

Federal Aid in Sport Fish Restoration
F-64-E-26
Annual Performance Report – F14AF00149

2014

Connecticut Inland Fisheries

Aquatic Resources Education



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**State of Connecticut
Department of Energy and Environmental Protection
Bureau of Natural Resources
Inland Fisheries Division**



Project Title: Connecticut Aquatic Resources Education (CARE)

Period Covered: January 1, 2014 to December 31, 2014

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Cover photo credit: Certified volunteer Instructor Tom Megargee helps a happy student hoist a large bass caught in Forster Pond during a field trip to the CARE Center. Photo Justin Wiggins

Summary

During 2014, the Connecticut Aquatic Resources Education (CARE) program experienced another successful year of introducing new anglers to the lifetime sport of fishing. A total of 8,019 participants were educated through CARE student activities. Overall participation increased slightly from 2013. Student participation increased in three of our five core student activities: Forster Pond Courses, Special Fishing events, and Summer Fishing Classes. Student participation declined in Family Fishing Courses and Family Ice Fishing Classes.

CARE staff collaborated with 236 volunteer instructors and also recruited, trained and certified 32 new instructors. Recruiting and certifying additional volunteer instructors will remain a top priority for 2015. The success of the CARE program is largely dependent upon these volunteers. Keeping them motivated, supported, and engaged is challenging as we attempt to expand student opportunities. Volunteer trainings included two new-instructor certification classes and an in-service training which focused on our agency's Diadromous fish restoration efforts.



Nearly 500 students attended field trips to the CARE Center on Forster Pond in 2014. These FORSTER POND Courses maximize student learning by capitalizing on: 1) the great fishing in the pond; 2) the pristine setting of the property; and 3) the "fishing camp" ambiance of our education center. Human dimensions research indicates that angling success and aesthetics play large roles in developing participants, anglers, and stewards (Seng and Rushton, 2003; Knuth and Siemer, 2007). Photo by Justin Wiggins

Background

Beginning with the passage of Section 26-31a of the Connecticut General Statutes in 1986, the Connecticut Aquatic Resources Education (CARE) program has been contributing directly to the mission of the Connecticut Department of Energy and Environmental Protection's (DEEP) Inland Fisheries Division (IFD); *To Advance the Conservation, Enhancement, Restoration, Use, and Appreciation of Connecticut's Inland and Diadromous Fisheries and Fish Habitats.*

Specifically the CARE program strives to:

- increase public awareness of aquatic resources
- help introduce students to fishing
- promote environmental stewardship
- encourage responsible behavior among citizens by fostering a respect and knowledge of our State's natural resources
- continually adapt our message to meet changing family and societal needs

Since 1986 the program has compiled the following statistics:

- CARE volunteers have donated the equivalent of nearly \$4 million in volunteer services to the DEEP;
- Instructors have taught over 180,000 citizens;
- Over 1,700 volunteers have taught at CARE events;
- Public displays have reached well over 10 million people.



Photos by Jim Murtagh

Implementing CARE

The CARE program is divided into three jobs: Job1- Student activities, Job 2- Administration, and Job 3- Supervision of Outreach and Communications.

JOB 1 – Student Activities

Job 1- Student activities remain the top CARE priority as we continue the program’s history of developing an interested, knowledgeable, and skilled fishing constituency. Student activities are the primary function of the CARE program as they have the greatest ability to create

- 1) Basic fishing **participants**;
- 2) More knowledgeable **anglers**,
- 3) Active **stewards** of aquatic resources.

Essential to success of Job 1-Student Activities is the continual recruitment and training of volunteer instructors so that they have the skills and confidence to conduct or assist in facilitating a Family Fishing Course. CARE instructor volunteer time is documented and used as state in-kind match for federal funding, which allows CARE to function with little to no State funding.

The five CARE student activities are: Family Fishing Courses, Forster Pond Courses, Family Ice Fishing Classes, *Summer Fishing* Classes, and Special Fishing Events (Table 1). The goal of each type of student activity is to provide a broad complement of fishing related content, to have as many students as possible participate in a fishing trip, and develop a support network by involving family members. Student activities vary with content, interaction time (*IT*), and instruction location. This variability enables CARE to customize instruction based on the participants and enables several levels of instructional outcome, including; **participant**-competent with basic fishing skills and awareness, **angler**-continues to fish on their own, and **steward**-engages in activities to care for our aquatic resources.



Fishing trips, while critical to creating long-term fishing participants, can be labor intensive, ensuring each participant has a functional rod and reel, terminal tackle, and hopefully biting fish. Photo by Mike Beauchene

Historically, 1986-2008, CARE reported student learning as the total number of students by class, which did not account for contact time with the student. For example, the contact for a student spending 6-10 hours in a Family Fishing Course was considered equivalent to a student spending 30 minutes in a special fishing event. Although easy to report, this did not represent actual instructor – student interaction. It also made meaningful comparisons among class types nearly impossible.

Beginning in 2009 CARE implemented *IT* as a method to standardize learning and contact. *IT* is calculated as the actual hours instructors spent teaching multiplied by the number of students participating in the event. *IT* has provided a:

- More insightful measure of educational activities;
- Common denominator for comparison among class types;
- Accurate measure of the relative contribution of class types to annual results;
- Data source from which we can better allocate effort to improve effectiveness;
- Consistent measure of educational results between years.



Forster Pond at the CARE center offers high catch rates for bass and sunfish. Almost every student has success as evidenced by the big smiles (bottom left), and Jim Murtagh and Frank Kucharski (top right) teach a lesson on fish identification during a Family Fishing Course. Photos by Justin Wiggins

Table 1. Topics, Interaction Time (*IT*), and expected outcome for each of the five CARE student activities. The shaded portion of the circle represents the relative quantity of that topic covered for the respective student activity. For example all family fishing courses cover “Fishing Tackle” in detail while only a small proportion of special fishing events cover that topic.

Topic	Student Activity				
	Family Fishing Courses	Ice Fishing Classes	Forster Pond Courses	Summer Fishing Classes	Special Fishing Event
Fishing Tackle					
Casting Practice					
Knot Tying					
Natural Baits					
Regulations & Safety					
Fish Identification					
Care of Catch-Fish Harvest, Consumption, Catch & Release					
Fish Biology & Management					
Habitat & Water Quality					
Fishing Trip					
Family Involvement					
Interaction Time (hours/student)	6	3.5	12	2.5	1
Staff Time (%)					
Expected Outcome	Angler/Steward	Angler/Steward	Angler/Steward	Participant & Environmental Knowledge	Participant & Environmental Knowledge

Family Fishing Courses comprise a single classroom meeting for two hours followed by an angling experience to a local waterbody. Family Fishing Courses are taught by certified volunteer instructors and attended by CARE staff for evaluation and quality control. They require partnerships with municipal park and recreation services or other youth/family organizations. Of our different courses, the Family Fishing Course is number one in creating future anglers and environmental stewards as it covers a variety of fishing topics while in a structured classroom setting (Table 1).

Ice Fishing Classes are a single meeting two hour class taught by volunteers and attended by CARE staff during the months of January and February. Families that attend these classes are invited to participate in Family Ice Fishing field trips lead by CARE instructors. Additionally,

where on-site ponds are available, an on-ice experience is offered immediately following the classroom lesson.

Forster Pond Courses are unique in that CARE staff partner with elementary school teachers to implement a 2 part instructional process. The first part is completed by the teachers integrating the fishing curriculum into their daily lesson plans during regular school hours. Teachers spend an average of six hours teaching CARE curriculum in their classrooms. The second part is a field trip to the CARE Center where CARE staff and certified instructors provide instruction on “fishing techniques”, and then each student has the opportunity to fish in Forster Pond, which offers superb catch rates.



Fishing success, critical in the development of life-long anglers, is very high for students at Forster Pond. Photo by Justin Wiggins



All Ice Fishing class students are invited to several on-ice instructional events lead by Certified CARE Instructors. Photo by Jim Murtagh



Summer Fishing classes are offered over a 7 week period from June to August to day campers across the state. Community Fishing Waters, like Stanley Quarter Park (shown) are ideal locations for these classes, as they are conveniently located in urban areas, have open shoreline for fishing, and are stocked with trout and catfish. Photo by Justin Wiggins

Summer Fishing Classes are two and one half hour classes offered for seven weeks during the summer months, primarily in urban areas. These classes use interactive games to teach students in (summer) day-camps about aquatic environments, water quality, fish identification and ecology, safety, and angling skills. Each class includes a fishing experience. The main goal is high participation, ultimately creating large number of fishing “participants”. The classes require one permanent staff and five seasonal employees each summer.

Cooperation of dependable, youth-group leaders was critical to convening successful classes. *Summer Fishing* programs lack the essential component of social/family support as parents are not usually present for the daytime classes. To mitigate this problem, *Summer Fishing* students are encouraged to invite their families to a CARE staff led evening program. Actual participation is important to show the parents that fishing is a fun family activity. Family Nights are a successful component of our *Summer Fishing* program.

Special Fishing Events encompass a wide variety of educational and angling activities including: municipal fishing clinics/derbies, *Take a Vet Fishing* days, Boy and Girl Scout fishing events, ice fishing events, fish ecology and habitat presentations, family fishing days, National Wild Turkey Federation JAKES day, introduction to crabbing, and fishing with persons with special needs. Some Special Fishing Events, such as *No Child Left Inside*® Family Fishing Days and Trout Unlimited Youth Education Days, are able to incorporate some of the CARE topics from the Family Fishing Course.

Special Fishing events are very popular with instructors as they are able to have contact with large numbers of people, they require less logistical coordination, and they are completed within a few hours.

The expected outcome of these Special Fishing Events is the creation of participants and an increase in environmental knowledge. This outcome is less than the creation of an angler/steward as expected from other CARE student activities.

However, we feel this is a valuable component to make families aware of the CARE program and the benefits fishing has to offer. In some Special Fishing Events, such as *No Child Left Inside*® Family Fishing Days and Trout Unlimited Youth Education Days, the expected outcome is

angler/steward as these events include all three components required to create anglers: 1) attendance by parents and their children; 2) aquatic educational activities, and 3) a fishing trip.



Hundreds of anglers joined CARE instructors for saltwater fishing day at Fort Trumbull State Park. *Photo by Justin Wiggins (Top)*. FREE Family Fishing Day has become our most popular event, attracting nearly 1,000 people annually. *Photo by Jim Murtagh (Bottom)*.



Job 2 – Administration

Administration is the second core function of the CARE program as we attempt to create 1) basic fishing *participants*; 2) more knowledgeable *anglers*, and 3) active *stewards* of aquatic resources. The top priority of Job 2- Administration is volunteer recruitment, training, and management. Administrative activities greatly facilitate smooth operation of the CARE program. Some of the more common administrative duties include:

- Continue to improve curriculum and develop relevant and compelling aquatic resources education materials
- Actively participate in the “Aquatic Resources Education Association”, a national group of professionals to ensure the most current aquatic education strategies are implemented in Connecticut. Attend national meetings and present on CARE projects.
- Recruit, train, perform background checks, certify, and retain qualified volunteers (>200 active annually) around the State to teach aquatic education classes
- Conduct additional educational and in-service training for active certified volunteer instructors
- Maintain the CARE email listserv for electronic communication with volunteers regarding upcoming class opportunities and IFD updates
- Establish partnerships, schedule and coordinate student activities, and recruit new volunteers with municipalities, DEEP Park Supervisors, Park and Recreation departments, Boy and Girl Scout groups, non-government organizations, schools, youth groups, nature centers, Audubon centers, Bass Nation, Trout Unlimited and other angling groups, bait and tackle shops, and other State agencies
- Coordinate Forster Pond course curriculum with teachers from 16 elementary school classrooms, schedule and host a field trip to the CARE Center for each class
- Compile, validate, and error check class information datasheets, volunteer time contribution datasheets, and student demographic datasheets
- Enter student and instructor datasheets into specially designed Microsoft Access database
- Track *Interaction time (IT)*
- Purchase, distribute and maintain all education materials and field equipment needed for classes around the State
- Supervise 6 seasonal Interpretive Guide employees
- Administer *CT FISH AND WILDLIFE* social media Facebook page

JOB 3 – Supervision of Outreach and Communications

Beyond typical supervisory duties such as reviewing time, conducting performance evaluations, and overall project coordination of both CARE Job 1 and Job 2, the CARE Project Leader position also provides oversight to other activities related to education and outreach primarily facilitated by other IFD staff. All of these tasks function to support implementation of the Bureau of Natural Resources Strategic Plan to “*Increase participation in fishing by 30% by 2016*”. Some specifics include:

- Educational displays at fairs, trade shows, and outdoor enthusiast events
- Manage **CT FISH AND WILDLIFE** social media Facebook page
- Co-Editor *Connecticut Wildlife Magazine*
- Facilitate maintenance and development of IFD web pages
- Oversight of weekly fishing reports, press releases, and other educational materials
- Liaison with DEEP Office of Public Affairs
- Develop new and remodel existing IFD strategies to better serve the majority of the citizens of Connecticut.
- Facilitate the Youth Fishing Passport Program
- Coordinate youth trout stocking events

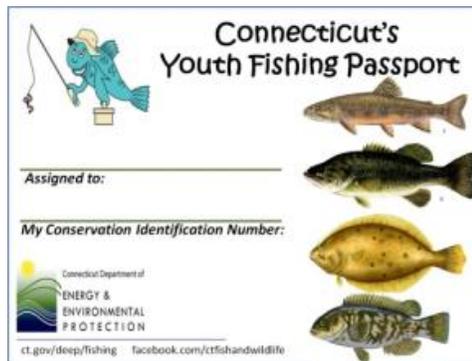


Educating and providing information to the public about our fishing opportunities and CARE Student Activities is one of the roles facilitated by the CARE Project Leader.

Youth Fishing Passport- On December 1, 2012 DEEP launched the free “Youth Fishing Passport” program (www.ct.gov/deep/YFP) to introduce and connect youth, under the age of 16, with the many excellent fishing opportunities across Connecticut.

The Youth Fishing Passport (www.ct.gov/deep/yfp) is intended to support the CARE program as it parallels the main priority of CARE; to help promote environmental responsibility, stewardship, and a sense of belonging to the sportsmen community. It encourages the youth to take an active role in responsible fishing, increases awareness of fishing regulations, and makes them embrace being a true angler.

The ultimate goal of the Youth Fishing Passport Program is to get kids and their families excited about fishing and make fishing an activity of choice. To achieve this goal the Youth Fishing Passport program has activities to challenge youth, incentives to fish provided by the fishing industry, and a support network including learn to fish classes, sharing of fishing successes, and opportunities to remain engaged in fishing through a network of fishing related events.



The youth fishing passport provided to those under 12 years of age (left) and those between 12 and 15 years of age (right). The passport version on the right utilizes the same template that adult anglers receive when they purchase their fishing license. In Connecticut those 12 and older can have a JR hunting privilege and safe boating certificate. Both of these privileges would be listed on the same print out. Those under 12 years old like the color images of common fishes of CT.

Trout stocking with children and adults is an outreach activity that has become increasingly popular. The excitement of releasing fish into the wild has universal appeal for all ages. The information communicated by DEEP staff about trout rearing and stocking help the public better understand the role the Inland Fisheries Division plays in fisheries management and the investment made by the State to provide a high quality trout angling experience. Capitalizing on this excitement we’ve reproduced trout-in-a-bucket activities at pre-Opening Day media events, on Opening Day of trout season at several Trout Parks, and at both winter and spring *No Child Left Inside®* celebrations. Aside from the fun, stocking is a tangible way for people to assist DEEP with stewardship activities.

Key Findings

Job 1 - Student Activities Student activities are the primary core function of the CARE program as they have the greatest ability to create 1) basic fishing *participants*; 2) more knowledgeable *anglers*, and 3) active *stewards* of aquatic resources. Of the five types of student activities Family Fishing Courses followed by Family Ice Fishing classes are the most effective at meeting the core function.

During the 2014 project segment, a total of 8,019 students were taught and a new high value of 32,579 was accomplished for *IT* (Figure 1 and Appendix B).

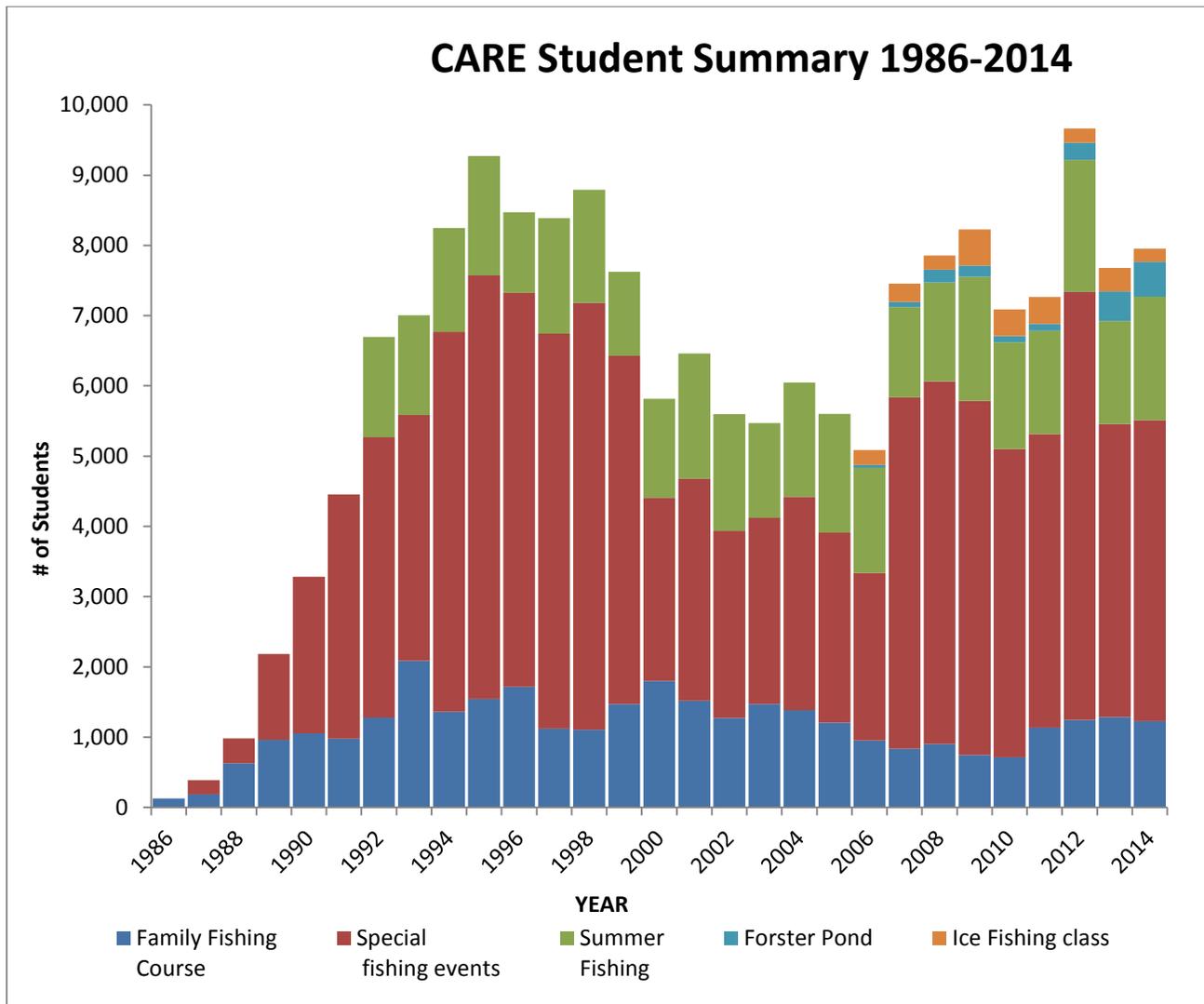


Figure 1. Stacked bars representing the number of CARE students from 1986-2014 within each of the five student activities.

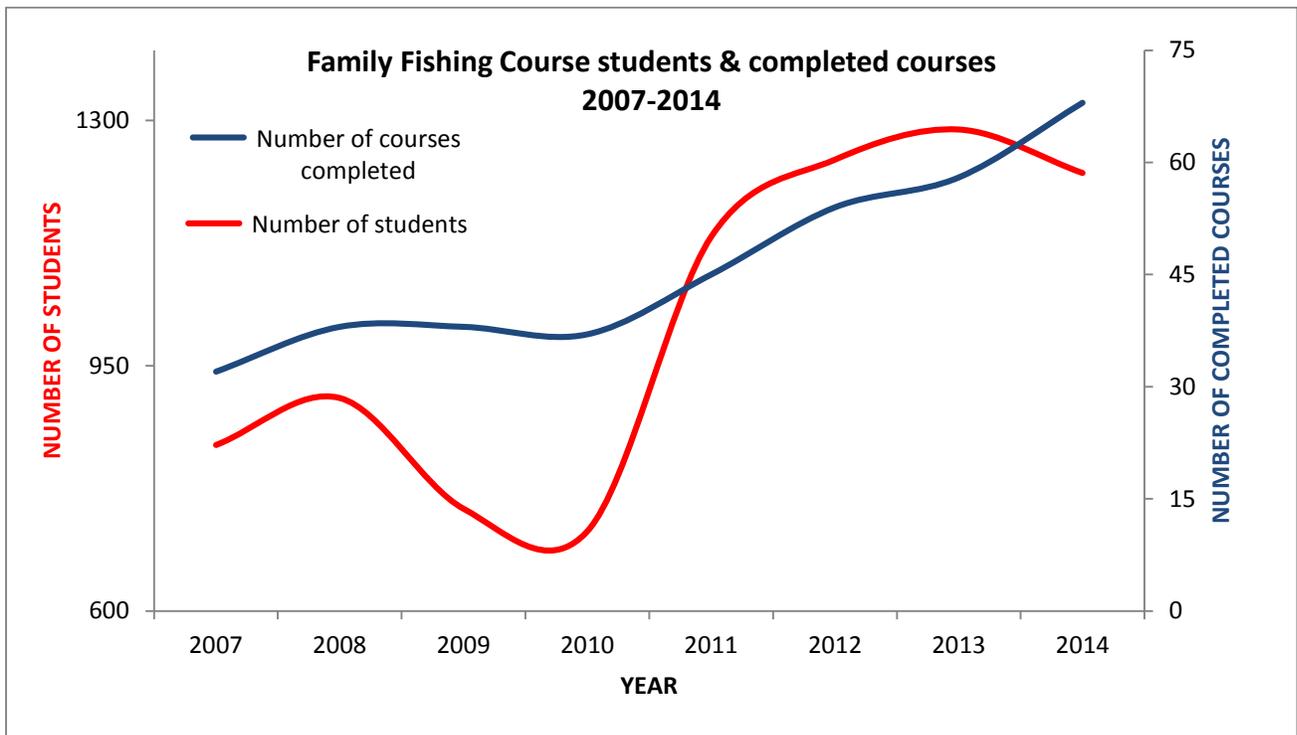


Figure 2. The increasing trend over time for the number of CARE Family Fishing Courses offered and the number of students attending these courses.

Family Fishing Courses remained the primary class type for teaching students about fishing. In 2014, 1,225 students graduated Family Fishing Courses, a slight decrease from 2013. However, instructors offered more courses in 2014 to the public (Figure 2).

Family Ice Fishing classes were the second most effective student activity for teaching students about fishing. 184 students attended Family Ice Fishing classes in 2014. All students were invited to attend the annual CARE Family Ice Fishing Derby and *No Child Left Inside*® Winter Festival to put knowledge gained to action. A total of 824 students participated in our two on-ice events, the majority being first time ice anglers.

Participation in **Forster Pond Courses** continued to grow in 2014 with 498 students, and has increased dramatically from 96 students in 2011. Staff has maximized use of the CARE education center and reached capacity in the number of field trips we can accommodate. Fishing success was very high for students, with over 90% catching at least one fish. Special needs student populations were integrated into these classes.

CARE Students Rank Top Five Nationally*

Following participation in a CARE course, our students:

- Self-identified themselves as an angler;
- Had an increased interest in fishing;
- Increased fishing participation (both freshwater and saltwater);
- Learned a lot about tackle & methods;
- Had confidence in their ability to go fishing again;
- Identified places to go fishing;
- Understood the term Fisheries Management;
- Obtained fishing equipment.

* 2011 National Wild Turkey Foundation and Responsive Management National Report (www.responsivemanagement.com/download/reports/R&R_Evaluation_Report.pdf).

Summer Fishing classes reached 1,758 students during the summer of 2014, 4th highest in program history since being established in 1992. CARE staff partnered with a municipal recreation department to offer one “Family Fishing Night” where 132 people (parents, guardians, and children) attended. This was the third year for “Family Fishing Nights”, which produce the social support that has proven to be so critical in creating anglers.

Special Fishing Events are generally short-term duration (a few hours during one day) and require the least amount of planning for instructors. Due to these factors and a supportive fishing-festival type atmosphere, these types of events often generate the greatest number of students, 4,288, and **IT**. Special fishing events are convenient and popular with the public and instructors alike. Special Fishing events serve as a valuable media outlet tool for television and newspapers.

Table 2. Participation statistics for key metrics related to the five CARE Student Activities for the 2014 reporting period.

	Family Fishing	Ice Fishing	Forster Pond	Summer Fishing	Special Fishing Event	Total for 2014
# Students	1,225	184	498	1,758	4,288	7,953
IT	6,558	498	4,922	3,446	17,155	32,579*
# Classes	70	10	16	62	47	205
Fishing Trip	98 %	100 %	100 %	100 %	85 %	
Social Support	85 %	100 %	10 %	2%	72%	
Additional Environmental Conservation Lessons Included	100 %	100 %	100 %	98%	51%	

*a new high value for the CARE program

During 2014, both student numbers (+293 students) and *IT* (+902 hours) increased from 2013 to 2014, demonstrating a significant increase in instructor effort (Appendix B). *IT* illustrates there is a substantial effort dedicated to our CORE products, Family Fishing Courses and Forster Pond courses, versus the Special fishing events than would not be evident by examining student numbers alone (Figure 3).

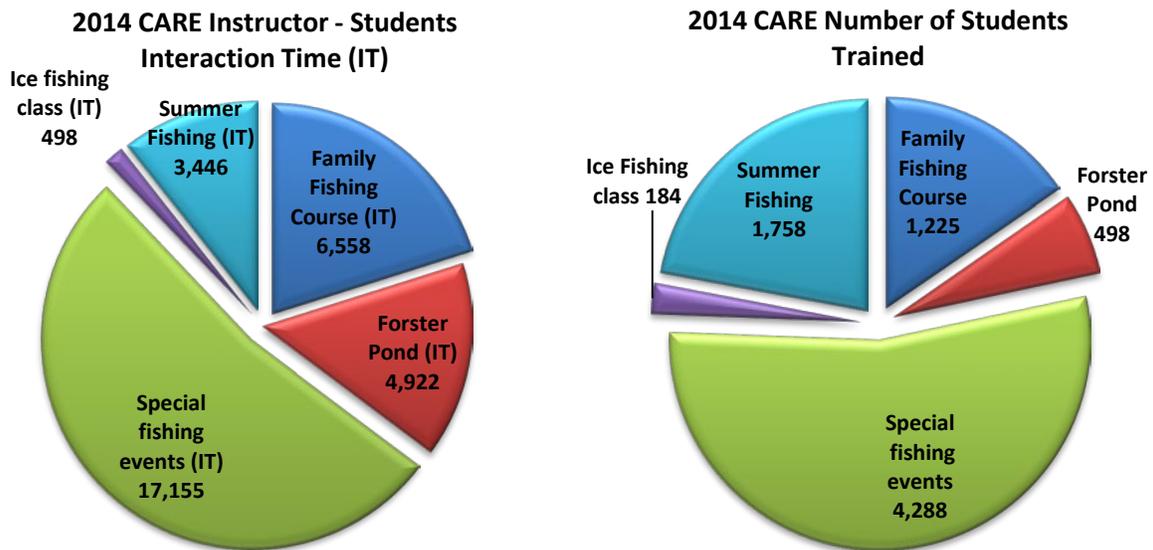


Figure 3. Pie charts comparing 2014 CARE Instructor-Student *IT* and number of students trained.

Geographic Coverage: During 2014 CARE had at least one type of student activity in all counties of the state (Figure 4). The central valley and southwestern portions of the state have ample opportunities for the public to participate in the CARE program. The less populated northwestern and far eastern portions of the state did not.

We have good distribution of Family Fishing Courses along

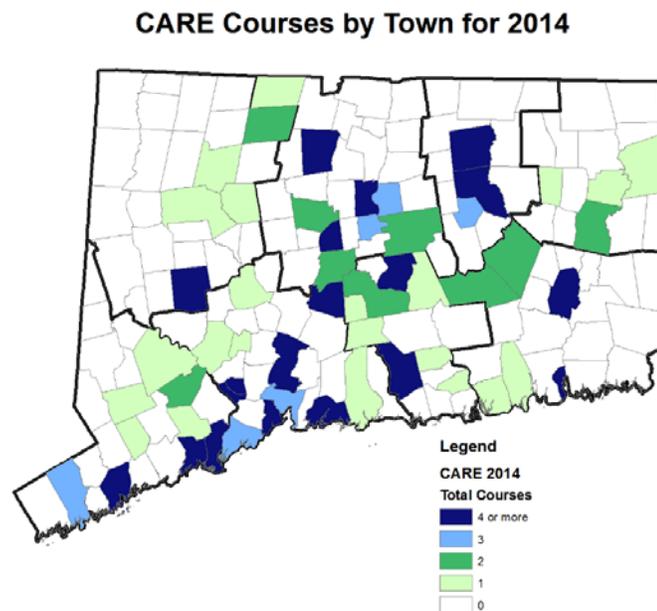


Figure 4. Number of total CARE courses per town in 2014

the more populated central valley and southwestern portions of the state (Figure 5). Again, Family Fishing Courses were extremely limited in the less populated northwestern and far eastern portions of the state.

As recommended in the 2012 and 2013 Performance Reports, staff must continue to increase efforts to offer classes in the Northwest and Eastern parts of the Connecticut. During 2015, we will continue to work on increasing CARE opportunities and activity in both the Eastern and Northwest portions of the state by soliciting partnerships with municipalities and recruiting volunteer instructors to deliver courses.

CARE Family Fishing Courses by Town for 2014

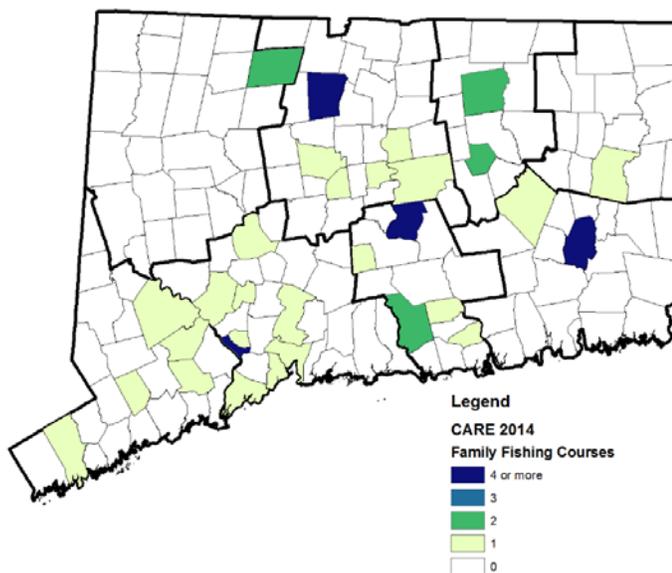


Figure 5. Number of Family Fishing Courses per town in 2014

Job 2 – Administration

Volunteer time provided 100% of state “matching” funds needed for federal funding for the 28th straight year. CARE volunteers have donated the equivalent of nearly \$4 million to the DEEP since 1986 (see Appendix A). Volunteer recruitment, training, and supervision remain our top priorities. Highlights from Job 2- Administration were:

- 236 Instructors volunteered 4,274 hours;
- 205 classes and events occurred in 57 different towns and cities;
- \$212,409 equivalency in state “matching” funds were generated;
- 8,019 students were inspired to fish;
- *IT* value of 32,579 hours for student activities;
- *IT* value of 330 hours for volunteer training programs;
- 32 new Instructors were recruited and trained;
- In-service Trainings attended by 34 certified volunteers.

Several impressive milestones for CARE include:

- CARE volunteers have donated the equivalent of nearly \$4 million to the DEEP;
- Instructors have taught over 180,000 citizens;

- Over 1,700 volunteers have instructed at CARE events;
- Public displays have reached over 10 million people.

JOB 3 – Supervision of Outreach and Communications

Oversight of several IFD staff as well as coordination of education and outreach activities outside of CARE but within the IFD included;

- TV, Radio and print coverage of IFD topics of interest;
- Published *2015 Connecticut Angler's Guide*; including the selection of 2nd Angler's Guide Cover contest winner from over 200 submitted photos
- Assisted IFD staff with education and outreach opportunities;
- Conducted surveys to evaluate IFD education and outreach efforts;
- Facilitated the Youth Fishing Passport Program (1,496 registrants in 2014)
- Hosted the Community Fishing Waters Summit where municipal and community leaders met with DEEP to develop collaborative relationships to help encourage fishing in the Community Fishing Waters.
- Facilitated angler surveys from May to October on four of the newly created Community Fishing Waters
- Hosted the 7th annual Trophy Fish Awards recognition ceremony



Governor Dannel P. Malloy speaking about Andrea Repko (left), winner of the 2014 Angler's Guide Photo contest, during the pre-opening day stocking event.



"Trout-in-a-bucket" occurs at various high profile events throughout the year including; pre-opening day and opening day of trout season at several Trout Parks, and at both winter and spring No Child Left Inside® celebrations. IFD and the Office of Public Affairs work to have state and local leaders present to "assist" the children as in the photo to the right. This year students from the Helen Street School, Hamden, stocked Lake Wintergreen with assistance of Commissioner Rob Klee.

Recommendations

The following recommendations are made as we strive to continually improve the quality of the CARE program and to maintain relevancy with our potential students.

- Increase outreach/recruitment efforts by expanding the use of social media platforms;
- Perform much needed repair to CARE Center infrastructure and fishing access points and facilities;
- Survey former students (from 2010 on) regarding their current fishing participation status;
- Publish a CARE Learn to Fish Manual to hand out at family fishing and ice fishing classes;
- Establish water safety stations at two fishing access points at CARE Center;
- Promote volunteer opportunities in areas of Connecticut lacking activities (see Figures 4 and 5); During 2015 staff will continue to work to recruit instructors from both the Eastern and Northwest portions of the state by soliciting partnerships with municipalities and recruiting volunteer instructors to deliver courses;
- Increase/promote staff as roles and responsibilities continue to increase with the growth of CARE;
- Continue angler surveys on Community Fishing Waters;
- Successfully initiate 15 courses with teachers in schools around the State who will utilize Forster Pond and the CARE Center for their fishing training and field experience;
- Increase participation in *Summer Fishing* “Family Fishing Nights”.

Project Costs

Total Project Cost: \$448,320

Federal Share: \$336,240

State Share: \$112,080 (Value of volunteer in-kind contributions)

References

Knuth, B., and W. Siemer, eds. 2007. *Aquatic Stewardship Education in Theory and Practice*. American Fisheries Society Symposium 55.

Seng, P., and S. Rushton. 2003. *Best Practices in Aquatic Resources Education*. Recreational Boating and Fishing Foundation.

Acknowledgements

The CARE program staff would like to thank all certified volunteers (Table 3) and their teaching team members for another successful year. CARE volunteers have shown dedication towards producing new anglers, promoting aquatic education, and creating environmental stewards for 28 years. Additional thanks to our *Summer Fishing* staff: Andy Hally, Lisa Heinemann, Mathew Marcarelli, John Mastrianni, and Martin Vito for performing duties under extreme heat and humidity with a positive attitude.

Join Our Team. Share Your Passion.

CARE new instructor training courses are offered each February and June. Call us 860-663-1656 to apply. Applicants must pass a State Police background check.

Thank You!

CARE Instructors **STAN GRABOWSKI** and **LINDA BIRELEY** have been teaching Family Fishing Courses for 15 years! These heroes of conservation have combined to volunteer over 350 hours of their time while teaching over 1,300 new anglers about the sport of fishing. Thank you CARE Instructors!



Care Instructor Linda Bireley



Care Instructor Stan Grabowski

During 2014, Linda Bireley and Stan Grabowski surpassed the 15 year mark as a CARE instructor. As such they will be acknowledged in the 2015 CT Angler's Guide (above). Congratulations and thank you for your dedication and combined donation of over 350 hours of volunteer time and reaching over 1,300 students!

WE CARE!

Some of the extremely dedicated people who help introduce so many people to the benefits of fishing. We CARE about fishing.



Table 3. The active CARE volunteer instructors (and total years with CARE) during the 2014 reporting period. Active is defined as having participated in at least one CARE activity within the past two years. Those with 20 or more years are indicted in bold italic font. Instructor names are sorted alphabetically by last name.

Last Name	First Name	Years			
ABUBAKAR	DOREEN	7	DUBRULE	CASSANDRA	11
ACKERMAN	JIM	3	DYESS	REONA	4
AGUIAR	CHRIS	2	EMMONS	DICK	12
ALBRECHT	ED	6	FARROW	DOUG	1
ANDERSON	GARY	2	FERMEGLIA	AL	11
ANNINO	LOUIS	2	FORTIER	ARMAND	1
ARMSTRONG	MARTY	8	FRILLICI	FRED	28
ARNSON	JEFF	5	FULLER	KEVIN	13
ARNSON	JOSEPH	8	GABRIS	NICK	4
AVERY	TAMMI	6	GARDZIEL	TED	11
BABEY	ALEX	2	GEMME	PAUL	6
BABEY	GEORGE	29	GILLEY	NEIL	2
BARR	JOHN	11	GONZALES	EMILY	1
BATTISTO	JAMES	1	GOST	ROBERT	20
BAYER	JON	5	GRABOWSKI	STAN	15
BEAUCHENE	PAUL	1	GRAY	PAUL	12
BIRELEY	LINDA	15	GRAZIANI	RON	8
BLEJEWSKI	TOM	20	GRELLA	ADAM	1
BOISFEUILLET	JONATHAN	8	GRENIER	DIANNE	25
BROWN	JACK	25	GUSTAFSON	WAYNE	3
BRUMMETT	GARY	4	HAINES	JOE	20
BULLARD	MICHAEL	6	HALL	RUSSELL	16
CAMPBELL	JONATHAN	1	HALLY	ANDREW	1
CARR	DAVID	4	HAMMEL	BILL	6
CARRARA	LAUREN	11	HARTLEY	ROBERT	1
CARTER	RICH	5	HAWKS	JIM	5
CASKO	DAVID	8	HAYNES, JR	JAMES	1
CHISNALL-JOY	DIANE	13	HEINEMANN	LISA	16
CLIFTON	HILLARY	2	HODGSON	EMILY	1
CONNELLY	DAVID	6	HUNTLEY	RICK	3
COYLE	HARRY	22	IRWIN	TIM	12
DARULA	JAN	9	JACOBSON	GRACE	9
DEFORGE	CHRIS	4	JOHNSON	DORIS	8
DEGUZIS	STEPHEN	1	KADOW	JOHN	1
DELAURENTIS	JOHN	28	KELLEY	BOB	3
DIMAIO	KYLE	1	KENNEN	TERRY	1
DONA	PAUL	7	KERR	ELIZABETH	25
DOS SANTOS	JOAO	6	KINKEAD	DAVE	15
DUBREUIL	JASON	1	KOZIKOWSKI	MARIANNE	12
Last Name	First Name	Years	Last Name	First Name	Years
			KUCHARSKI	FRANK	28

KUSINSKI	ED	1
LANZIT	RUSTY	2
LAVOIE	LENA	2
LAVORGNA	VINCENT	25
LAWRENCE	LOREEN	7
LOPIANO	PATRICK	6
LOZADA	RAY	2
LUCAS	JOSEPH	2
MACDONALD	LIONEL	28
MACMATH	CHARLES	4
MADER	MICHAEL	14
MAHER	KEVIN	3
MAGNEBERS	KEVIN	1
MAJORS	DAVE	28
MANGIONE	BOB	11
MARCARELLI	MATT	2
MARSULLO, JR.	MICHAEL	2
MASTERSON	SCOTT	4
MASTRIANNI	JOHN	14
MAUD	VINCENT	1
MAZUR	GREG	1
MCCALL	SCOTT	2
MCCUTCHEN	HUGH	3
MCDONALD	AMBER	4
MEGARGEE	THOMAS	25
MERGINS	CRAIG	23
MILONE	JOE	10
MORRESI	JOHN	5
MORRIS	SYLVIA	1
MURTAGH	JIM	8
MUSCHETT	JAMES	4
NICHOLS	MALCOLM	15
NICHOLS	TOM	10
NIXON	ADRIANA	4
NOBREGA	RYAN	2
NORTON	TONY	13
OCHMAN	CHELSEA	5
OCHMAN	ED	6
OGARA	BRIAN	3
ORTOLEVA	JOHN	8
PACKER	WADE	1
Last Name	First Name	Years
PARMALEE	DIANNE	4
PERRY	JOSEPH	18

PETRUCCI	NORF	1
PHILLIPS	SIMON	5
PICARD	GEOFF	7
POTKAY	RAY	16
POTURNICKI	AMY	2
POTURNICKI	ROB	2
QUINCY	SUE	14
RANDALL	JAMES	1
RECCHIA	TONY	26
RECCHIA JR	TONY	2
REGO	BEN	1
RIES	JEAN	16
ROGALA	JEFF	26
ROSE JR	KEVIN	1
RUEL	ED	18
RUSTIC	DEAN	1
RUSTIC	OLIVIA	1
RYAN	JOHN	8
SACCARY	MOSE	2
SACCARY	NICHOLAS	2
SACCHITELLA	DAVID	18
SCHIFFMAN	ROBERT	1
SCINTO	MAUREEN	8
SCORDATO	JOE	9
SERDA	BRIAN	2
SHIRLEY	JAMES	1
SILLIMAN	BEN	4
SMITH	BOB	28
SMITH	DONNA ROSE	9
SMURRA	AMBROSE	3
STRILLACCI	JOHN	4
SUNNY	RACHEL	7
TUBBS	LENNY	14
TUBBY	BRUCE	3
TUCKER	JOHN	26
VITO	MARTIN	15
WHEWELL	JOE	1
WIGGLESWORTH	MARTIN	4
WITZKE	JUDITH	7
WOZNIAK	JOE	28
ZELANIN	RUSSELL	4
ZEMA	TONY	9

Appendices

APPENDIX A – CARE Instructor Volunteer Time Value 1986-2014

CARE Instructor Volunteer Time Value 1986-2014					
Year	Certified Volunteer Hours	Rate/HR (Bio/Rate)	Non-Certified Volunteer Hours	Rate/HR (Tech/Rate)	\$ Value
1986					
1987	1,813	\$ 13			\$ 23,569
1988	2,307	\$ 13			\$ 29,991
1989	3,419	\$ 17			\$ 58,123
1990	4,020	\$ 20			\$ 80,400
1991	4,260	\$ 23			\$ 97,980
1992	5,537	\$ 25			\$ 138,425
1993	4,235	\$ 26			\$ 110,110
1994	3,898	\$ 28			\$ 109,144
1995	3,564	\$ 28			\$ 99,792
1996	3,551	\$ 29			\$ 102,979
1997	2,704	\$ 30			\$ 81,120
1998	4,257	\$ 32			\$ 136,224
1999	3,639	\$ 33			\$ 120,087
2000	3,711	\$ 35			\$ 129,885
2001	3,375	\$ 35			\$ 118,125
2002	3,179	\$ 36			\$ 114,444
2003	2,916	\$ 37			\$ 107,892
2004	4,091	\$ 38			\$ 155,458
2005	3,294	\$ 38			\$ 125,172
2006	4,270	\$ 41			\$ 175,070
2007	5,391	\$ 45			\$ 242,595
2008	5,142	\$ 49			\$ 251,958
2009*	3,362	\$ 51	1,353	\$ 41	\$ 226,935
2010	3,758	\$ 52	1,749	\$ 42	\$ 268,874
2011	2,987	\$ 54	1,509	\$ 44	\$ 227,694
2012	2,994	\$ 50	1,539	\$ 40	\$ 211,260
2013	2,833	\$ 54	1,361	\$ 43	\$ 211,505
2014	2,991	\$ 53	1,283	\$ 42	\$ 212,409
Totals	101,498		8,794		\$ 3,967,220

*US Fish and Wildlife Service requested we distinguish and report separately Certified and Non-Certified Instructor Hours

Rate for Certified Instructor = Fish Biologist 1; and Non-Certified = Fisheries Technician

APPENDIX B – CARE Student Breakdown by Student Activity from 1986-2014

Year	Total Students	Total Interaction Hours (IT)	Family Fishing Course	Family Fishing Course (IT)	Forster Pond Course	Forster Pond Course (IT)	Special fishing events	Special fishing events (IT)	Ice Fishing class	Ice fishing class (IT)	Summer Fishing	Summer Fishing (IT)	Instructor Training
1986	125		125				-				-		-
1987	443		187				201				-		55
1988	1,036		630				353				-		53
1989	2,262		963				1,221				-		78
1990	3,413		1,056				2,229				-		128
1991	4,546		977				3,478				-		91
1992	6,807		1,278				3,989				1,430		110
1993	7,084		2,085				3,498				1,420		81
1994	8,298		1,360				5,408				1,480		50
1995	9,377		1,544				6,029				1,700		104
1996	8,541		1,714				5,609				1,150		68
1997	8,420		1,120				5,625				1,640		35
1998	8,842		1,106				6,077				1,610		49
1999	7,663		1,472				4,957				1,196		38
2000	5,862		1,798				2,612				1,407		45
2001	6,501		1,516				3,163				1,784		38
2002	5,677		1,275				2,662				1,661		79
2003	5,508		1,472				2,651				1,348		37
2004	6,104		1,381				3,039				1,628		56
2005	5,656		1,206				2,705				1,689		56
2006	5,170	18,517	951	7,317	40	320	2,389	6,850	212	767	1,495	3,263	83
2007	7,512	26,683	837	10,180	73	491	4,499	12,775	261	563	1,285	2,673	57
2008	7,932	23,409	904	7,451	179	1,806	5,160	10,131	202	504	1,410	3,517	77
2009	8,269	24,046	746	6,828	160	1,474	5,039	10,934	514	1,216	1,766	3,594	44
2010	7,199	22,922	714	7,077	88	980	4,386	11,194	381	1,140	1,522	3,531	108
2011	7,335	21,578	1,134	6,790	96	1,090	4,179	9,261	384	1,263	1,472	3,174	70
2012	9,711	31,546	1,244	7,190	245	3,625	6,093	16,008	202	543	1,880	4,180	47
2013	7,726	31,677	1,287	7,770	425	4,691	4,170	15,561	332	865	1,466	2,790	46
2014	8,019	32,579	1,225	6,558	498	4,922	4,288	17,155	184	498	1,758	3,446	66
Totals	181,138		33,307		1,804		106,209		2,612		35,197		1,849