

Proposed SAF Membership Changes

Society of American Foresters

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SAF Report on Membership

Introduction/Background

The following analysis of membership dues, policies, and membership categories was presented to Council in June and to HSD in October. A three-member Council Team (Joe Roberson, Mary Coulombe, and Bernie Hubbard) worked with Charlene to come up with some proposals at SAF President, Marvin Brown's request.

We believe that if SAF is to grow and stay relevant, we must make some significant changes in how we do business as an association. We cannot continue to ignore the changes in academic programs and industry trends that are creating a different forestry profession than we had 20 years ago. We recognize that the focus groups and the all-member survey will provide critical information as to how we can better serve the various segments of our membership. However, the proposals in this document represent some first, but important steps.

Commenting Process: Council members, please encourage all State Societies to review and discuss this report. State Societies, please share with your executive committees and members as appropriate. HSD, through its convener systems, will help facilitate discussion between State Societies. This may seem lengthy, but please do take the time to read. Information on organized conference calls is coming. We welcome your good ideas. **Please supply your comments through your respective Council/HSD member by March 12, 2007.**

For questions or comments, call Charlene at (866) 897-8720 or e-mail at charlene@safnet.org.

Membership Analysis

The demographic figures are as of May 31, 2006. Handouts begin on page 13.

SLIDE 1

Member Renewal Status

- As of January 1, 2006 – 4,476 non-renews
- As of May 31, 2006 – 13,979 members renewed
- Non-renews – 1,747
- Delinquent leaders – 30

SLIDE 2

Demographics – Highlights (Handout 2)

- Member by Type
 - Professional – 66%; Retired – 16%; Student – 8%
- Years as Member
 - 1-9: 38% - Notice large % of “newer” members
 - 10-19: 19%
- Age of Member
 - 20-39: 27%
 - 40+: 73%
- Member by Employer
 - Private Industry – 19%; Retired – 18%; Consultants – 13%.

SLIDE 3

Non-renews – 2000 – 2006 – Consistently about 11% of membership.

Year	Total Non-renews
2006	1,747
2005	1,716
2004	1,944
2003	2,110
2002	2,026
2001	2,425
2000	2,367

SLIDE 4

Non-renews – Those who have been members between 1-4 years. Total is 917

- By Age
 - 20-29 – 60%
 - 30-39 – 22%
- By Type
 - Professional – 58% (largely students moved to professional)
 - Students – 31%
- By Employer
 - Students – 62%
 - Private Industry – 10%
- By Position
 - No position (students) – 61%
 - Field Forester – 10.5%
 - Researcher/Educator – 6%

SLIDE 5

Non-renews – All members, for all years. Total is 1,747

About 52% of all those who did not renew have been members fewer than 4 years.

<ul style="list-style-type: none">• <u>By Age</u><ul style="list-style-type: none">– 20-29 – 60%– 30-39 – 22%• <u>By Type</u><ul style="list-style-type: none">– Professional – 75%– Students – 18%• <u>By Employer</u><ul style="list-style-type: none">– Student – 35%– Private Industry – 16%– State & Local Gov't – 11.5%	<ul style="list-style-type: none">• <u>By Position</u><ul style="list-style-type: none">– No position (students) – 36%– Field Forester – 14%– Researcher/Educator – 9%• <u>By Member Years</u><ul style="list-style-type: none">– 1-9 years – 72%– 10-19 years – 12%
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SLIDE 6

Students Advanced / Retained

You can see that in 2000, for example, we advanced 710 students to the professional category. Today, only 208 of those individuals are members today.

Year Advanced	Numbers Advanced	Still Members as of 5.31	Lost
2000	710	208	502
2001	461	74	387
2002	538	101	437
2003	530	124	406
2004	385	109	276
2005	384	95	289

SLIDE 7

Non-renewed, Resigned, Deceased

2000	2001	2002	2003	2004	2005
<u>Non-renews Purged</u>					
1,792	2,123	1,846	1,938	1,816	1,551
<u>Resigned</u>					
272	287	272	261	230	227
<u>Deceased</u>					
121	76	77	82	72	82

SLIDE 8

Non-renews Purged –2000-2005 (Handout 3)

These indicate the demographic areas with the highest non-renewed members who were purged.

- By Type
 - Professional Members
- By Position
 - Students and Field Foresters
- By Employer
 - Students and Private Industry
- By Age
 - 20-29 year-olds
- By Years as Member
 - 1-9 (more than 80%)

SLIDE 9

Resigned –2000-2005

- Professional Members – 84%
- 1-9 Years in Membership – 54%
- 10-19 Years in Membership – 19%
- Age 40-69 – 58%

SLIDE 10

New Member Total by Year

We're doing great at recruitment – we just need to stop the “revolving door.”

Years	Total New Members
2005	1,071
2004	761
2003	610
2002	603
2001	523
2000	443

SLIDE 11

New Members Recruited by Category from 2000 to 2005

Category	00	01	02	03	04	05
Professional Member (type)	85%	80%	71%	64%	45%	34%
Student (type)	2%	5%	9%	20%	40%	52%
Upper-Mid Level Mgrs (position)	13%	10%	11%	5%	4%	5%
Staff Specialist (position)	11%	8%	8%	7%	4%	3%
Field Forester (position)	26%	25%	22%	17%	10%	6%
Student (employer)	9%	9%	24%	46%	65%	69%
Private Industry (employer)	26%	26%	24%	13%	8%	9%
State & Local Gov't (employer)	17%	16%	14%	11%	7%	4%
20-29 year-olds (age)	30%	37%	37%	50%	62%	60%

SLIDE 12

Retention by Years in Membership (Handout 4)

As you can see, the most difficult years to retain members are years 1-5. Note that at year 6, the dues begin increasing for three years until they reach the rate of \$133.

Members for 1-2 years	Members for 3-4 years	Members for 5 or more years
1,953 (14%)	1,059 (7%)	10,967 (79%)

SLIDE 13

Golden Members – Total by year (% of total membership)

Note that from 1997 to 2006, Golden members grew 51%. Currently 14 Golden members serve in leadership positions.

PROJECTED > > > > > > >			
2006	2009	2011	2016
1,239 (8%)	1,521 (10%)	1,738 (12%)	2,162 (14%)

SLIDES 14 & 15

Golden Member Contributions (Handout 5)

- Contributions averaged out per Golden member: Low of \$2 in 1998 / High of \$46 in 2003
- Is this a sustainable financial policy given: (1) Overall decline in membership; (2) Aging membership; and (3) Lack of retention in younger members?

SLIDE 16

Voting Members (Handout 6)

Note that nearly 15% of our members cannot vote at the national level. Also note that only 38% of all eligible voters, actually voted in 2005.

- Vote Nationally and Locally – 11,919 (85%)
 - Professional (retire/fellow/life)
- Vote Locally Only – 690 (4.9%)
 - Conditional Professional Member – 95
 - Technician Professional Member – 427
 - Associate Member – 168
- No Vote at All – 1,370 (9.8%)
 - Students (includes Int'l) – 1,166
 - Corresponding Member – 102
 - International Member – 58
 - Honorary Member – 44

SLIDE 17

Current Membership Application (see Handout 7)

- Still has \$5 admission fee. It was abolished.
- Members continue to join at lower rate and are subsequently forced into the sliding dues increase
- Fine prints says “your annual dues will increase with length of membership.” This is NOT a successful retention strategy!
- No place to indicate Chapter interest. As a result, they are sent a note immediately after joining that asks if they want to be part of a Chapter and if so, then there’s an additional invoice sent. It has the feel of “surprise costs,” of being “nickled and dined”, etc. All customers want to know and pay the costs up front.
- Complex categories. SAF receives calls from folks trying to figure out which category they fit in. Often, new members either don’t fill it out or they fill out the wrong box and staff must evaluate and put in the right category.
- Most categories limit or deny voting – young people want to engage fully. In fact, any new member wants full access and full benefits. It’s not helpful to ask for their money but then explain all the ways they cannot fully engage.

Chapter Dues (see Handouts 7 and 10)

- Members don’t know what their Chapter dues are when joining
- Receive surprise invoice after the fact
- Some Chapters inactive and members get charged anyway. This creates unhappy members!
- Their invoice shows four layers of due – which is excessively complex:
 - National – \$79 to \$133
 - Society – from \$1 to \$25
 - Division – from \$1 to \$10
 - Chapter – from \$1 to \$15

SLIDE 18

Dues Schedule – Sliding Scale (Handouts 8 and 9)

- Members equate value of SAF at \$79 when dues are actually \$133. Each year that dues increase, we are forcing members to decide “Is it still worth it?” This is not a good business strategy. It’s what’s called a “bait and switch.”
- Achieving level dues will take years (see Handout 9). Council made a decision 2004 to increase ALL categories by 10% annually until they reached the flat rate. This has not happened. But more importantly, because new members continue to join at \$79, we’re creating even more who will face the sliding dues increase.
- Years 6, 7, and 8 dues increase and we consistently lose members during these years, especially the newer and younger members.
- Perception of increasing dues create negative feeling

SLIDE 19

Membership Observations - Students

- The majority do not retain membership once moved to the professional category
- Within 5 years, most moved to professional drop out
- Years as student don't count towards total years as member
- Students go from being peers and leaders in Student Chapters to being "unknowns" in local chapters
- Cond'l Prof Students have a 3-year waiting period to fully engage as a SAF member. We are giving them the message that after their hard work to graduate and after being faithful members, they are still not considered "professionals" and cannot vote at the national level.

SLIDE 20

Membership Observations – Corresponding / Associate / Conditional

- Less than 3% of membership. These members receive the same benefits (except certain voting privileges) as all members but pay \$105 (\$79 for corresponding) instead of the \$133 everyone else is charged. With these categories, **anyone** can be a member of SAF. And obviously it's not a growth area. Our strict categories are not "protecting" SAF – they are unwelcoming and unnecessary.
- The term "conditional professional" is not helpful and neither is the category. These are degreed professionals, why do they need to wait three years to be a "professional" member? SAF is here to provide them with education, networking, affiliation, and solid science. Why lump them in this category? They account for less than 1% of total membership. Again, SAF is hardly being overrun in this area.

SLIDE 21

Membership Observations - Technicians

- Technicians are 3.26% of membership (512). Obviously, we're not being overrun in this area, either.
- Bureau of Labor Statistics says there are 33,000 Forest and Conservation Technicians. Could this be growth area?
- I've heard the debate and the concerns. But, don't we want all foresters to benefit from the science, education, and principles of SAF? Don't we want as many foresters as possible operating under the ethics, mission, and vision of SAF? Do we want to lose them to other associations? And just how many of our "professional" members actually practice hands-on forestry anymore? Don't we want this group to be part of SAF?
- The SAF mission embraces science, education, and outreach regardless of member degrees, status, age, gender, but our membership application does not reflect this inclusive and expansive posture.
- SAF's credibility is not based on membership categories – it's on the quality of peer-reviewed science in our publications, our mission and vision, our effectiveness in forest policy, our member education, our active local unit outreach, and so much more.

Options to Improve Membership and Retention

1. Change Membership Categories on Application: Create two membership categories on the new member application. The goal is to make becoming a new member simple, welcoming, more inclusive, and quick.

- Member
- Student

Note: This effort is Step 1 and is a short-term solution. The content of the application content is mandated by SAF's bylaws and can be changed at anytime by Council. New members would still be required to fill out the highest level and type of education. Based on that information, SAF staff will select the appropriate membership category. This information will still be tracked in-house and the current voting rights will not change. Step 2, which we believe is important to move towards, would permanently simplify the member categories. This requires a constitutional referendum, thus a membership vote.

Background:

- SAF is not defined by our membership categories. We are defined by our mission, core values, the quality of our professional education and publications, and the quality and content of local unit activities. Also note, that SAF's credentialing program, the Certified Forester®, offers a way to highlight those individuals who achieve high standards with their education (degree), experience, and continuing ed. So, is it necessary to be exclusive when someone tries to join?
- Our membership categories are too complex and do not present SAF as inclusive. Many new members do not know where to place themselves. It is complicated, exclusive, and forces labels on new members such as "conditional professional," "associate," and "technician." The descriptions seem more designed to keep people out than to let them in. Can SAF thrive with this posture?
- The distinction is for internal purposes only and the category restrictions are implemented only during the Fellow's process and national/local voting. A member's category is not reflected in any of SAF business or communications. So, what is the real value?
- With the trends in schools moving to broader natural resource degree programs, do we stand to lose even more members in the future by having strict categories?
- The percent of members in other categories is very low as is (i.e. 4% in Corresponding, Technician, and Associate).

Bylaws: III-A, III-K – M, and III-P

Constitution: Article III, Sections 1 through 12

2. Allow All Members to Vote: Allow all members (except honorary), to vote at all levels. This would require changes to the membership application and bylaws as well.

Background:

- 10% of members have no vote and 5% can only vote locally. Only 38% of all eligible voters actually voted in 2005 (Handout 6).
- People just have to be 18 to vote for our Nation's President, how are they not qualified to vote for SAF leadership? It is very likely they may not vote, but members do resent not having the right.

- The younger generation 20-29, thrives on being able to actively engage. This is the group that is the most difficult to retain.

Constitution: Article III, Sections 1 through 12. Done by referendum and member vote. Bylaw changes follow. *Bylaws:* III-B, III-D – H, and III-J – M

3. Abolish Sliding Scale Dues: Move to a flat fee of \$133. International members still required to pay an extra \$30 in postage.

- Member - \$133
- Retired - \$105
- Student - \$35¹

¹*We would develop an internal “new professional” rate of \$85. This is only for **current** student members who wish to continue membership after graduation. It would help students transition to the professional member rate. The offer is for \$85 for the first 5 years, at which point it goes to the flat rate of \$133. Communicate that they earn this offer by being a current member when they graduate. If they have a break in membership after they graduate, this offer is no longer available.*

Background:

- Losing younger and student members between years 5 and 6, when their dues go up
- Tying increase in dues to years in membership is not effective retention strategy
- All new members – whether student or not – are charged \$79 and immediately subject to the sliding scale, which perpetuates the problem. Flat rate will not be reached if this continues.
- Why do Associates and Technicians pay only \$105 and Corresponding members pay only \$79 when they have access to all the same benefits (except some voting privileges) as those who pay \$133?
- **Note:** Council made the decision in 2004 to increase the categories to their respective flat rates. Not only has this not happened, but as noted, the problem continues as new members join at \$79.

Bylaws: IV-A. This is within Council’s purview to change. Council must solicit HSD input.

4. Years as Member: Let members count their student membership years as total years as member.

Implementation:

This is an internal policy decision and would change “years as member” on the membership card. This would not go retroactive in terms of moving members more quickly to Golden status. After a student member becomes a professional member, their student information is no longer in our database, thus, it’s likely this may only apply to current students.

5. Golden Members: Maintain Golden program. Make receiving the Journal of Forestry an option for the additional cost of \$25. This will alleviate the cost to SAF of this FREE benefit. In addition, create a Golden Fund to encourage contributions.

Background:

- From 1997 – 2005 Golden members grew 51%. By 2011, projected to be 12% of all members. Is it a sustainable financially? Golden Contributions averaged \$2 per person in 1998 and averaged \$46 per person in 2003.

Bylaws: III-E

6. Create One Local Unit Fee for New Members ONLY on Application: The goal here is to enable new members to join and have a choice up-front of choosing whether to belong to a State Society, Division, and Chapter and **knowing the cost, without receiving a second invoice.** This is for NEW members only. We are not proposing changing local due structures, despite their complexity (see Handout 10). We propose putting a flat rate of \$20 or \$25 on the new member application and then let the member know they will receive information about contacting their local unit. The State Society could manage the disbursement for the first year, ensuring funds only go to active units avoiding the problems of members joining and being charged for inactive chapters. After the first year, members would receive an invoice with the current local dues, established by the state society

Background:

- Current local unit dues are very complex as prices vary at all three levels among units. No easy way to indicate fees on applications (online or brochure). See Handout 10.
- Members have four lines of dues on their invoice (national, state society, division, and chapter), not counting additional publication subscriptions.
- Current application has no place to choose local unit involvement. Consequently, new members are billed additional fees one month after joining.
- Some chapters are inactive yet new members are being assigned and billed.

For Consideration: As mentioned, the current local unit dues structure is very complex and creates, in most cases, four lines of charges on the members invoice. Some state societies, Wisconsin SAF, established one local unit dues rate which appears on the invoice, and then distributes a set amount to each chapter. We would encourage every state society with multiple local dues structures to discuss the possibility of moving to one local unit fee to simplify the invoicing for our members. During our research, SAF has not come across another association with the degree of complexity and confusion that SAF has.

Bylaws: VI-A, VI-B, VI-C. Technically, as this has to do with the application, Council can change this. However, it is important for HSD to discuss and give ideas.

7. Abolish Endorsement of New Members: Abolish the requirement of endorser for new members. *This action was approved by Council in October.*

SUMMARY

It is critical to think about the health of the entire organization when evaluating these trends, policies, and proposals. SAF has seen a steady decline in members of about 3-5 percent a year. With our aging membership (70% are 40 and older) and with our inability to retain younger

members (60% of non-renews and resigns are in the 20-29 year-old category), SAF could experience a very steep drop in members in the next 5 years. We believe action is imperative. As one member put it, “We cannot keep fiddling around the edges and making cosmetic tweaks – we’ve got to make some serious changes.”

It costs on average 10 times more to recruit a new member than it does to retain a current member. And once an organization loses a member because they are unsatisfied, it is extremely difficult to get them back. As of November 30, 2006 we have 316 fewer members than we did at this time last year.

Again, anyone can be a member of SAF under the current categories, why make them feel, as one member put it, like a “step child.”

SAF has a tremendous amount to offer. We believe SAF can be more relevant to our under-represented demographics – that is if we decide to really examine ourselves, listen to our members, and make some hard changes.

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HANDOUT 2

SAF - Paid Members All 5-30-06

<i>Description</i>	<i>Total</i>	<i>Percent</i>	<i>Description</i>	<i>Total</i>	<i>Percent</i>
<u>1-By Member Type</u>					
Professional Member	9274	66.34%	Hispanic	102	0.73%
Professional Member-Fellow	357	2.55%	Multi-Racial	2	0.01%
Professional Retired Member	1835	13.13%	Native American	68	0.49%
Professional Retired Fellow	449	3.21%	No Information	259	1.85%
Lifetime-Member	3	0.02%	Other	53	0.38%
Lifetime-Fellow	1	0.01%			
Conditional Professional Member	95	0.68%	<u>6-By Employer</u>		
Technician Member	427	3.05%	College/University	1056	7.55%
Associate Member	168	1.20%	Federal Government	1535	10.98%
Professional Student	843	6.03%	State/Local Gov't	1588	11.36%
Conditional Professional Student	116	0.83%	Private Industry	2658	19.01%
Technician Student	202	1.45%	Consultant	1822	13.03%
Associate Student	4	0.03%	Self Employed	515	3.68%
International Member	58	0.41%	Association/Foundation	231	1.65%
International Student	1	0.01%	Retired	2579	18.45%
Corresponding Member	102	0.73%	Student	1578	11.29%
Honorary Member	44	0.31%	Other	248	1.77%
			Unemployed	38	0.27%
<u>2-By Years in Membership</u>			Government-non U.S.	35	0.25%
	0	0.00%	No Employer Indicated	96	0.69%
1-9 Years	5248	37.54%	<u>7-By Salary</u>		
10-19 Years	2579	18.45%	Under \$10,000	304	2.17%
20-29 Years	2450	17.53%	\$10,000-14,999	169	1.21%
30-39 Years	1413	10.11%	\$15,000-19,999	205	1.47%
40-49 Years	1054	7.54%	\$20,000-24,999	321	2.30%
50-59 Years	974	6.97%	\$25,000-29,999	468	3.35%
60-69 Years	219	1.57%	\$30,000-34,999	766	5.48%
70-79 Years	37	0.26%	\$35,000-39,999	723	5.17%
80-89 Years	1	0.01%	\$40,000-44,999	888	6.35%
			\$45,000-49,999	751	5.37%
<u>3-By Age</u>			\$50,000-54,999	944	6.75%
	0	0.00%	\$55,000-59,999	523	3.74%
1-Under 20 Years	109	0.78%	\$60,000-64,999	620	4.44%
20-29 Years	1855	13.27%	\$65,000-69,999	435	3.11%
30-39 Years	1848	13.22%	\$70,000-74,999	610	4.36%
40-49 Years	2485	17.78%	\$75,000-79,999	272	1.95%
50-59 Years	3748	26.81%	\$80,000 and over	1635	11.70%
60-69 Years	1740	12.45%	No Income Indicated	4345	31.08%
70-79 Years	1120	8.01%			
80-89 Years	635	4.54%	<u>8-By Position</u>		
90-99 Years	155	1.11%	Owner	227	1.62%
No Age Given	279	2.00%	Retired	2569	18.38%
<u>4-By Gender</u>			Upper-Level Mgr/Admin	1806	12.92%
Female	1671	11.95%	Mid-Level Mgr./Admin	1752	12.53%
Male	12308	88.05%	Staff Specialist	1226	8.77%
<u>5-By Ethnic Group</u>			Field Forester	2078	14.87%
African American	56	0.40%	Field Technician	233	1.67%
Asian	114	0.82%	Researcher/Educator	1210	8.66%
Caucasian	13325	95.32%	Other	897	6.42%
			Loggers	3	0.02%
			No Position Indicated	1978	14.15%
			Total SAF Members	13979	

HANDOUT 3

Non-renews/Purged Members from 2000 – 2005(%)
(pulled from June 31 purge lists)

By Member Type	2000	2001	2002	2003	2004	2005
Professional Member	68.4	67.2	66.7	61.3	60.9	63.1
Professional Student	12.7	13.0	14.1	15.5	14.7	13.8
Technician Member	5.5	6.3	6.5	6.5	7.0	7.8
Technician Student	4.0	4.8	4.5	4.6	5.8	5.7

By Position	2000	2001	2002	2003	2004	2005
Other / No Pos (student)	49.7	52.2	51.7	56.5	52.7	53.2
Field Forester	14.3	13.3	13.8	13.3	12.6	12.3
Mid-Level Mgr./Admin	9.5	8.8	8.9	8.6	8.9	8.7
Researcher / Educator	6.9	7.3	6.6	6.7	6.8	7.0
Staff Specialist	8.1	6.9	6.3	5.6	6.7	6.8
Upper-Level Mgr./Admin	7.5	8.4	9.5	7.2	7.0	6.4

By Employer	2000	2001	2002	2003	2004	2005
Student	29.2	37.6	39.6	44.6	43.0	44.7
Private Industry	18.5	18.3	16.7	15.7	15.0	14.1
State/Local Gov't	9.6	7.7	8.5	7.6	10.2	9.7
Federal Government	9.7	9.1	7.1	7.4	8.0	7.6
Consultant	8.0	8.1	9.0	6.3	8.0	7.4
College / University	6.1	5.8	6.4	5.6	5.6	5.5

By Age	2000	2001	2002	2003	2004	2005
<20	0.4	.80	1.1	1.5	1.3	1.0
20-29	33.1	40.6	41.5	44.8	43.5	43.4
30-39	19.7	18.7	19.5	17.3	18.8	18.4
40-49	21.1	19.5	16.2	15.6	15.8	14.4
50-59	10.3	9.7	12.0	11.9	12.7	14.2
60-69	5.0	4.5	4.7	4.4	4.1	5.1
70-100	2.0	1.4	1.5	1.5	1.3	1.3
No Age Given	8.7	5.3	3.8	3.5	2.9	2.6

By Years in Membership	2000	2001	2002	2003	2004	2005
1-9 Years	74.3	78.6	78.6	81.9	80.3	80.1
10-19 Years	14.8	12.1	10.6	9.4	10.0	10.7
20-29 Years	6.0	5.5	6.4	5.0	6.5	6.2
30-39 Years	2.9	2.9	2.9	2.7	2.5	2.3
40-49 Years	2.2	1.2	1.8	1.4	1.3	1.0

HANDOUT 4

Retention. Members as of 5.30.06 (paid) by Years – Total 13,979

Members for 1-2 Years	Members for 3 plus years	Members for 5 plus years
1,953 (14%)	1,059 (7.6%)	10,967 (78%)

Members by Category	1-2 Years	3-4 Years	5 + Years
<i>Members by Type</i>			
Professional Member	44.34	71.2	73.05
Professional Retired Member	0	0.28	20.2
Conditional Professional Member	2.10	1.98	0.30
Technician Member	3.84	3.12	2.91
Associate Member	1.13	2.27	1.11
Professional Student	33.49	13.88	0.38
Conditional Professional Student	4.66	1.7	0.06
Technician Student	8.86	2.17	0.05
Associate Student	0.20	0	0
Corresponding Member	1.28	2.83	0.43
International Student	0.05	0	0
International Member	0.05	0.57	0.47
<i>Members by Age</i>			
<20	5.38	0.09	0.03
20-29	61.24	36.92	2.44
30-39	16.03	27.86	11.31
40-49	7.22	15.11	19.91
50-59	5.94	14.26	31.74
60-69	1.08	3.31	15.36
<i>Members by Employer</i>			
College / University	3.74	9.54	8.04
Federal Gov't	5.53	11.24	11.93
State/Local Gov't	6.55	15.77	11.79
Private Industry	9.88	20.30	20.52
Consultant	5.38	10.86	14.61
Self Employed	1.33	2.55	4.21
Association / Foundation	1.28	2.08	1.68
Retired	0.41	0.76	23.37
Student	63.59	23.70	0.78
<i>Members by Position</i>			
Owner	0.31	0.85	1.93
Retired	0.31	0.66	23.31
Upper-Level Mgr./Admin	4.2	7.93	14.95
Mid-Level Mgr./Admin	5.22	10.01	14.08
Staff Specialist	3.64	9.73	9.59
Field Forester	10.04	25.12	14.74
Field Technician	2.92	3.49	1.27
Researcher / Educator	4.35	10.2	9.27
No Position Indicated (student)	62.16	23.61	4.69

Counts and Annual Giving by Golden Members over Past 10 YearsGolden Member Annual Contributions over Past 10 years

Year	Total Golden's	Total Who Gave	Total Contribution	Avg. Giving Per Golden
1997	831	171	\$5,543	\$7
1998	878	71	\$2,151	\$2
1999	990	84	\$3,010	\$3
2000	1,086	460	\$25,228	\$23
2001	1,173	508	\$31,157	\$26
2002	1,204	801	\$50,346	\$42
2003	1,235	771	\$56,929	\$46
2004	1,232	563	\$44,812	\$36
2005	1,256	476	\$33,168	\$26
2006	1,239	84	\$5,390	TBD

Voting Members – as of 5.31.06 (paid only)**Total Members – 13,979****Vote Nationally and Locally – 11,919 (85%)**

- Professional Members (retire/fellow/prof) – 11,919

Vote Locally Only - 690 (4.9%)

- Conditional Professional Member – 95
- Technician Professional Member – 427
- Associate Member – 168

No Vote at All – 1,370 (9.8%)

- Students (incl Int'l) – 1,166
- Corresponding Member – 102
- International Member – 58
- Honorary Member – 44

Note: Only 38% of all those eligible to vote in 2005, actually voted.

Membership Type Description Short	Total Members	Vote Nationally	Vote Locally
Professional Member	9,274	Yes	Yes
Professional Member-Fellow	358	Yes	Yes
Professional Retired Member	1,834	Yes	Yes
Professional Retired Fellow	449	Yes	Yes
Lifetime-Member	3	Yes	Yes
Lifetime-Fellow	1	Yes	Yes
Conditional Professional Member	95	No	Yes
Technician Member	427	No	Yes
Associate Member	168	No	Yes
Professional Student	1,166	No	No
International Member	58	No	No
Corresponding Member	102	No	No
Honorary Member	44	No	No



Membership Categories and Requirements

Applicants must apply for the highest member category for which they are qualified.

INSTRUCTIONS

Please—

1. Determine highest member category for which you are qualified (see "Membership Requirements").
2. Complete the front of this application.
3. Mail your application with a check or charge card information for the appropriate amount to:

SOCIETY OF AMERICAN FORESTERS
Membership Department
5400 Grosvenor Lane
Bethesda, MD 20814-2198

or fax your application with credit card information to:
(301) 897-3690

or join online at:
www.safnet.org/who/join.cfm

If you need assistance in completing the application, or have other inquiries about SAF membership, please contact the National office: (301) 897-8720, ext. 108 or www.safnet.org.

This space is for use by the Society office.

Exp _____
SS _____ SS\$ _____
Div _____ Div\$ _____
ChP _____ ChP\$ _____
Mtype _____ Nat\$ _____
Adv\$ _____
Ckamount\$ _____

Application approved: _____
Date: _____

MEMB05

* No place on App to indicate Chapter interest. Done via e-mail!

Professional Member

To be a Professional Member, you must:

- a. be a graduate of an SAF-accredited forestry program or of a candidate program for accreditation; OR
- b. be a recipient of a graduate degree in forestry from an institution that has an SAF-accredited forestry program or one that is a candidate for accreditation; OR
- c. be a scientist or practitioner who holds a bachelor's or higher degree within the broad field of forestry, based on a program that is neither SAF-accredited nor a candidate for accreditation, and who has three or more years of qualifying experience within the broad field of forestry.

Professional Members may hold any office and vote on any questions before the Society.

Conditional Professional Member

To be a Conditional Professional Member, you must be a scientist or practitioner who holds a bachelor's or higher degree within the broad field of forestry, based on a program that is neither SAF-accredited nor a candidate for accreditation, and who has less than three years of qualifying experience within the broad field of forestry. *Conditional Professional Members may hold office and vote at the Chapter, Division, and State Society levels until meeting the requirements of Professional Member, and may serve, with voting and office-holding privileges, on working groups and the House of Society Delegates.*

Associate Member

To be an Associate Member, you must be a scientist or practitioner who holds a bachelor's or higher degree in a subject area not within the broad field of forestry but who works in a position that strongly influences the profession of forestry (excluding elected officials). *Associate Members may hold office and vote at the Chapter, Division, and State Society levels, and may serve, with voting and office-holding privileges, on working groups and the House of Society Delegates.*

Technician Member

To be a Technician Member, you must be a graduate of an associate degree program within the broad field of forestry. *Technician Members may hold office and vote at the Chapter, Division, and State Society levels, and may serve, with voting and office-holding privileges, on working groups and the House of Society Delegates.*

Dues and Fees

Once your application is approved, your membership will be effective on receipt of your National SAF dues payment. Dues will be prorated for the amount remaining in the current year. Any overpayment accompanying your application will be credited to your account.

Admission Fee

Professional Members, Conditional Professional Members, Associate Members, and Technician Members incur a one-time admission fee of \$5. This fee is not required of Student Members, Corresponding Members, International Members, or persons reinstating or changing categories.

National Dues

The annual dues shown on the front of this application are for new members. The Society uses a sliding

Student Member

To be a Student Member, you must be an undergraduate or graduate student in forestry, preforestry, or a forest technician program, or in another program within the broad field of forestry. *Student Members who are members of a student chapter may vote on any question before their Student Chapter.*

Corresponding Member

To be a Corresponding Member, you must not be eligible for another category of membership, and join solely for the benefit of receiving SAF publications. *Corresponding Members may attend any meeting of the Society and take part in the discussions, but shall have no vote.*

International Member

To be an International Member, you must be a graduate of a forestry program or program within the broad field of forestry and not a citizen or permanent resident of the United States, its possessions, Canada, or Mexico. *International Members may attend any meeting of the Society and take part in the discussions, but shall have no vote.*

Reinstatement Procedures

If you were ever a member of SAF, you are eligible to rejoin at the category of membership previously held, provided you still meet the requirements. To do so, check "Reinstating Member" on the front of the application and complete the information. You do not need the endorsement of a voting member and there is no admission fee to reinstate. Your membership dues will be at the current rate, based on the length of your past membership. If a balance is due, we will invoice you for the appropriate amount.

PLEASE NOTE:

The "Broad field of forestry" consists of those biological, quantitative, managerial, and social sciences that are applied to forest management and conservation; it includes specialized fields such as agroforestry, urban forestry, industrial forestry, nonindustrial forestry, and wilderness and recreation forestry.

"Qualifying experience" occurs when one spends at least one-half of one's employment duties within the broad field of forestry.

dues schedule; your annual dues will increase with length of membership. You will receive an annual renewal notice in the fall of each year. \$25 of your national annual dues provides you the *Journal of Forestry*; \$15 provides you monthly with *The Forestry Source*. The remainder is used for professional programs and services.

State Society, State Division, or Chapter Dues

State Society, State Division, or Chapter involvement is encouraged but optional. Dues vary from \$1 to \$25 (not applicable to Student Members, Corresponding Members, or International Members). You will be automatically placed in your local SAF unit(s) and invoiced for their dues unless you request otherwise.

2006 SAF Membership Dues Schedule

Member 0-5 years of membership - \$79.00

Member 6 years of membership - \$99.00

Member 7 years of membership - \$118.00

Member 8-49 years of membership - \$133.00

Retired Member 0-49 years of membership - \$105

Conditional/Technician/Associate Members 0-5 years of membership - \$79.00

Conditional/Technician/Associate Members 6-49 years of membership - \$105.00

Student Members 0-99 years of membership - \$35.00

International/Corresponding Members 0-99 years of membership \$79.00 plus a \$30.00 postage surcharge, where applicable.

HANDOUT 9

Total Members by Dues Schedule and Years of Membership

Member 0-5 years - \$79.00 - (2,130 – 15%)

Member	\$79.00	2102
Member-No JOF	\$59.00	28

Member 6 years - \$99.00 - (421 – 3%)

Member/Fellow	\$99.00	416
Member-No JOF	\$79.00	5

Member 7 years - \$118.00 - (431 – 3%)

Member	\$118.00	430
Member-No JOF	\$98.00	1

Member 8-49 years - \$133.00 - (6,436 – 46%)

Member/Fellow (285)	\$133.00	6390
Member-No JOF	\$113.00	46

Retired Member 0-49 years - \$105 - (1,275 – 9%)

Retired Member	\$105.00	1050
Retired Member-No JOF	\$85.00	13
Retired Fellow	\$105.00	212

Cond/Tech/Assoc Members 0-5 years - \$79.00 - (287 – 2%)

Conditional Professional Member	\$79.00	76
Conditional Prof Member-No JOF	\$59.00	1
Technician Member-No JOF	\$59.00	1
Technician Member	\$79.00	140
Associate Member-No JOF	\$59.00	2
Associate Member	\$79.00	67

Cond/Tech/Assoc Members 6-49 years - \$105.00 - (403 – 3%)

Conditional Professional Member	\$105.00	18
Technician Member	\$105.00	284
Technician Member-No JOF	\$85.00	2
Associate Member	\$105.00	99

Student Members 0-99 years - \$35.00 - (1,162 – 8%)

Student	\$35.00	843
Conditional Student	\$35.00	116
Technician Student	\$35.00	202
International Student	\$35.00	1

Int'l/Corres Members 0-99 years - \$79.00+\$30.00 post - (159-1%)

International Member	\$79.00	57
Corresponding Member	\$79.00	100
Corresponding Member-No JOF	\$59.00	2

Golden and Honorary 0/50 – 99 years - (1,276 – 9%)

Member	\$0.00	147
Fellow	\$0.00	71
Retired Member/Fellow (237)	\$0.00	1009
Lifetime-Member/Fellow	\$0.00	4
International Member	\$0.00	1
Honorary Member	\$0.00	44

HANDOUT 10

STATE SOCIETY CODES & DUES RATES

		RATE	1QTR	2QTR	3QTR			RATE	1QTR	2QTR	3QTR
Alaska	AK	15.00	3.75	7.50	11.25	Missouri	MO	13.00	3.25	6.50	9.75
Allegheny	AN	15.00	3.75	7.50	11.25	Mississippi	MS	10.00	2.50	5.00	7.50
Appalachian	AP	15.00	3.75	7.50	11.25	Montana	MT	4.00	1.00	2.00	3.00
Colorado/Wyoming	CW	10.00	2.50	5.00	7.50	New England	NE	16.00	4.00	8.00	12.00
Dakota SAF	SD	6.00	1.50	3.00	4.50	Northern California	NO	17.00	4.25	8.50	12.75
National Capital	DC	10.00	2.50	5.00	7.50	New York	NY	20.00	5.00	10.00	15.00
Great Plains	GP	4.00	1.00	2.00	3.00	Ohio	OH	10.00	2.50	5.00	7.50
Hawaii	HI	8.00	2.00	4.00	6.00	Oregon	OR	20.00	5.00	10.00	15.00
Iowa	IA	10.00	2.50	5.00	7.50	Ouachita	OU	8.00	2.00	4.00	6.00
Inland Empire	IE	19.00	4.75	9.50	14.25	Southeastern	SE	12.00	3.00	6.00	9.00
Illinois	IL	15.00	3.75	7.50	11.25	Southern California	SO	6.00	1.50	3.00	4.50
Intermountain	IM	5.00	1.25	2.50	3.75	Southwestern	SW	6.00	1.50	3.00	4.50
Indiana	IN	10.00	2.50	5.00	7.50	Texas	TX	10.00	2.50	5.00	7.50
Kentucky/Tenn	KT	7.00	1.75	3.50	5.25	Washington State	WA	25.00	6.25	12.50	18.75
Louisiana	LA	10.00	2.50	5.00	7.50	Wisconsin	WI	8.00	2.00	4.00	6.00
Michigan	MI	10.00	2.50	5.00	7.50	No State Society	WW	0.00	0.00	0.00	0.00
Minnesota	MN	8.00	2.00	4.00	6.00						
<u>DIVISION CODES & DUES RATES</u>						Yankee	NE40	2.00	0.50	1.00	1.50
						Arkansas	OU10	4.00	1.00	2.00	3.00
Maryland/Delaware	AN10	5.00	1.25	2.50	3.75	Oklahoma	OU20	1.00	0.25	0.50	0.75
New Jersey	AN20	10.00	2.50	5.00	7.50	Alabama	SE20	3.00	0.75	1.50	2.25
Pennsylvania	AN30	5.00	1.25	2.50	3.75	Florida	SE30	3.00	0.75	1.50	2.25
West Virginia	AN40	3.00	0.75	1.50	2.25	Georgia Division	SE10	3.00	0.75	1.50	2.25
Granite State	NE10	7.50	1.88	3.75	5.63						
Green Mountain	NE20	5.00	1.25	2.50	3.75						
Maine	NE30	10.00	2.50	5.00	7.50						
<u>CHAPTER CODES & DUES RATES</u>						Ozark Foothills	MO 02	2.00	0.50	1.00	1.50
						Four Lakes	MS 01	10.00	2.50	5.00	7.50
Juneau	AK 03	5.00	1.25	2.50	3.75	Broadleaf	MS 02	5.00	1.25	2.50	3.75
Sitka	AK 05	7.00	1.75	3.50	5.25	Loblolly	MS 03	2.00	0.50	1.00	1.50
Keystone	AN3001	1.00	0.25	0.50	0.75	Homochitto	MS 04	5.00	1.25	2.50	3.75
N. Hardwood	AN3002	1.00	0.25	0.50	0.75	Longleaf	MS 05	3.00	0.75	1.50	2.25
Pinchot	AN3003	1.00	0.25	0.50	0.75	Capitol	MS 08	7.00	1.75	3.50	5.25
Plateau	AN3004	1.00	0.25	0.50	0.75	NE Mississippi	MS 09	5.00	1.25	2.50	3.75
Rothrock	AN3005	1.00	0.25	0.50	0.75	Missoula	MT 01	2.00	0.50	1.00	1.50
Valley Forge	AN3006	1.00	0.25	0.50	0.75	Rhode Island	NE4003	5.00	1.25	2.50	3.75
W. Gateway	AN3007	2.00	0.50	1.00	1.50	Connecticut	NE4004	5.00	1.25	2.50	3.75
Blue Ridge	AP1001	3.00	0.75	1.50	2.25	Massachusetts	NE4005	5.00	1.25	2.50	3.75
Skyline	AP1002	3.00	0.75	1.50	2.25	Bay Area	NO 01	3.00	0.75	1.50	2.25

Southeastern VA	AP1003	10.00	2.50	5.00	7.50	Sacramento-Tahoe	NO 08	3.00	0.75	1.50	2.25
Rappahannock	AP1004	12.00	3.00	6.00	9.00	Wyntoon	NO 09	2.00	0.50	1.00	1.50
Robert F.Lee	AP1005	3.00	0.75	1.50	2.25	Lower Hudson	NY 06	2.00	0.50	1.00	1.50
Tar River	AP2001	5.00	1.25	2.50	3.75	Capitol	OR 02	3.00	0.75	1.50	2.25
Albermarle	AP2002	6.00	1.50	3.00	4.50	Portland	OR 10	5.00	1.25	2.50	3.75
Waccamaw	AP2003	2.50	0.63	1.25	1.88	Shasta-Cascade	OR 11	5.00	1.25	2.50	3.75
Pisgah	AP2004	3.00	0.75	1.50	2.25	Caddo	OU1002	3.00	0.75	1.50	2.25
Croatan	AP2005	5.00	1.25	2.50	3.75	SE Arkansas	OU1003	4.00	1.00	2.00	3.00
Sandhills Chapter	AP2007	3.00	0.75	1.50	2.25	NW Arkansas	OU1004	2.00	0.50	1.00	1.50
Triangle	AP2008	5.00	1.25	2.50	3.75	Northwest Georgia	SE1001	5.00	1.25	2.50	3.75
Catawba	AP2012	5.00	1.25	2.50	3.75	Chattahoochee	SE1002	3.00	0.75	1.50	2.25
Keowee	AP3001	5.00	1.25	2.50	3.75	Oconee	SE1003	5.00	1.25	2.50	3.75
Central Carolina	AP3002	5.00	1.25	2.50	3.75	Pine Mountain	SE1006	10.00	2.50	5.00	7.50
Pee Dee	AP3003	15.00	3.75	7.50	11.25	Flint River	SE1010	5.00	1.25	2.50	3.75
Old Hickory	AP3004	10.00	2.50	5.00	7.50	Wiregrass	SE2005	4.00	1.00	2.00	3.00
Edisto	AP3005	3.00	0.75	1.50	2.25	Panhandle	SE3001	1.00	0.25	0.50	0.75
Winyah	AP3006	2.00	0.50	1.00	1.50	Big Bend	SE3002	1.00	0.25	0.50	0.75
Enoree	AP3007	5.00	1.25	2.50	3.75	Suwannee	SE3003	1.00	0.25	0.50	0.75
Santee	AP3009	5.00	1.25	2.50	3.75	St. Johns	SE3004	1.00	0.25	0.50	0.75
Mile High	CW 01	5.00	1.25	2.50	3.75	Caribbean	SE3005	1.00	0.25	0.50	0.75
Long's Peak	CW 02	5.00	1.25	2.50	3.75	San Gabriel	SO 03	4.00	1.00	2.00	3.00
NW Colorado	CW 03	3.00	0.75	1.50	2.25	Los Padres	SO 06	7.50	1.88	3.75	5.63
San Juan Basin	CW 04	3.00	0.75	1.50	2.25	Northern Arizona	SW 01	4.00	1.00	2.00	3.00
SE Colorado	CW 05	1.50	0.38	0.75	1.13	New Mexico	SW 02	2.00	0.50	1.00	1.50
UTE	CW 07	1.50	0.38	0.75	1.13	White Mountain	SW 03	2.00	0.50	1.00	1.50
SE Wyoming	CW 10	1.50	0.38	0.75	1.13	S. New Mexico	SW 05	2.00	0.50	1.00	1.50
Northern Wyoming	CW 11	2.00	0.50	1.00	1.50	Palo Verde	SW 06	2.00	0.50	1.00	1.50
Selkirk	IE 01	2.00	0.50	1.00	1.50	Southern Arizona	SW 08	2.00	0.50	1.00	1.50
Palouse/Snake River	IE 05	3.00	0.75	1.50	2.25	NE Texas	TX 01	3.00	0.75	1.50	2.25
Panorama	IE 06	1.00	0.25	0.50	0.75	Lufkin Nacogdoches	TX 02	3.00	0.75	1.50	2.25
Snake River Chapter-IM	IM 01	5.00	1.25	2.50	3.75	Brazos-Trinity	TX 03	3.00	0.75	1.50	2.25
Utah Chapter	IM 03	5.00	1.25	2.50	3.75	SE Texas	TX 04	3.00	0.75	1.50	2.25
Nevada	IM 05	5.00	1.25	2.50	3.75	Dallas-At-Large	TX 07	3.00	0.75	1.50	2.25
East Kentucky	KT 04	1.00	0.25	0.50	0.75	Hill Country Chapter	TX 09	3.00	0.75	1.50	2.25
Southeast Tenn	KT 07	2.00	0.50	1.00	1.50	Mid-Columbia	WA 02	1.50	0.38	0.75	1.13
Southeast Louis	LA 05	3.00	0.75	1.50	2.25	South Puget Sound	WA 05	1.50	0.38	0.75	1.13
Southern Minn	MN 01	3.00	0.75	1.50	2.25	SW Washington	WA 06	1.00	0.25	0.50	0.75
Lake Superior	MN 02	3.00	0.75	1.50	2.25						
Headwaters	MN 03	3.00	0.75	1.50	2.25						