a	
b	Less allowance for doubtful accounts	47b	47c
48a	Pledges receivable	48a	
b	Less allowance for doubtful accounts	48b	48c
49	Grants receivable	100,000	49
50	Receivables from officers, directors, trustees, and key employees (attach schedule)		50
51a	Other notes and loans receivable (attach schedule)	51a	
b	Less allowance for doubtful accounts	51b	51c
52	Inventories for sale or use	80	52 3,353
53	Prepaid expenses and deferred charges	38,608	53 8,580
54	Investments-securities <input type="checkbox"/> Cost <input type="checkbox"/> FMV		54
55a	Investments-land, buildings, and equipment basis	55a	
b	Less accumulated depreciation (attach schedule)	55b	55c
56	Investments-other (attach schedule)		56
57a	Land, buildings, and equipment basis	57a 19,987	
b	Less accumulated depreciation (attach schedule) See Stmt 7	57b 15,259	57c 4,728
58	Other assets (describe See Stmt 8)	1,422	58 1,422
59	Total assets (add lines 45 through 58) (must equal line 74)	259,464	59 97,020
60	Accounts payable and accrued expenses	52,350	60 10,793
61	Grants payable		61
62	Deferred revenue		62
63	Loans from officers, directors, trustees, and key employees (attach schedule)		63
64a	Tax-exempt bond liabilities (attach schedule)		64a
b	Mortgages and other notes payable (attach schedule)		64b
65	Other liabilities (describe)		65
66	Total liabilities (add lines 60 through 65)	52,350	66 10,793
Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 67 through 69 and lines 73 and 74			
67	Unrestricted	194,114	67 86,227
68	Temporarily restricted	13,000	68
69	Permanently restricted		69
Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 70 through 74			
70	Capital stock, trust principal, or current funds		70
71	Paid-in or capital surplus or land, building, and equipment fund		71
72	Retained earnings, endowment, accumulated income or other funds		72
73	Total net assets or fund balances (add lines 67 through 69 OR lines 70 through 72, column (A) must equal line 19 column (B) must equal line 21)	207,114	73 86,227
74	Total liabilities and net assets / fund balances (add lines 66 and 73)	259,464	74 97,020

Form 990 is available for public inspection and, for some people, serves as the primary or sole source of information about a particular organization. How the public perceives an organization in such cases may be determined by the information presented on its return. Therefore, please make sure the return is complete and accurate and fully describes, in Part III, the organization's programs and accomplishments.

Part IV-A Reconciliation of Revenue per Audited Financial Statements with Revenue per Return (See Specific Instructions, page 26)

Part IV-B Reconciliation of Expenses per Audited Financial Statements with Expenses per Return

a	Total revenue, gains, and other support per audited financial statements	a	430,887
b	Amounts included on line a but not on line 12, Form 990		
	(1) Net unrealized gains on investments \$		
	(2) Donated services and use of facilities \$		
	(3) Recoveries of prior year grants \$		
	(4) Other (specify)		
	\$		
	Add amounts on lines (1) through (4)	b	
c	Line a minus line b	c	430,887
d	Amounts included on line 12, Form 990 but not on line a		
	(1) Investment expenses not included on line 6b, Form 990 \$		
	(2) Other (specify)		
	See Stmt 9		
	\$ -15,204		
	Add amounts on lines (1) and (2)	d	-15,204
e	Total revenue per line 12, Form 990 (line c plus line d)	e	415,683

a	Total expenses and losses per audited financial statements	a	551,774
b	Amounts included on line a but not on line 17, Form 990		
	(1) Donated services and use of facilities \$		
	(2) Prior year adjustments reported on line 20 Form 990 \$		
	(3) Losses reported on line 20, Form 990 \$		
	(4) Other (specify)		
	See Stmt 10		
	\$ 15,204		
	Add amounts on lines (1) through (4)	b	15,204
c	Line a minus line b	c	536,570
d	Amounts included on line 17, Form 990 but not on line a		
	(1) Investment expenses not included on line 6b Form 990 \$		
	(2) Other (specify)		
	\$		
	Add amounts on lines (1) and (2)	d	
e	Total expenses per line 17, Form 990 (line c plus line d)	e	536,570

Part V List of Officers, Directors, Trustees, and Key Employees (List each one even if not compensated - see Specific Instructions on page 26)

(A) Name and address	(B) Title and average hours per week devoted to position	(C) Compensation (if not paid, enter -0-)	(D) Contrib to employee benefit plans & deferred compensation	(E) Expense account and other allowances
EVAN HIRSCH SILVER SPRING, MD	EXEC DIR 40 HRS	91,685	4,584	0
ATTACHED SCHEDULE 1 ALL SERVE W/O		0	0	0
COMPENSATION		0	0	0

75 Did any officer, director, trustee, or key employee receive aggregate compensation of more than \$100,000 from your organization and all related organizations, of which more than \$10,000 was provided by the related organizations? Yes No
If 'Yes' attach schedule-see Specific Instructions on page 27

Part VI Other Information (See Specific Instructions on page 27)

		Yes	No
76	Did the organization engage in any activity not previously reported to the IRS? If "Yes," attach a detailed description of each activity		X
77	Were any changes made in the organizing or governing documents but not reported to the IRS? If "Yes," attach a conformed copy of the changes	X	
Schedule 2			
78a	Did the organization have unrelated business gross inc of \$1,000 or more during the year covered by this return?		X
b	If "Yes" has it filed a tax return on Form 990-T for this year?		X
79	Was there a liquidation dissolution termination, or substantial contraction during the year? If "Yes," attach a statement		X
80a	Is the organization related (other than by association with a statewide or nationwide organization) through common membership, governing bodies trustees, officers, etc., to any other exempt or nonexempt organization?		X
b	If "Yes," enter the name of the organization <input type="checkbox"/> and check whether it is <input type="checkbox"/> exempt OR <input type="checkbox"/> nonexempt		
81a	Enter direct or indirect political expenditures See line 81 instr		
b	Did the organization file Form 1120-POL for this year?		N/A
82a	Did the organization receive donated services or the use of materials equipment, or facilities at no charge or at substantially less than fair rental value?		N/A
b	If "Yes" you may indicate the value of these items here Do not include this amount as revenue in Part I or as an expense in Part II (See instructions in Part III)		
83a	Did the organization comply with the public inspection requirements for returns and exemption applications?	X	
b	Did the organization comply with the disclosure requirements relating to quid pro quo contributions?		N/A
84a	Did the organization solicit any contributions or gifts that were not tax deductible?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		N/A
85	501(c)(4), (5), or (6) organizations a Were substantially all dues nondeductible by members?		N/A
b	Did the organization make only in-house lobbying expenditures of \$2,000 or less? If "Yes" was answered to either 85a or 85b, do not complete 85c through 85h below unless the organization received a waiver for proxy tax owed for the prior year		N/A
c	Dues assessments, and similar amounts from members		85c
d	Section 162(e) lobbying and political expenditures		85d
e	Aggregate nondeductible amount of section 6033(e)(1)(A) dues notices		85e
f	Taxable amount of lobbying and political expenditures (line 85d less 85e)		85f
g	Does the organization elect to pay the section 6033(e) tax on the amount in 85f?		N/A
h	If section 6033(e)(1)(A) dues notices were sent, does the organization agree to add the amount in 85f to its reasonable estimate of dues allocable to nondeductible lobbying and political expenditures for the following tax year?		N/A
86	501(c)(7) orgs Enter a Initiation fees and capital contributions included on line 12		86a
b	Gross receipts, included on line 12, for public use of club facilities		86b
87	501(c)(12) orgs Enter a Gross income from members or shareholders		87a
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)		87b
88	At any time during the year did the organization own a 50% or greater interest in a taxable corporation or partnership or an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes" complete Part IX		88
89a	501(c)(3) organizations Enter Amount of tax imposed on the organization during the year under section 4911 <u>0</u> section 4912 <u>0</u> , section 4955 <u>0</u>		
b	501(c)(3) and 501(c)(4) orgs Did the organization engage in any section 4958 excess benefit transaction during the year or did it become aware of an excess benefit transaction from a prior year? If "Yes," attach a statement explaining each transaction		89b
c	Enter Amount of tax imposed on the organization managers or disqualified persons during the year under sections 4912, 4955, and 4958		0
d	Enter Amount of tax on line 89c, above, reimbursed by the organization		0
90a	List the states with which a copy of this return is filed		
b	Number of employees employed in the pay period that includes March 12, 2001 (See instructions)		90b
91	The books are in care of THE CORPORATION Telephone no 202-333-9075 Located at WASHINGTON, DC ZIP + 4 20007		
92	Section 4947(a)(1) nonexempt charitable trusts filing Form 990 in lieu of Form 1041- Check here and enter the amount of tax-exempt interest received or accrued during the tax year		92

Part VII Analysis of Income-Producing Activities (See Specific Instructions on page 32)

Note Enter gross amounts unless otherwise indicated	Unrelated business income		Excluded by sec 512 513 or 514		(E) Related or exempt function income
	(A) Business code	(B) Amount	(C) Exclusion code	(D) Amount	
93 Program service revenue					
a CONFERENCE REG. FEES					44,060
b					
c					
d					
e					
f Medicare/Medicaid payments					
g Fees and contracts from government agencies					
94 Membership dues and assessments					29,390
95 Interest on savings and temporary cash investments			14	406	
96 Dividends and interest from securities					
97 Net rental income or (loss) from real estate					
a debt-financed property					
b not debt-financed property					
98 Net rental income or (loss) from personal property					
99 Other investment income					
100 Gain or (loss) from sales of assets other than inventory					
101 Net income or (loss) from special events			1	2,296	
102 Gross profit or (loss) from sales of inventory			1	-10,538	
103 Other revenue a					
b					
c					
d					
e					
104 Subtotal (add columns (B), (D), and (E))			0	-7,836	73,450
105 Total (add line 104, columns (B), (D), and (E))					65,614

Note Line 105 plus line 1d, Part I, should equal the amount on line 12, Part I

Part VIII Relationship of Activities to the Accomplishment of Exempt Purposes (See Specific Instructions on page 32)

Line No	Explain how each activity for which income is reported in column (E) of Part VII contributed importantly to the accomplishment of the organization's exempt purposes (other than by providing funds for such purposes)
93a	THE REGISTRATION FEES FROM THE CONFERENCE HELP TO FUND THE FIRST ANNUAL CONFERENCE THAT BRINGS TOGETHER REPRESENTATIVES FROM THE REFUGE SYSTEM, STATE AGENCIES, CONGRESS See Statement

Part IX Information Regarding Taxable Subsidiaries and Disregarded Entities (See Specific Instructions on page 33)

(A) Name, address, and EIN of corporation, partnership, or disregarded entity	(B) Percentage of ownership interest	(C) Nature of activities	(D) Total income	(E) End-of-year assets
N/A	%			
	%			
	%			
	%			

Part X Information Regarding Transfers Associated with Personal Benefit Contracts (See Specific Instructions on pg 33)

- (a) Did the organization, during the year receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? Yes No
- (b) Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? Yes No

Note If "Yes" to (b), file Form 8870 and Form 4720 (see instructions)

Under penalties of perjury I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

12/14/03
Date

SIGNATURE

SCHEDULE A
(Form 990 or 990-EZ)

Organization Exempt Under Section 501(c)(3)

(Except Private Foundation) and Section 501(e), 501(f), 501(k),
501(n), or Section 4947(a)(1) Nonexempt Charitable Trust

Supplementary Information—(See separate instructions.)

OMB No 1545-0047

2001

Department of the Treasury
Internal Revenue Service

▶ **MUST be completed by the above organizations and attached to their Form 990 or 990-EZ**

Name of the organization NATIONAL WILDLIFE REFUGE ASSOC ASSOCIATION	Employer identification number 23-7447365
---	---

Part I Compensation of the Five Highest Paid Employees Other Than Officers, Directors, and Trustees
(See page 1 of the instructions List each one If there are none, enter "None ")

(a) Name and address of each employee paid more than \$50,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee ben plans & deferred compensation	(e) Expense account and other allowances
None				
Total number of other employees paid over \$50,000 ▶				

Part II Compensation of the Five Highest Paid Independent Contractors for Professional Services
(See page 2 of the instr List each one (whether individuals or firms) If there are none, enter "None ")

(a) Name and address of each independent contractor paid more than \$ 50,000	(b) Type of service	(c) Compensation
None		
Total number of others receiving over \$50,000 for professional services ▶		

Part III Statements About Activities (See page 2 of the instructions)

	Yes	No
1 During the year has the organization attempted to influence national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum? If "Yes," enter the total expenses paid or incurred in connection with the lobbying activities \$ 620 (Must equal amount on line 38, Part VI-A, or line i of Part VI-B) Organizations that made an election under section 501(h) by filing Form 5768 must complete Part VI-A Other organizations checking "Yes" must complete Part VI-B AND attach a statement giving a detailed description of the lobbying activities	X	
2 During the year has the organization, either directly or indirectly, engaged in any of the following acts with any substantial contributors trustees directors, officers, creators, key employees, or members of their families, or with any taxable organization with which any such person is affiliated as an officer director trustee majority owner, or principal beneficiary? (If the answer to any question is "Yes," attach a detailed statement explaining the transactions)		
a Sale exchange, or leasing of property?		X
b Lending of money or other extension of credit?		X
c Furnishing of goods, services or facilities?		X
d Payment of compensation (or payment or reimbursement of exp if more than \$1 000)?	X	
e Transfer of any part of its income or assets?		X
3 Does the organization make grants for scholarships, fellowships, student loans, etc ? (See Note below)		X
4 Do you have a section 403(b) annuity plan for your employees?	X	

See Stmt 12

Note Attach a statement to explain how the organization determines that individuals or organizations receiving grants or loans from it in furtherance of its charitable programs "qualify" to receive payments

Part IV Reason for Non-Private Foundation Status (See pages 3 through 6 of the instructions)

The organization is not a private foundation because it is (Please check only ONE applicable box)

- 5 A church, convention of churches, or association of churches Section 170(b)(1)(A)(i)
- 6 A school Section 170(b)(1)(A)(ii) (Also complete Part V)
- 7 A hospital or a cooperative hospital service organization Section 170(b)(1)(A)(iii)
- 8 A Federal, state, or local government or governmental unit Section 170(b)(1)(A)(v)
- 9 A medical research organization operated in conjunction with a hospital Section 170(b)(1)(A)(iii) Enter the hospital's name, city, and state ▶
- 10 An organization operated for the benefit of a college or university owned or operated by a governmental unit Section 170(b)(1)(A)(iv) (Also complete the Support Schedule in Part IV-A)
- 11a An organization that normally receives a substantial part of its support from a governmental unit or from the general public Section 170(b)(1)(A)(vi) (Also complete the Support Schedule in Part IV-A)
- 11b A community trust Section 170(b)(1)(A)(vi) (Also complete the Support Schedule in Part IV-A)
- 12 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its charitable, etc functions-subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See section 509(a)(2) (Also complete the Support Schedule in Part IV-A)
- 13 An organization that is not controlled by any disqualified persons (other than foundation managers) and supports organizations described in (1) lines 5 through 12 above, or (2) section 501(c)(4), (5), or (6), if they meet the test of section 509(a)(2) (See section 509(a)(3))

Provide the following information about the supported organizations (See page 5 of the instructions)

(a) Name(s) of supported organization(s)	(b) Line number from above

- 14 An organization organized and operated to test for public safety Section 509(a)(4) (See page 6 of the instructions)

Part IV-A Support Schedule (Complete only if you checked a box on line 10, 11, or 12) Use cash method of accounting

Note You may use the worksheet in the instructions for converting from the accrual to the cash method of accounting

Calendar year (or fiscal year beginning in)	(a) 2000	(b) 1999	(c) 1998	(d) 1997	(e) Total
15 Gifts, grants, and contributions received (Do not include unusual grants. See line 28.)	120,302	377,569	394,280	303,313	1,195,464
16 Membership fees received	12,369	29,303	19,895	21,433	83,000
17 Gross receipts from admissions, merchandise sold or services performed, or furnishing of facilities in any activity that is related to the organization's charitable etc. purpose	2,935	37,148			40,083
18 Gross inc from int. dividends, amounts received from pymt. on securities loans (section 512(a)(5)), rents, royalties, & unrelated busn. taxable inc. (less sec. 511 taxes) from businesses acquired by the organization after June 30, 1975	268	144	577	497	1,486
19 Net income from unrelated business activities not included in line 18					
20 Tax revn. levied for the organization's ben. & either paid to it or expended on its behalf					
21 The value of serv. or fac. furnished to the org. by a governmental unit without charge. Do not incl. the value of serv. or fac. generally furnished to the public without charge.					
22 Other income. Attach a schedule. Do not include gain or (loss) from sale of cap. assets.					
23 Total of lines 15 through 22	135,874	444,164	414,752	325,243	1,320,033
24 Line 23 minus line 17	132,939	407,016	414,752	325,243	1,279,950
25 Enter 1% of line 23	1,359	4,442	4,148	3,252	
26 Organizations described on lines 10 or 11	a Enter 2% of amount in column (e), line 24				25,599
	b Prepare a list for your records to show the name of and amount contributed by each person (other than a governmental unit or publicly supported organization) whose total gifts for 1997 through 2000 exceeded the amount shown in line 26a. Do not file this list with your return. Enter the total of all these excess amounts.				7,846
	c Total support for section 509(a)(1) test. Enter line 24, column (e).				1,279,950
	18	1,486	19		
	22		26b	7,846	9,332
	e Public support (line 26c minus line 26d total)				1,270,618
	f Public support percentage (line 26e (numerator) divided by line 26c (denominator))				99.2709%
27 Organizations described on line 12	a For amounts included in lines 15, 16, and 17 that were received from a "disqualified person," prepare a list for your records to show the name of, and total amounts received in each year from, each "disqualified person." Do not file this list with your return. Enter the sum of such amounts for each year.				N/A
	(2000)	(1999)	(1998)	(1997)	
	b For any amount included in line 17 that was received from each person (other than "disqualified persons"), prepare a list for your records to show the name of and amount received for each year, that was more than the larger of (1) the amount on line 25 for the year or (2) \$5,000. (Include in the list organizations described in lines 5 through 11, as well as individuals.) Do not file this list with your return. After computing the difference between the amount received and the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year.				N/A
	(2000)	(1999)	(1998)	(1997)	
	c Add Amounts from column (e) for lines				
	15		16		
	17	20	21		
	d Add Line 27a total and line 27b total				
	e Public support (line 27c total minus line 27d total)				
	f Total support for section 509(a)(2) test. Enter amount on line 23, column (e).				27f
	g Public support percentage (line 27e (numerator) divided by line 27f (denominator))				%
	h Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator))				%

28 Unusual Grants For an organization described in line 10, 11, or 12 that received any unusual grants during 1997 through 2000, prepare a list for your records to show, for each year, the name of the contributor, the date and amount of the grant, and a brief description of the nature of the grant. Do not file this list with your return. Do not include these grants in line 15.

Part V Private School Questionnaire (See page 7 of the instructions)
(To be completed ONLY by schools that checked the box on line 6 in Part IV)

	N/A	Yes	No
29 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument or in a resolution of its governing body?			
30 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs and scholarships?			
31 Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If Yes please describe, if "No" please explain (If you need more space, attach a separate statement)			
32 Does the organization maintain the following			
a Records indicating the racial composition of the student body, faculty, and administrative staff?			
b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?			
c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?			
d Copies of all material used by the organization or on its behalf to solicit contributions? If you answered "No" to any of the above, please explain (If you need more space, attach a separate statement)			
33 Does the organization discriminate by race in any way with respect to			
a Students rights or privileges?			
b Admissions policies?			
c Employment of faculty or administrative staff?			
d Scholarships or other financial assistance?			
e Educational policies?			
f Use of facilities?			
g Athletic programs?			
h Other extracurricular activities? If you answered Yes to any of the above please explain (If you need more space, attach a separate statement)			
34a Does the organization receive any financial aid or assistance from a governmental agency?			
b Has the organization's right to such aid ever been revoked or suspended? If you answered Yes to either 34a or b, please explain using an attached statement			
35 Does the organization certify that it has complied with the applicable requirements of sections 4 01 through 4 05 of Rev Proc 75-50 1975-2 C B 587 covering racial nondiscrimination? If No attach an explanation			

Part VI-A Lobbying Expenditures by Electing Public Charities (See page 9 of the instructions)
 (To be completed **ONLY** by an eligible organization that filed Form 5768) **N/A**

Check a if the organization belongs to an affiliated group Check b if you checked "a" and "limited control" provisions apply

Limits on Lobbying Expenditures		(a) Affiliated group totals	(b) To be completed for ALL electing organizations
(The term expenditures means amounts paid or incurred)			
36	Total lobbying expenditures to influence public opinion (grassroots lobbying)	36	
37	Total lobbying expenditures to influence a legislative body (direct lobbying)	37	
38	Total lobbying expenditures (add lines 36 and 37)	38	
39	Other exempt purpose expenditures	39	
40	Total exempt purpose expenditures (add lines 38 and 39)	40	
41	Lobbying nontaxable amount Enter the amount from the following table-		
	If the amount on line 40 is -		
	Not over \$500,000		
	Over \$500,000 but not over \$1,000,000		
	Over \$1,000,000 but not over \$1,500,000		
	Over \$1,500,000 but not over \$17,000,000		
	Over \$17,000,000		
	The lobbying nontaxable amount is -		
	20% of the amount on line 40		
	\$100,000 plus 15% of the excess over \$500,000		
	\$175,000 plus 10% of the excess over \$1,000,000	41	
	\$225,000 plus 5% of the excess over \$1,500,000		
	\$1,000,000		
42	Grassroots nontaxable amount (enter 25% of line 41)	42	
43	Subtract line 42 from line 36 Enter -0- if line 42 is more than line 36	43	
44	Subtract line 41 from line 38 Enter -0- if line 41 is more than line 38	44	

Caution If there is an amount on either line 43 or line 44 you must file Form 4720

4-Year Averaging Period Under Section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below
 See the instructions for lines 45 through 50 on page 11 of the instructions)

Calendar year (or fiscal year beginning in) ▶	Lobbying Expenditures During 4-Year Averaging Period				
	(a) 2001	(b) 2000	(c) 1999	(d) 1998	(e) Total
45	Lobbying nontaxable amount				
46	Lobbying ceiling amount (150% of line 45(e))				
47	Total lobbying expenditures				
48	Grassroots nontaxable amount				
49	Grassroots ceiling amount (150% of line 48(e))				
50	Grassroots lobbying expenditures				

Part VI-B Lobbying Activity by Nonelecting Public Charities
 (For reporting only by organizations that did not complete Part VI-A) (See page 12 of the instr)

During the year did the organization attempt to influence national, state or local legislation including any attempt to influence public opinion on a legislative matter or referendum through the use of	Yes	No	Amount
a Volunteers	X		
b Paid staff or management (include compensation in expenses reported on lines c through h)	X		
c Media advertisements		X	
d Mailings to members, legislators, or the public		X	
e Publications or published or broadcast statements		X	
f Grants to other organizations for lobbying purposes		X	
g Direct contact with legislators their staffs government officials, or a legislative body	X		620
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means		X	
i Total lobbying expenditures (add lines c through h)			620

If "Yes" to any of the above, also attach a statement giving a detailed description of the lobbying activities

See Stmt 13

Federal Statements**Statement 1 - Form 990, Line 10c - Sales of Inventory**

<u>Description</u>	<u>Gross Sales</u>	<u>COGS</u>	<u>Gross Profit</u>
REFUGE CALENDAR	\$ 29,799	\$ 40,337	\$ -10,538
Total	<u>\$ 29,799</u>	<u>\$ 40,337</u>	<u>\$ -10,538</u>

Federal Statements

Statement 2 - Form 990, Part II, Line 43 - Other Functional Expenses

Description	Total Expenses	Program Service	Mgt & General	Fund-Raising
	\$	\$	\$	\$
Expenses				
AWARDS PROGRAM	5,832	5,832		
CONSULTING	1,170		1,170	
DUES & SUBS	876	662	214	
MEMBERSHIP DRIVE	19,291	19,291		
INSURANCE	1,933	1,289	534	110
LICENSE & FEES	6,052		6,052	
WEB SITE EXPENSE	2,776	2,753	19	4
REGIONAL REPRESENTATIVES	7,220	7,220		
MISCELLANEOUS	1,928	20	1,719	189
Total	\$ 47,078	\$ 37,067	\$ 9,708	\$ 303

Statement 3 - Form 990, Part III, Line a - Statement of Program Service Accomplishments

CONSERVATION - CONDUCT RESEARCH, PROVIDE INFORMATION AND ASSISTANCE TO REFUGES, THE PUBLIC AND DECISION MAKERS TO BENEFIT REFUGES AND TO STIMULATE ACTION TO PROTECT AND IMPROVE THE SYSTEM

Statement 4 - Form 990, Part III, Line b - Statement of Program Service Accomplishments

MEMBERSHIP - PROVIDE MEMBERS WITH VISITORS GUIDE TO REFUGE AND OTHER MEMBERSHIP INCENTIVES. ISSUE ACTIVITY UPDATE/ RENEWAL NOTICES MAINTAIN MEMBERSHIP RECORDS AND ANSWER QUESTIONS. PRODUCED NEW MEMBERSHIP BROCHURE TO GIVE TO MEMBERS.

Statement 5 - Form 990, Part III, Line c - Statement of Program Service Accomplishments

EDUCATION - INCREASE PUBLIC UNDERSTANDING AND APPRECIATION OF NATIONAL WILDLIFE REFUGE SYSTEM THROUGH QUARTERLY NEWS-LETTER. RESPOND TO WILDLIFE INQUIRES AND PROVIDE REFUGE FACT SHEETS AND REFERENCE LISTS TO ENVIRONMENTAL EDUCATORS ON REQUEST. SPOKE AT NUMEROUS FWS AND FRIENDS EVENTS ON REFUGE SYSTEM POLICY ISSUES. PRODUCED BROCHURE ENTITLED "SHORT-CHANGING AMERICAS WILDLIFE" WHICH DETAILED THE FUNDING CRISIS OF THE REFUGE SYSTEM.

Statement 6 - Form 990, Part III, Line d - Statement of Program Service Accomplishments

FRIENDS INITIATIVE - INCREASE THE NUMBER OF REFUGE FRIENDS
GROUPS NATIONWIDE, PROVIDE TRAINING AND NETWORKING
OPPORTUNITIES AND PROMOTE THE CONTINUED PROTECTION AND
ENHANCEMENT OF THE NATIONAL WILDLIFE REFUGE SYSTEM.
HELD 1ST ANNUAL FRIENDS CONFERENCE IN WASHINGTON DC WHICH
DREW MORE THAN 270 REFUGE REPRESENTATIVES AND 43
STATES WERE ALSO REPRESENTED THIS CONFERENCE'S GOAL IS
TO BUILD SUPPORT FOR REFUGES

Federal Statements**Statement 7 - Form 990, Part IV, Line 57 - Land, Buildings, and Equipment**

<u>Description</u>	<u>Beginning of Year</u>	<u>Accum Deprec</u>	<u>End of Year</u>	<u>Accum Deprec</u>
Furniture & Fixtures	\$ 6,488	\$ 6,128	\$ 6,488	\$ 6,385
Computer Equipment	12,799	5,320	13,499	8,874
Total	<u>\$ 19,287</u>	<u>\$ 11,448</u>	<u>\$ 19,987</u>	<u>\$ 15,259</u>

Statement 8 - Form 990, Part IV, Line 58 - Other Assets

<u>Description</u>	<u>Beginning of Year</u>	<u>End of Year</u>
SECURITY DEPOSIT	\$ 1,422	\$ 1,422
Total	<u>\$ 1,422</u>	<u>\$ 1,422</u>

Federal Statements**Statement 9 - Form 990, Part IV-A - Other Revenue Included on Return**

<u>Description</u>	<u>Amount</u>
DIRECT EXPENSE OF SPECIAL EVENT	\$ <u>-15,204</u>
Total	\$ <u><u>-15,204</u></u>

Statement 10 - Form 990, Part IV-B - Other Expenses Included in Financial Statements

<u>Description</u>	<u>Amount</u>
DIRECT EXPENSE OF SPECIAL EVENT	\$ <u>15,204</u>
Total	\$ <u><u>15,204</u></u>

Federal Statements**Statement 11 - Form 990, Part VIII - Relationship of Activities**Line NoDescription

94 AND FEDERAL AGENCIES TO HELP BUILD SUPPORT FOR THE REFUGE SYSTEM.
THE PROCEEDS FROM THESE ACTIVITIES PROVIDE THE QUARTERLY NEWSLETTER AND WEBSITE OUR MEMBERS USE TO KEEP INFORMED ABOUT THE ISSUES AFFECTING THE REFUGE SYSTEM AND HOW THEY CAN ASSIST

Statement 12 - Schedule A, Part III, Question 2d - Payment of Compensation

LAWRENCE SMITH	\$1,700
JOHN MARTIN	\$2,890
GEORGE HOFFMANN	\$3,289
JOE MAZZONI	\$1,158
PHILLIP MORGAN	\$1,190

BOARD OF DIRECTORS AND THE PRESIDENT ARE REIMBURSED FOR TRAVEL AND BUSINESS EXPENSES UPON RECEIPT OF DOCUMENTATION

Statement 13 - Schedule A, Part VI-B - Description of Lobbying Activities

THESE LEGISLATIVE ACTIVITIES WERE IN CONNECTION WITH THE FOLLOWING ITEMS
INTERIOR APPROPRIATIONS AND AGENCY ALLOCATIONS FOR 2002 - 2006 AND
REFUGE SYSTEM LEGISLATION REGARDING POLICY AND MANAGEMENT

NATIONAL WILDLIFE REFUGE ASSOCIATION 2002 Board of Directors

CHAIR Curtis "Buff" Dahlen 4710 Quebec Street, NW Washington, DC 20018 TEL 202-362-0094 FAX 202-362-3329 buffdahlen@aol.com	VICE-CHAIR Wall Steglikz 9871 Riverview Dr Mico, FL 32978 TEL 861-483-9750 FAX 861-683-9750 wallsteg@aol.com	SECRETARY Ann Harvey P O Box 976 Wilson, Wyoming 83014 TEL 307-733-9129 annharv@aol.com	TREASURER Neal Sigmom 1019 27th Street South Arlington, VA 22202 TEL FAX 703-684-8622 nealsigmom@aol.com
--	---	---	--

Gail S Baker 805 Turnberry Way Niceville, FL 32578 TEL 850-897-5056 FAX 850-897-5968 gailsbak@earthlink.net	Robert C Flebbe 1030 NW 176th Ave Beaverton, OR 97008 TEL 503-646-3510 bjflebbe@aol.com	Karen R Hollingsworth POB 459 North Branch, MN 55056 Fed Ex 33900 Kale Ave TEL 651-267-6447 FAX 651-257-6880 karenr@thneedleofneedle.com	Moby Krival 736 Dutton Court Gambel, FL 33667 TEL 239-396-1151 FAX 239-395-8271 MPkrival@comcast.net	William H Meadows President The Wilderness Society 1815 M St, NW Washington, DC 20036 TEL 202-429-2807 FAX 202-429-3958 bill_meadows@twso.org	Thomas A. Weather Executive Vice President National Environmental Trust 1200 16 th St, NW, Suite 500 Washington, DC 20036 TEL 202 888-8912 FAX 202-887-8888 tweather@envirotrust.org
Edith T Eddy Executive Director Compton Foundation 535 Middlefield Road, Suite 160 Marin Park, CA 94026 TEL 850-328-0101 FAX 650-328-0171 eddy@comptonfoundation.org	George Hoffmann W5094 Highland Place La Croix, WI 54601 TEL 804-787-0883 gwhoffmann@aol.com	David H. Houghton 1820 Center Rd. Montpelier, VT 05602 TEL 802-223-1373 FAX 802-223-0451 davidhoughton@ipl.org	Joseph P. Mazzoni 15069 Robbes Grandias Dr Rancho Murietta, CA 95683 TEL 916-354-0187 FAX 916-354-1003 mazzoni@ranchomurietalabc.com	Jeffrey Smith 5213 Keller Ridge Rd Clayton, CA 94517 (925) 673-9308 jpsmith@aol.com	

SCHEDULE 1

BYLAWS
of the
National Wildlife Refuge Association
Adopted June 8, 1998
Amended June 2, 2002

NAME

Section 1 Name The name of this organization shall be the National Wildlife Refuge Association, hereinafter referred to as "the Association", which was incorporated in Minnesota in 1975 and has its principal offices in Washington, DC.

PURPOSE

Section 2 Purpose of the Organization The Association is a non-profit conservation organization, as described in Section 501c(3) of the Internal Revenue Code of 1986, dedicated to protecting the integrity of the National Wildlife Refuge System, promoting its values and conserving its flora and fauna for the benefit of America

DIRECTORS

Section 3 1 Powers The business, property and affairs of the Association shall be managed and controlled by a Board of Directors who shall have all of the powers of the Association The number of directors may be increased or decreased by the affirmative vote of a majority of the entire Board The Board shall be composed of at least six directors and not more than twenty-five, some of whom must have refuge management experience

Section 3 2 Elections Directors shall normally be elected at the Board's annual meeting, but may be elected at any regular meeting or by mail ballot Candidates may be nominated by the Nominating Committee or by any director Election of a director shall require the affirmative vote of a majority of the entire Board A director shall take office at the close of the meeting at which he or she is elected or at the conclusion of a mail ballot and shall serve until the close of the annual meeting at which his or her term expires

Section 3 3. Terms. Each director shall be elected to a three-year term identified by the year of the annual meeting at which the term expires In order to maintain continuity on the Board, the number of directors serving in each year class should be approximately the same A director elected to fill a vacancy resulting from a resignation or death shall serve until the end of the predecessor's term No director may serve more than two consecutive terms with the exception of a director serving as chair, whose term may be extended by a majority vote of the Board After a one-year absence from the Board a former director may be considered for reselection to the Board

Section 3 4 Conflict of Interest The Board has adopted a written Conflict of Interest Policy for the Association. The Policy shall be reviewed from time to time by the Board and amended as necessary. Each director shall comply with its provisions.

Section 3 5 Diversity The Association is committed to reflect the diversity of American society in its Board, staff and programs, and shall pursue a policy of promoting such diversity. The President shall monitor implementation of this policy and present a progress report from time to time.

Section 3 6 Attendance by Directors Each director must attend at least one meeting of the Board each calendar year. If a director fails to satisfy the minimum attendance requirement, the director shall be deemed automatically to have resigned from office unless the Chair of the Board determines that the failure to attend was due to exceptional circumstances. The vacancy created by such removal shall be filled in accordance with these bylaws.

MEETINGS

Section 4 1 Annual Meeting The Board of directors shall hold an annual meeting for the purpose of electing directors and officers, reviewing past operations, approving the next year's program, approving the next fiscal year budget, and conducting such other business as shall come before the Board. The annual meeting shall be held at such time and place, as shall be decided by the Board and set forth in the notice of the meeting.

Section 4 2 Regular Meetings All meetings of the Board other than the annual meeting shall be considered regular meetings. The Chair of the Board may call a regular meeting whenever necessary, but at least once a year, and shall do so if requested by one third of the directors in a letter which explains the purpose of the meeting.

Section 4 3 Notice Meetings of the Board should be scheduled in consultation with the directors as far in advance as is practical. Written notice of each meeting announcing the date, time, place, and purposes thereof shall be mailed to each director at least ten days before the meeting. Attendance at a meeting shall constitute waiver of notice.

Section 4 4 Meeting by Telephone Directors may participate in a meeting of the Board (or a committee of the board) by means of a conference telephone or other means of communication by which all persons participating in the meeting are able to understand one another. Any director so participating shall be considered present at the meeting.

Section 4 5 Quorum At any duly convened meeting of the Board, half of the directors must be present to constitute a quorum for the transaction of business. In the event a quorum is not present, a draft decision may be prepared by those present and circulated later to all directors for decision by mail ballot.

Section 4 6 Voting At any meeting of the Board at which a quorum is present the affirmative vote of a majority of the directors present shall be necessary and sufficient to adopt any decision of the Board, except those specific decisions which under these bylaws or the Minnesota Non-Profit Corporation Act require an affirmative vote of a greater proportion of the Board. There shall be no voting by proxy.

Section 4 7 Mail Ballot The Board may take any action which could be taken at a meeting by mail ballot. A mail ballot shall be transmitted to all directors for action when one is requested by the Chair or by one-third of the directors. A mail ballot question shall be approved if either (a) all directors submit affirmative votes in writing, or (b) after twenty days from the date of mailing, affirmative votes have been received in writing from at least two-thirds of all directors and no negative votes have been received.

OFFICERS

Section 5 1 Officers and Terms The officers of the Association shall be the Chair and Vice Chair of the Board, a Secretary, a Treasurer, and a President. The first four officers shall be elected by the Board at each annual meeting from among its directors. Election of an officer shall require the affirmative vote of a majority of the entire Board. Directors shall normally serve no more than three years as Chair and no more than two years as Vice Chair, Secretary, or Treasurer. The Board may appoint such other officers and agents as it may deem advisable. All officers and agents elected or appointed by the Board shall be subject to removal from the Board.

Section 5 2 Officers of the Board

(a) Chair of the Board The Chair of the Board shall preside at annual and regular meetings of the Board and shall direct the activities of the Association in the manner prescribed by the Board.

(b) Vice Chair of the Board The Vice Chair of the Board shall have the duties and responsibilities of the Chair when the latter is absent or incapacitated. The Vice Chair shall perform such other duties as may be assigned by the Chair of the Board.

(c) Secretary The Secretary shall be responsible for maintaining summary minutes of all meetings of the Board, issuing proper notices of all meetings and performing such other duties as may be assigned by the Chair of the Board. In performing these duties, the secretary may be assisted by the staff of the Association.

(d) Treasurer The Treasurer shall collect all monies donated or owed to the Association, have custody of Association funds, place those funds in such depositories as may be approved by the Board, and disburse those funds in accordance with the Board's directions. The Treasurer shall represent the Finance Committee before the Board. The Treasurer shall perform such other duties as may be assigned by the Chair of the Board. The Treasurer shall be permitted to delegate duties to the President or other employees of the Association with Board approval.

Section 5.3 President A President may be selected by and serve at the pleasure of the Board. The President shall be an officer of the Association, and shall not be a member of the Board. The President shall perform such duties as are provided by these bylaws and as are delegated to the President by the Board. The President shall be the chief executive officer of the Association, shall have general and active management of the affairs and property of the Association and shall see that all orders and resolutions of the Board are implemented.

Section 5.4 Vacancies A vacancy in any office, other than that of President, shall be filled by the Board at its next meeting or by mail ballot. An officer so elected shall take office immediately and serve until the close of the next annual meeting. A vacancy in the Presidency shall be filled in a manner decided by the Board.

RESIGNATIONS

Section 6 Resignations and Removals Any director, member of a committee, or officer may resign at any time. Such resignation shall be made in writing and shall take effect at the time specified in the resignation document. If no time is specified, the resignation shall be effective at the time of its receipt by the Chair. Acceptance of a resignation shall not be necessary to make it effective. The Board may determine by decision of two-thirds of the entire Board whether and in what manner a director shall be removed from the Board.

COMMITTEES

Section 7.1 Standing Committees The Standing Committees of the Board shall provide advice and guidance to the Board and shall be a Finance Committee, a Development Committee, and a Nominating Committee. The Board at its annual meeting shall appoint a chair and at least one other director to serve on each committee. The Chair of the Board shall be an ex-officio member of each committee. The Treasurer shall chair the Finance Committee. The President shall be a non-voting member of each committee and shall assign to each a member of staff to record summary minutes of meetings and provide any other assistance its chair may require.

Section 7 2 Finance Committee It shall be the responsibility of the Finance Committee to

- (a) Review prior to the annual meeting the budget for the next fiscal year and provide advice to the Board,
- (b) Monitor all investments made by the Association,
- (c) Recommend to the Board investment policies to be established by the Association and specific investments to be made in accordance with such policies,
- (d) Recommend to the Board financial advisors, banking organizations and investment organizations to be retained by the Association,
- (e) Recommend to the Board changes in the format for financial reports provided to the Board,
- (f) Engage in financial planning for the Association and provide such other financial advisory services for the Board as may be requested by the Board,
- (g) Recommend to the Board of directors a firm of certified public accountants ("the Auditors") to audit the annual accounts of the Association, and
- (h) Meet with the Auditors and the financial officers of the Association to evaluate the adequacy and effectiveness of the accounting procedures and internal controls of the Association

Section 7 3 Development Committee It shall be the responsibility of the Development Committee to.

- (a) Recommend and approach for donations potential financial supporters of the Association. Such supporters shall include individuals, foundations, and corporations,
- (b) Encourage directors to give or obtain financial support for the Association, and
- (c) Advise and assist staff in the development of new ideas and approaches for fundraising

Section 7.4 Nominating Committee It shall be the responsibility of the Nominating Committee to

- (a) Identify individuals who would be qualified, willing and able to serve on the Board,
- (b) Recommend to the Board a suitable list of candidates to be considered for election as directors at the annual meeting, bearing in mind the need to maintain an appropriate balance of diverse qualifications, interests, skills and characteristics, and geographic location on the Board and the need to maintain a uniform number of directors within each year class,
- (c) Recommend to the Board a list of directors who would be willing and qualified to stand for election at the annual meeting as officers of the Association,
- (d) Recommend to the Board at other times of year, as necessary, candidates to fill any vacancy in a given year class or any vacancy caused by the resignations or death of a director or officer of the Association, and
- (e) Consider and advise the Board on the optimum number of directors to compose the Board

Section 7.5 Additional Committees The Board may establish additional standing committees, including an executive committee, and ad hoc advisory committees which committees may include, in addition to directors, persons whose experience and expertise can be helpful to the Association

INDEMNIFICATION

Section 8. Indemnification In discharging their duties directors officers and employees of the Association may be indemnified by the Association for judgments and fines (whether civil, criminal, administrative or investigative), amounts paid in settlement, costs, expenses and judgments in actions by or in the right of the Association to receive a judgment in favor, for any of the above enumerated matters whether threatened, pending or contemplated, as well as reasonable expenses for each, including attorney's fees actually and necessarily incurred as a result of such action or proceeding or any appeal therein, if such director or officer acted in good interests of the Association and had no reasonable cause to believe that his or her conduct was unlawful. The Association shall purchase insurance to provide for such indemnification

FINANCIAL MATTERS

Section 9 1 Fiscal Year The Association's fiscal year shall extend from July 1 through June 30 of the following calendar year

Section 9 2 Compensation No elected officer or director of the Association shall receive any compensation for services to the Association in such capacity The President shall receive for his or her services such compensation as the Board may determine

Section 9 3 Certain Officers to Give Bonds Every officer, agent or employee of the Association, who may receive, handle or disburse money for its accounts or who may have any of the Association property in his or her custody or be responsible for its safety or preservation, may be required, at the discretion of the Board, to give bond, in such sum and with such sureties and in such form as shall be satisfactory to the Board, for the faithful performance of his or her duties and for the restoration to the Association in the event of that person's death, resignation, or removal from office, of all books, papers, vouchers, monies and other property of whatever kind in his or her custody belonging to the Association

MEMBERS

Section 10 Members The Association may accept individuals or groups who support its purpose as members on such terms and for such dues as the board may decide

AMENDMENTS

Section 11 Amendments These bylaws may be amended by the affirmative vote of a majority of the entire Board, providing notice has been given in accordance with Section 4 3

NATIONAL WILDLIFE REFUGE ASSOCIATION

Form 990

#23-7447365

June 30, 2002

Part VI

SCHEDULE 3

Line 90(a) - List of States

Alabama
Arkansas
California
Connecticut
District of Columbia
Kansas
Maine
Maryland
Massachusetts
Minnesota
New Hampshire
New Jersey
New Mexico
New York
Ohio
Oklahoma
Oregon
Pennsylvania
South Carolina
Virginia
Washington
Wisconsin

NATIONAL WILDLIFE REFUGE ASSOCIATION

Form 990

Schedule A

June 30, 2002

#23-7447365

SCHEDULE 2

This is a conformed copy of the original documents

A handwritten signature in black ink, appearing to read "Evan Hirsche", is written over a solid horizontal line.

Evan Hirsche, President

Form **8868**

Application for Extension of Time To File an Exempt Organization Return

OMB No 1545-1709

(December 2000)
Department of the Treasury
Internal Revenue Service

▶ **File a separate application for each return**

- If you are filing for an Automatic 3-Month Extension, complete only Part I and check this box
- If you are filing for an Additional (not automatic) 3-Month Extension, complete only Part II (on page 2 of this form)

Note Do not complete Part II unless you have already been granted an automatic 3-month extension on a previously filed Form 8868

Part I Automatic 3-Month Extension of Time- Only submit original (no copies needed)

Note Form 990-T corporations requesting an automatic 6-month extension-check this box and complete Part I only

All other corporations (including Form 990-C filers) must use Form 7004 to request an extension of time to file income tax returns Partnerships, REMICs and trusts must use Form 8738 to request an extension of time to file Form 1085, 1068, or 1041

Type or print	Name of Exempt Organization NATIONAL WILDLIFE REFUGE ASSOC ASSOCIATION	Employer identification number 23-7447365
File by the due date for filing your return See instructions	Number, street, and room or suite no If a P O box, see instructions 1010 WISCONSIN AVENUE, NW #200 200	
	City, town or post office, state, and ZIP code For a foreign address, see instructions WASHINGTON DC 20007	

Check type of return to be filed (file a separate application for each return)

<input checked="" type="checkbox"/> Form 990	<input type="checkbox"/> Form 990-T (corporation)	<input type="checkbox"/> Form 4720
<input type="checkbox"/> Form 990-BL	<input type="checkbox"/> Form 990-T (sec 401(a) or 408(a) trust)	<input type="checkbox"/> Form 5227
<input type="checkbox"/> Form 990-EZ	<input type="checkbox"/> Form 990-T (trust other than above)	<input type="checkbox"/> Form 6069
<input type="checkbox"/> Form 990-PF	<input type="checkbox"/> Form 1041-A	<input type="checkbox"/> Form 8870

● If the organization does not have an office or place of business in the United States, check this box

● If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) _____ If this is for the whole group, check this box If it is for part of the group, check this box and attach a list with the names and EINs of all members the extension will cover

1 I request an automatic 3-month (6-month, for 990-T corporation) extension of time until 2/17/03 to file the exempt organization return for the organization named above The extension is for the organization's return for calendar year _____ or tax year beginning 7/01/01 and ending 6/30/02

2 If this tax year is for less than 12 months, check reason Initial return Final return Change in accounting period

3a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits See instructions \$ _____

b If this application is for Form 990-PF or 990-T, enter any refundable credits and estimated tax payments made Include any prior year overpayment allowed as a credit \$ _____

c Balance Due Subtract line 3b from line 3a Include your payment with this form, or, if required, deposit with FTD coupon or, if required, by using EFTPS (Electronic Federal Tax Payment System) See instructions \$ _____

Signature and Verification

Under penalties of perjury, I declare that I have examined this form, including accompanying schedules and statements, and to the best of my knowledge and belief it is true correct, and complete, and that I am authorized to prepare this form

Signature ▶ Sharon A. Johnson Title ▶ CPA Date ▶ 11/14/02

For Paperwork Reduction Act Notice, see Instruction Form **8868** (12 2000)