

Washington Wildlife Leaders Forum

Cedarbrook Lodge, Seatac, WA

November 16-17, 2016



Duvall, Washington (Photo: Fred Koontz)

Washington Wildlife Leaders Forum
November 16-17, 2016

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- WA Department of Fish and Wildlife Mission and Goals Attached PDF
- Recent Publication Examples Attached PDFs
 - Decker, D., Smith, C., Forstchen, A., & Hare, D. (2016). Governance principles for wildlife Conservation in the 21st Century. *Conservation Letters*, July/August 9(4), 290–295.
 - Peterson, N. M. & Nelson, M. P. (2016). Why the North American model of wildlife conservation is problematic for modern wildlife management, human dimensions of wildlife, DOI: 10.1080/10871209.2016.1234009.
 - Jacobson, C.A., Organ, J.F., Decker, D.J., Batcheller, G.R. & Carpenter, L. (2010). A conservation institution for the 21st century: implications for the state wildlife agencies. *J. Wildlife Management*, 74, 203-209.
 - Jacobson, C. & Decker, D. (2008). Governance of state wildlife management: reform and revive or resist and retrench? *Society and Natural Resources*, 21:441–448.

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Forum Goals and Deliverables

Long-term Goal:

Improve stewardship, citizen participation, and funding for conservation and management of the full array of Washington's fish and wildlife and habitats.

2016-2017 Goals:

(1) Catalyze discussion among key leaders, and ultimately the public at large, on why fish and wildlife protection is an essential part of building sustainable, resilient communities and it is worthy of greater public investment and participation.

(2) Develop a unified vision and set of recommendations on how wildlife managers and the conservation community, with strong engagement from the public and citizen sectors, could work more broadly and effectively to meet the challenges of the future by caring for the full complement of the state's fish and wildlife and their dependent habitats.

Deliverables:

(1) Forum Report: Based on the Forum discussions and follow-up communications among participants, a report will be produced detailing a vision, recommendations and pathway for ensuring effective conservation and management through public support for all state fish and wildlife species. Target date: May 2017.

(2) Wildlife Leaders Forum Team: A key project outcome is to build a core group of thought leaders that spark a broad public conversation on the future of wildlife in Washington State, and guide Forum participants in writing their Forum Report by May 2017. This Forum Team also will address any next steps agreed on by participants at the Forum. Examples of potential next steps include working with Washington Department of Fish and Wildlife leadership and others to increase and diversify funding for the department.

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Participants

Name	Title	Affiliation
Harriet Allen	Endangered Species Manager, Retired	(Formerly) Washington Department of Fish & Wildlife (WDFW)
JT Austin	Policy Advisor on Natural Resources	Office of Governor Inslee
Penny Becker	Wildlife Diversity Division Manager	WDFW
Shawn Cantrell	Northwest Director	Defenders of Wildlife
Mick Cope	Deputy Assistant Director - Wildlife Program	WDFW
Jeff Davis	Assistant Director - Habitat	WDFW
Jennifer Doherty	Director of Lands	Rocky Mountain Elk Foundation
Hans Dunshee	Snohomish County Councilmember	Snohomish County Council
Naomi Edelson	Senior Director, Wildlife Partnerships	National Wildlife Federation
Helen Engle	Director Emeritus	National Audubon Society

Name	Title	Affiliation
Mitch Friedman	Executive Director	Conservation Northwest
Roger Fuhrman	Special Projects - Director's Office	Oregon Dept. of Fish and Wildlife
Diane Gallegos	Executive Director	Wolf Haven International
Bart George	Washington State Board Member	Backcountry Hunters and Anglers
Cynthia Jacobson	Assistant Western Regional Director	US Fish and Wildlife Service
Denise Joines	Senior Program Officer	Wilburforce Foundation
Gary Koehler	Research Scientist Carnivore Investigations, Retired	(Formerly) WDFW
Martha Kongsgaard	Board Chair	Puget Sound Partnership
Fred Koontz	Vice President of Field Conservation	Woodland Park Zoo
Lisa Lantz	Stewardship Program Manager	Washington State Parks and Recreation Commission
C. Thomas Laurie	Senior Advisor for Tribal & Environmental Affairs	Washington State Dept. of Ecology
Kristine Lytton	State Representative	Washington State House of Representatives

Name	Title	Affiliation
Terry Mansfield	Private Rancher & Board Member	Partners for Conservation
John Marzluff	Professor	University of Washington
Rob Masonis	VP for Western Conservation	Trout Unlimited
Bob McCoy	Board Member & Volunteer Field Representative	Mountain Lion Foundation
John McGlenn	President	Washington Wildlife Federation
Andrea McNamara Doyle	Executive Director	Washington Wildlife & Recreation Coalition
Ruth Musgrave	President	Wildlife Policy Consulting, National Caucus Environmental Legislators
Sharon Negri	Director	WildFutures
Dan Paul	Washington State Director	Humane Society of the United States
Mark Pidgeon	President	Hunters Heritage Council
Jennifer Quan	Government Affairs Director	WDFW
Charlie Raines	Director of Forest Conservation	Forterra

Name	Title	Affiliation
Ronald J. Regan	Executive Director	Association of Fish and Wildlife Agencies
Lisa Remlinger	Evergreen Forests Program Director	Washington Environmental Council
Eric Rickerson	State Supervisor	U.S. Fish and Wildlife Service
Christine Rolfes	State Senator	Washington State Senate
Bradley Smith	Chair	Washington Fish and Wildlife Commission
Chris Smith	Western Field Representative	Wildlife Management Institute
Lorna Smith	Executive Director	Western Wildlife Outreach
Jeffrey Thomas	Timber, Fish & Wildlife Program Director	Puyallup Tribe of Indians
Jim Unsworth	Director	WDFW
Jake Verschuyf	Principal Research Scientist	National Council for Air and Stream Improvement
Tino Villaluz	Hunting and Gathering Program Manager	Swinomish Indian Tribal Community
Rachel Voss	Washington State Chairman	Mule Deer Foundation

Name	Title	Affiliation
Art Wang	Past President	Tahoma Audubon Society
Amy Windrope	Ecosystem Services Division Manager	WDFW
Jeff DeBonis	Senior Associate	Training Resources for the Environmental Community
Don Elder	Senior Associate	Training Resources for the Environmental Community

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Participant Biographies

Harriet Allen

Retired, Former Endangered Species Manager

Washington Department of Fish and Wildlife

Olympia, WA

Harriet was the Endangered and Threatened Species Section Manager for Washington Department of Fish and Wildlife (WDFW) from 1988-2013. Prior to that she conducted spotted owl research for WDFW in Washington. She is currently on the Board of Directors at Wolf Haven International and the Painted Dog Research Trust, and is the Northwest Section Representative to The Wildlife Society Council.

JT Austin

Policy Advisor on Natural Resources

Office of Governor Inslee

Olympia, WA

JT manages the Governor's Natural Resources portfolio which includes issues covered by the Department of Natural Resources, Washington Department of Fish & Wildlife, Puget Sound Partnership, Governor's Office of Salmon Recovery, Recreation & Conservation Office, Washington State Parks, Washington Department of Ecology, Washington State Conservation Commission and Washington State Department of Agriculture. Previously, JT has served as staff for the Washington State House of Representatives, Assistant Director of The Graduate Program on the Environment at The Evergreen State College, a Guardian ad Litem for Thurston County Juvenile & Family Court, Director for the Media Experts Commission - Sarajevo, Organization for Security and Cooperation in Europe, and Sub-Saharan Researcher for Amnesty International, U.S.A. JT holds a BA, Anthropology and a JD, Law. In her spare time, JT parents an 11-year-old son and a 10-month-old standard poodle.

Penny Becker, PhD

Wildlife Diversity Division Manager

Washington Department of Fish and Wildlife

Olympia, WA

Penny manages WDFW's Diversity Division in the Wildlife Program, focusing on the conservation of the state's 268 species of greatest conservation need and their habitats. She has been with the Department for nearly six years in her current position, as well as working on endangered species management and managing the pygmy rabbit recovery program. Penny is a native of the Pacific Northwest, but she spent a decade living and working in Tanzania and South Africa for the Smithsonian and local non-government organizations on a variety of topics including African wild dogs, wildebeest, and coastal conservation.

Shawn Cantrell
Northwest Director
Defenders of Wildlife
Seattle, WA

Shawn oversees the organization's work in Oregon, Washington and Idaho. He joined the staff of Defenders in 2014 and leads a staff of 5 working in the region to protect and restore key species including gray wolves, marbled murrelets, grizzly bears, southern resident orcas, fisher, and northern spotted owls. Shawn has spent more than 20 years working on wildlife and public lands conservation, first as Northwest Regional Director of Friends of the Earth and later as Executive Director of Seattle Audubon Society. He is a member of the Washington Department of Fish and Wildlife's Wolf Advisory Group and the Washington Department of Natural Resources' Northern Spotted Owl Implementation Team. His advocacy and leadership was instrumental to the passage and implementation of the federal Elwha River Restoration Act, leading to the removal of the two dams on Washington's Elwha River. Shawn earned a B.A. in Political Science from Gonzaga University as well as certificate in Non-Profit Leadership from the University of Washington's Evan School of Public Affairs.

Mick Cope
Deputy Assistant Director – Wildlife Program
Washington Department of Fish and Wildlife
Olympia, WA

Mick oversees Regional Operations for the Wildlife Program in the Washington Department of Fish and Wildlife (WDFW). He started working for WDFW in 1992 as a sharp-tailed grouse biologist and over the following 24 years worked for the department as a Wildlife Area Manager, the Oil Spill Team Leader, the Upland Game Section Manager, a Regional Wildlife Program Manager, and the Game Division Manager.

Jeff Davis
Assistant Director - Habitat
Washington Department of Fish and Wildlife
Olympia, WA

Jeff oversees the Habitat Program at the Washington Department of Fish and Wildlife. Previously, Jeff held other management and supervisory positions within the Habitat Program. Prior to that, he was a regional field habitat biologist. Jeff has also been employed by local and federal government agencies conducting fish and wildlife conservation work.

Jeff DeBonis
Senior Associate
Training Resources for the Environmental Community (TREC)
Vancouver, WA

Jeff has led a distinguished career in forestry, environmentalism and employee activism. He worked on national and international government forestry projects in the Peace Corps, the U.S. Forest Service, and of Forest Service Employees for Environmental Ethics (AFSEEE), a group of dissident, environmental activist agency employees within the Forest Service. In 1992 he founded and directed Public Employees for Environmental Responsibility (PEER), an expanded national organization of public employees of numerous environmental agencies that work to ensure the integrity and public accountability of their agencies.

Jennifer Doherty
Director of Lands
Rocky Mountain Elk Foundation
Missoula, MT

Jennifer serves as the Director of Lands for the Rocky Mountain Elk Foundation, providing leadership for the Permanent Land Protection Program. Jennifer has worked in the Lands Department for 12 years, and has worked on RMEF lands projects across the nation in various capacities. Born and raised on the shores of Lake Michigan, Jennifer has been passionate about land conservation since her childhood. She holds a Bachelor of Science degree in Geography – Environmental Analysis and Management from the University of Wisconsin Oshkosh and a Professional Certificate in Nonprofit Administration from the University of Montana. Jennifer also is a 2015-2016 National Conservation Leadership Institute Fellow. Jennifer lives in Missoula, MT with her husband Mitch and their two young children, Donovan and Gillian. Her family enjoys the great recreational opportunities that Montana has to offer.

Hans Dunshee
Councilmember
Snohomish County Council
Snohomish, WA

Hans has been involved in wildlife issues in the state of Washington for many years. He is a former member of the Washington House of Representatives, representing the 44th Legislative District. In April 2016, after 20 years of service, Hans resigned from the House of Representatives in order to take a seat on the Snohomish County Council.

Naomi Edelson
Senior Director, Wildlife Partnerships
National Wildlife Federation (National Advocacy Center, Washington D.C.)
Washington, D.C.

Naomi is a wildlife biologist with an M.S. in Wildlife Ecology from the University of Florida where she studied wading birds and the wetlands they depend on, and a B.S. in Wildlife Biology from the University of Massachusetts at Amherst. Naomi leads efforts within National Wildlife Federation in three main areas: 1) provide science support to NWF's Gardening for Wildlife program (www.nwf.org/garden) to restore wildlife habitat where people live, work, play, learn and worship including leading an emerging Sacred Grounds program for faith communities with a focus on natural solutions such as rain gardens; 2) efforts to secure greater funding for preventing wildlife from becoming endangered and overall partnerships with state wildlife agencies; and 3) to assist state and federal wildlife agencies with incorporating climate change into their conservation management plans.

Naomi has led various expert work groups including natural and nature based features for resiliency, climate-smart conservation, and vulnerability assessment which led to award-winning guidance reports and associated trainings. Formerly, she was the Wildlife Diversity Director/Teaming with Wildlife Director at the Association of Fish and Wildlife Agencies where she initiated and directed all aspects of Teaming with Wildlife, a national grassroots campaign to secure federal funding for state-level wildlife conservation. She created a network of state wildlife diversity program managers and conservation groups to work together to prevent wildlife from becoming endangered. In this work she helped start and support bird conservation partnerships as well as other similar partnerships.

Don Elder
Senior Associate
Training Resources for the Environmental Community (TREC)
Portland, OR

Don Elder has worked with nonprofit conservation organizations for more than 30 years in a variety of volunteer, fundraising, program, and executive roles. Before moving to Portland, Oregon, where he resides today, he served as founding Executive Director of the Cahaba River Society, co-founder of the Alabama Rivers Alliance, and Development Director for The Nature Conservancy of Alabama. From 1996-2008 he served as Program Director and then President of River Network, an organization that provides organizational and technical assistance to river and watershed protection groups across the United States. In 2002, on the 30th anniversary of the Clean Water Act, the Clean Water Network named Don one of its "Thirty Heroes for Thirty Years." With TREC since 2011, Don provides training, coaching and consulting on a variety of topics, including strategic planning, board and staff development, and fundraising. He enjoys backpacking, fly fishing, camping, jogging, and tennis. Most of all, he enjoys spending time with family and friends in the wild places that TREC and its allies are working to protect.

Helen Engle, PhD
Director Emeritus
National Audubon Society
University Place, WA

Registered Nurse, founding president of Tahoma Audubon Society; former President of WA Environmental Council, President of People for Puget Sound, six-term Director Emeritus of National Audubon Society, and has held leadership roles in several other citizen organizations. Helen served as a member of WDFW's Wildlife Diversity Advisory Council for over 25 years. She also holds an honorary PhD in Environmental Science from University of Puget Sound.

Mitch Friedman
Executive Director
Conservation Northwest
Seattle, WA

Mitch Friedman is the executive director of Conservation Northwest, which he founded in 1988 after being an activist leader in efforts to save ancient forests. He was a founding board member of The Wildlands Network, Western Lands Alliance, and the Bellingham Bay Foundation. He has a degree in zoology from the University of Washington and has received conservation awards from Sunset Magazine, Society for Conservation Biology, The Wilderness Society, and others.

Roger Fuhrman
Special Projects – Director's Office
Oregon Department of Fish and Wildlife
Salem, OR

Roger leads the ODFW team working with a legislative task force exploring alternative methods of funding fish and wildlife management and conservation in Oregon. The task force, which represents the broad array of interests in fish and wildlife management, will deliver its recommendations to the legislature late this year. At ODFW, Roger has served as Acting Deputy Director for Fish and Wildlife Programs and Information and Education Division Administrator. He held a similar position at Idaho Fish and Game. Previously, Roger worked for 20 years in the news media covering natural resource issues, government and politics. Roger currently represents state agencies on the board of directors for the Recreational Boating and Fishing Foundation.

Diane Gallegos
Executive Director
Wolf Haven International
Tenino, WA

Diane provides leadership and guidance for Wolf Haven's globally accredited wolf sanctuary, and education and conservation center. In addition to providing care for 50-60 rescued captive born wolves, Wolf Haven is also a captive breeding and prerelease facility (SSP) for the red and Mexican gray wolves. Diane serves on the WA Wolf Advisory Group and is the literacy chair for the Olympia Rotary. She is a frequent guest lecturer at the University of Washington Evans School Of Public Affairs. Previously, Diane served as a field biologist with USFWS, and has served in several nonprofit leadership positions. She has a B.S. in Biology from the University of New Mexico and a M.S. in Outdoor Recreation Resource Management from the University of Oklahoma.

Bart George
Washington State Board Member/Representative
Backcountry Hunters and Anglers
Colbert, WA

Bart sits on the Washington State Board for Backcountry Hunters and Anglers- a national organization that seeks to protect backcountry and wilderness recreational opportunities for hunters and anglers. He is a wildlife biologist for the Kalispel Tribe of Indians in Northeast Washington and works primarily on threatened/endangered species recovery within the Tribe's adjudicated lands- Northeast Washington and North Idaho.

Cynthia Jacobson, PhD
Assistant Regional Director for Science Applications
United States Fish and Wildlife Service (USFWS), Alaska Region
Anchorage, AK

Cynthia oversees coordination of landscape-scale conservation efforts, including four Landscape Conservation Cooperatives (LCCs) and collaborative initiatives to address climate change. Dr. Jacobson's research interests include understanding barriers to and incentives for transformation of fish and wildlife conservation agencies to maximize their societal relevancy and conservation impact. Along with distinguished colleagues, Cynthia has published numerous articles, presented papers and conducted workshops and special sessions on organizational transformation. Prior to accepting a position with the USFWS, Dr. Jacobson was the Assistant Director for the Alaska Department of Fish and Game's Division of Wildlife Conservation, where she worked for 12 years. She received a B.A. from the University of Colorado and M.S. and Ph.D. from the Department of Natural Resources at Cornell University. The focus of her dissertation work was transformation of state fish and wildlife agencies.

Denise Joines
Senior Program Officer
Wilburforce Foundation
Seattle, WA

Denise is responsible for the Foundation's grantmaking in its Northwest/Southwest Program Area. Denise has spent her professional career entirely in the not-for-profit sector, working in leadership roles with environmental and humane organizations. Before coming to the Foundation, Denise was the Executive Director of ONE/Northwest, dedicated to protecting the environment through the effective use of electronic networking technologies. Prior to ONE/Northwest, she was Assistant Regional Director at Greenpeace and administered their programs throughout the Pacific Northwest. Denise has a B.S. in Zoology from Indiana University, and she is a board member of The International Canopy Network and the Consultative Group on Biological Diversity.

Gary M. Koehler, PhD
Retired, Former Research Scientist Carnivore Investigations
Washington Department Fish and Wildlife
Wenatchee, WA

Gary was Research Scientists with WDFW from 1994 to 2011. During his employment he conducted research on Black Bears, Cougars and Canada Lynx. During this time he supervised a number of M.Sc. and Ph.D. students at Washington State University and the University of Washington. Prior to that he taught and helped to develop a graduate program in Wildlife Management at Moi University Kenya. Since retiring from WDFW he has assisted on research projects on snow leopards in Mongolia, Nepal, and India and advised on a tiger conservation effort in China.

Martha Kongsgaard
Chair, Leadership Council
Puget Sound Partnership
Seattle, WA

Martha Kongsgaard was born and raised in Napa, California, to a family of jurists, grape growers and cattle ranchers. Kongsgaard, a lawyer, married Peter Goldman in 1988 and collaborated with him to found the Kongsgaard-Goldman Foundation which has invested in not for profit environmental, social justice and arts organizations in the Pacific Northwest and Alaska. Her community activities have included participation on the boards of Earthjustice, Islandwood, The Ruckelshaus Center, Friends of the Waterfront, The Bullitt Foundation, Friends of the Methow, UW's College of the Environment and the Puget Sound Institute. Kongsgaard has served as the president of Philanthropy Northwest and currently chairs the Board of the Washington Women's Foundation. In addition to chairing the Leadership Council of the Puget Sound Partnership, she serves as Chair of the Marine Resource Advisory Council for Governor Inslee.

Fred Koontz, PhD
Vice President of Field Conservation
Woodland Park Zoo
Seattle, WA

Fred oversees Woodland Park Zoo's wildlife conservation projects in the Pacific Northwest, Asia and Africa. Currently he serves as Vice Chair of Washington Department of Fish and Wildlife's Wildlife Diversity Advisory Council. He also is an adjunct professor in the School of Environmental and Forest Sciences, University of Washington, and member of Forterra's Central Puget Sound Leadership Council. Previously, Fred held managerial positions at the Wildlife Conservation Society and Wildlife Trust (now EcoHealth Alliance), and was for ten years an adjunct professor and member of the Executive Management Committee of Columbia University's Center for Environmental Research and Conservation. Fred is perhaps best known among field conservationists for co-leading a team of scientists, veterinarians, and park managers who from 1991-1997 successfully reintroduced black howler monkeys into the Cockscomb Basin Wildlife Sanctuary, Belize. At Columbia University, Fordham University and New York University, Fred helped mentor 12 graduate students, and regularly provides career advice to young scientists. Fred lives in Duvall, Washington, with his wife, Dr. Wendy Westrom, a veterinarian.

Lisa Lantz
Stewardship Program Manager
Washington State Parks and Recreation Commission
Olympia, WA

Lisa manages the Washington State Parks and Recreation Commission's Stewardship Program, which handles natural resources, historic preservation, artifact management, geographic information systems, and environmental compliance across the park system. Previously, Lisa held stewardship positions with Southwest and Puget Sound regions of State Parks, and served as the Executive Director of the Washington State Noxious Weed Control Board.

Tom Laurie
Senior Advisor for Tribal & Environmental Affairs
Washington State Department of Ecology
Olympia, WA

Tom serves as liaison to the tribal governments on a broad range of issues and with British Columbia on cross-border issues. He has represented the agency on the state Biodiversity Council, the Salmon Recovery Funding Board, the Puget Sound Nearshore Ecosystem Restoration Project and currently represents the Department of Ecology on the Forest Practices Board, an independent state agency governing forest practices on state and private lands.

Kristine Lytton
Representative
Washington State House of Representatives
Olympia, WA

Representative Lytton represents the 40th legislative district which includes San Juan County and parts of Skagit and Whatcom Counties. She serves as Chair of the Finance Committee, and is a member of Agriculture and Natural Resources and Appropriations Committees.

Terry Mansfield
Board Member
Partners for Conservation
Cheney, WA

Terry was born and grew up in Bakersfield, CA in a ranching and farming family. He owns and operates a sheep and cattle ranch near Cheney, WA, with his wife Kristin, son Ty and daughter Jenna and is a certified Wildlife Biologist through the Wildlife Society. He and his family manage their land for both sustainable livestock grazing and productive wildlife habitat. In 2004, they voluntarily placed a portion of our ranch in a conservation easement under the US Department of Agriculture's Natural Resources Conservation Service, Wetland Reserve Program. Terry received a B.S. degree in Renewable Natural Resources and M.S. degree in Wildlife Ecology, University of California at Davis. Terry has over 33 years of experience working as a wildlife biologist and state wildlife agency administrator in California and Idaho. Nine years of experience as a consulting wildlife biologist. Terry is a Volunteer Affiliate with the following organizations: Member of the Board of Partners for Conservation; Member of Game Management Advisory Council for WA Department of Fish and Wildlife; Chair of the Channeled Scablands Cooperative Weed Management Area Steering Committee; Member of State Technical Advisory Committee for USDA, NRCS WA State Conservationist; and Volunteer biologist for Washington Department of Fish and Wildlife.

John Marzluff, PhD
James W. Ridgeway Professor of Wildlife Science
University of Washington
Seattle, WA

John's graduate (Northern Arizona University) and initial post-doctoral (University of Vermont) research focused on the social behavior and ecology of jays and ravens. He continues this theme investigating the intriguing behavior of crows, ravens, and jays. His current research focuses on the effects of urbanization on songbirds in the Seattle area. He teaches Ornithology, Governance and Conservation of Rare Species, Field Research in Yellowstone, and Natural and Cultural History of Costa Rica.

Rob Masonis. J.D., LL.M
Vice President for Western Conservation
Trout Unlimited
Seattle, WA

Rob manages Trout Unlimited's conservation programs in the western U.S. including Alaska, which focus on conserving coldwater ecosystems and building an enduring conservation ethic among trout and salmon anglers. Prior to joining TU in 2008, Rob was the northwest regional director of American Rivers. During his 23-year professional conservation career, he has worked on many aspects of watershed and fisheries conservation. He is an avid angler who fishes throughout Washington and the Pacific Northwest.

Bob McCoy
Director, Board of Directors/Volunteer Field Representative
Mountain Lion Foundation
Sammamish, WA

Bob's background is varied, and seemingly orthogonal to his current wildlife advocacy for apex predators. He has been a Naval Aviator flying the supersonic F-4 Phantom from an aircraft carrier; a salesman of Caterpillar logging equipment; a Senior Financial Analyst for the Boeing Commercial Airplane Company; Vice President and Manager of Profitability Measurement Group for Seafirst; a Senior Software Developer for several companies; a Microsoft Certified Trainer in programming language; self-unemployed business consultant for 16 years; and other jobs too far distant to remember. He advocates for the use of best consensus-science in wildlife and environmental matters. Bob is a plank-owner of the Washington Wildlife Leaders Forum organizing group.

John McGlenn
President
Washington Wildlife Federation
Bellevue, WA

John is a mostly retired vice president of Tetra Tech, Inc. He has been in the consulting engineering business and active in conservation for the past four plus decades. Early activities with the Isaac Walton League, Washington Environmental Council and Ducks Unlimited led to other involvements. He has served on several boards: Intermountain West Joint Venture, Wild Salmon Center, Pacific Rivers, and Western Rivers Conservancy. He chaired the steering committee for Initiative 90 which was to increase state sales tax by 1/8% to fund habitat and wildlife management needs. After failure of the Initiative he served on the Fish & Wildlife Commission from 1987 to 1999. He was one of ten founding board members of the Washington Wildlife & Recreation Coalition which has advocated for approximately \$800 million since 1990 from the state budget and continues on the WWRC board.

Andrea McNamara Doyle
Executive Director
Washington Wildlife & Recreation Coalition
Seattle, WA

Andrea brings more than 20 years of experience as a non-partisan/bi-partisan leader on environmental issues in Washington State, most of which has been spent in public service as senior counsel, policy adviser, and committee coordinator for the Washington State Senate where she worked with legislators to address a diverse range of environmental, land use, and water policy topics. As a Governor-appointed board member of the Pollution Control and Shorelines Hearings Boards from 2006-2011, Andrea also adjudicated numerous high profile environmental permitting and compliance appeals from all areas of the state. Prior to her appointment on the PCHB/SHB, Andrea was Of Counsel at Davis Wright Tremaine, where she worked in the firm's Energy and Real Estate/Land Use practice groups. Most recently before coming to the Coalition, Andrea was the Executive Director of the Public Disclosure Commission, Washington's campaign finance and lobbyist watchdog agency. Andrea is a life-long resident of Washington and proud to have worked and recreated in all 39 counties of the state.

Ruth Musgrave, JD
President, Wildlife Policy Consulting Associates
NCEL Conservation and Climate Adaptation Advisor
Olympia, WA

Ruth works with state legislators nationwide on conservation issues, wildlife trafficking and climate adaptation. Currently she is president of Wildlife Policy Consulting Associates and is the Conservation and Climate Adaptation Advisor to the National Caucus of Environmental Legislators. Previously she was the founder and director of the Center for Wildlife Law at the University Of New Mexico School Of Law. She has been an adjunct professor and visiting associate professor at the UNM School of Law.

Sharon Negri
Founder and Director of WildFutures
Berkeley, CA

For over 35 years, Sharon has worked with government and nongovernment organizations on natural resource issues. Since 1994, as Director of WildFutures, Sharon has been providing essential tools, resources, and consulting to organizations, scientists, and government agencies to advance the conservation of large carnivores, with a particular focus on mountain lions. She has co-edited *Cougar Ecology and Conservation* (2010); produced and published the *Cougar Management Guidelines* (2005), produced the video, *The Secret Life of Mountain Lions* (2016), and the award-winning film, *On Natures' Terms* (2001). Sharon also co-directed the Grizzly Bear Outreach Project from 2009-2011, and, co-founded the Wild Felid Research and Management Association and the Mountain Lion Foundation. In addition to her wildlife work, she also provides capacity building programs and coaching services to support conservation leaders and the missions they serve.

Dan Paul
Washington State Director
The Humane Society of the United States
Seattle, WA

Dan has served as the Washington State Director for The Humane Society of the United States, the Nation's largest animal welfare NGO since 2008. In that time, he has worked in Olympia to help pass legislation to ban puppy mills and shark fins for human consumption, as well as secure funding for non-lethal wolf management and compensation for livestock loss. Dan currently is a member of the Washington's Wolf Advisory Group, and lives in North Seattle with his wife, son, dog and cat.

Mark Pidgeon
President
Hunters Heritage Council
Republic, WA

Mark serves as President of the state's largest hunting-rights organization. Mark is President of Washingtonians for Wildlife Conservation, which is the education and outreach arm of the organized sporting community. He serves as a state co-chair of Hunting Works for Washington, an organization that tells what hunters and hunting does for the economic health of Washington and for conservation. He also serves on the Washington State Wolf Advisory Group and Game Management Advisory Council.

Jennifer Quan
Government Affairs Director
Washington Department of Fish and Wildlife
Olympia, WA

Jennifer has worked for WDFW since 2006 and previously served as the Lands Division Manager overseeing acquisition and management of conservation and recreation lands, and as the Director's Policy Advisor on salmon recovery and Congressional Affairs. Other work includes Endangered Species Act consultations, and Blue/Humpback/Gray whale research. She attained her Master's Degree in Marine Environmental Policy in 2000 from the University of Washington and a Bachelor's of Science in 1991 from the Evergreen State College. Jennifer, a mother of three, lives with her family in Olympia, Washington.

Charlie Raines
Director of Forest Conservation
Forterra
Seattle, WA

Charlie is Director of Forest Conservation for Forterra, where he develops and implements strategies for conserving wild and working forests. He is also Director of the Sierra Club's Cascade Checkerboard Project as well as Campaign Director for the I-90 Wildlife Bridges Coalition. Raines has forty-five years of experience in environmental issues, including work

on protecting old-growth forests, wilderness and establishment of the Mt. St. Helens National Monument. Raines is on the boards of the Mountains to Sound Greenway Trust and the Washington Wildlife and Recreation Coalition.

Raines earned degrees in Biology and Art from the University of Puget Sound. He is a lifelong resident of the Puget Sound country and enjoys music, art, natural history, geography, hiking and travel.

Ron Regan, Executive Director
Association of Fish and Wildlife Agencies
Washington, DC

Ron has served as the Executive Director for the Association of Fish and Wildlife Agencies since 2010. Prior to this he spent over 25 years with the Vermont Fish and Wildlife Department where he served as Deer Project Leader, Director of Wildlife, and Commissioner. Ron serves on several national boards including those of the Theodore Roosevelt Conservation Partnership, the Wildlife and Hunting Heritage Conservation Council, the Recreational Boating and Fishing Foundation, the Council to Advance Hunting and the Shooting Sports, the National Deer Alliance, and the National Conservation Leadership Institute. Ron is a professional member of The Wildlife Society and the Boone and Crockett Club.

Lisa Remlinger
Evergreen Forests Program Director
Washington Environmental Council
Seattle, WA

Lisa joined WEC in 2012 and has over 10 years of experience in the environmental community and non-profit world. At WEC Lisa started as the Outreach Director for the Environmental Priorities Coalition, then moved up to become the Evergreen Forests Agenda Director. Before coming to WEC, she was the Senior Project Manager at Nature Bridge working on the Elwha Dam removal project in Olympia National Park. She served on the board at Wolf Haven from 2011 to 2016. Lisa is currently getting her Masters of Environmental Management degree from Duke University. She also enjoys traveling. Recent adventures include Guatemala, Cambodia, Iceland, and Namibia where she worked with the Cheetah Conservation Fund. She is also proud to be a year round bike commuter, even on the rainiest days.

Eric Rickerson
State Supervisor
U.S. Fish and Wildlife Service
Lacey, WA

As USFWS State Supervisor, Eric provides leadership in all facets of the agency's wildlife conservation responsibilities in Washington State, including partnerships with other federal agencies, nongovernmental organizations, Tribes and others. Rickerson leads a staff of approximately 115 employees, headquartered in Lacey, with field stations in Spokane and Wenatchee. The USFWS Washington staff core responsibilities include: species conservation

and recovery; private lands and conservation partnerships; listing and classification of endangered species; federal agency assistance and consultation; the assessment of contaminants on natural resources; fisheries management and outreach. Eric formerly served as the Deputy Chief for Wildlife Programs for the Oregon Department of Fish and Wildlife, where he oversaw the Game, Conservation, and Habitat Resources Programs. Before serving as ODFW Deputy Chief, he held various technical and leadership positions, including Waterfowl Program biologist, Upland Game Bird Coordinator, Federal Aid Coordinator, Wildlife Area Operations Coordinator, Legislative Liaison, District Manager, and supervisor of the Habitat and Conservation Programs. Eric received a Bachelor of Science and Master's degree in Wildlife Science from Oregon State University. He enjoys fishing throughout the northwest, scuba diving, and mountain climbing the Cascade peaks.

Christine Rolfes
State Senator
Washington State Senate
Olympia, WA

Christine Rolfes has represented the 23rd Legislative District in the Legislature since 2007. During her time in office, Christine has championed significant pieces of environmental legislation including the Oil Transportation Safety Act, as well as bills to improve energy efficiency in buildings, to recycle wastewater, and to strengthen WDFW's enforcement of shellfish poaching, management of forage fish, and clean-up of derelict crab pots. She is the Democratic Floor Leader and one of the lead Senate Democrats working on education funding issues. She is a long-time board member of the Washington Wildlife and Recreation Coalition and a lifetime advocate for land and habitat conservation issues.

Brad Smith, PhD
Chair, Washington fish and Wildlife Commission
Washington Department of Fish and Wildlife
Bellingham, WA

Brad is the dean emeritus of Environmental Science at Western Washington University. Prior to serving as dean for 18 years he was with the USEPA in Washington, DC in a variety of roles including being the first Director of the Office of Environmental Education and as the Acting Associate Administrator of the agency. He serves on the North Pacific Research Board and the Bering Sea and North Pacific Fisheries Board. He is the co-author of Environmental Science: A Study of Interrelationships, 14th.ed. McGraw-Hill. His PhD is from the University of Michigan-School of Natural Resources and the Environment. He lives in Bellingham.

Chris Smith
Western Field Representative
Wildlife Management Institute
Helena, MT

Chris Smith is the Western Field Representative for the Wildlife Management Institute, a private, nonprofit, scientific and educational organization, dedicated to the conservation, enhancement and professional management of North America's wildlife and other natural resources. Earlier in his career, he spent 23 years with the Alaska Department of Fish and Game in various positions from a fisheries technician to the Assistant Director of Wildlife Conservation and 11 years as the Deputy Director of Montana Fish, Wildlife and Parks. Through his professional experience, Chris developed a keen interest in the public trust responsibilities of state agencies and principles of good governance. Chris holds a B.Sc. from the University of Alaska and M.Sc. from the University of British Columbia.

Lorna Smith
Executive Director
Western Wildlife Outreach
Port Townsend, WA

Lorna Smith is the Executive Director of Western Wildlife Outreach, a nonprofit, science-based outreach and education organization that promotes better understanding of large carnivores and proven ways that people and carnivores can coexist. Prior to that she and her husband Darrell ran an ecotourism/birding tours business in Costa Rica, where they also assisted in conservation projects associated with the Meso-American Biological Corridor. Lorna spent much of her professional career overseeing environmental field work and permit compliance for Snohomish County in Washington State. She is a former member of WDFW's Nongame Advisory Committee, (now the Wildlife Diversity Advisory Council) an appointment she held for many years.

Jeffrey Thomas
Timber, Fish & Wildlife Program Director
Puyallup Tribe of Indians
Puyallup, WA

Jeffrey Thomas is a Senior Fisheries Biologist within the Puget Sound region of Washington State where he is a full-time employee for the Fisheries Division of the Puyallup Tribe. Jeffrey has served as the Director of the Timber, Fish & Wildlife Program of the Puyallup Tribe since 1989, where his work highlights the natural resource conditions of the Puyallup River watershed. The Puyallup River watershed is recognized as the primary river drainage arising from the glaciers of Mount Rainier and whose outlet is the embayment upon which the Puyallup Indian Reservation, as well as the City of Tacoma, are both located today. Jeffrey was accepted by the University of Washington School of Marine and Environmental Affairs as a mid-career student in September 2012, and has now completed the program (as of December 2015) - whereupon he was awarded a Master's degree in Marine Affairs. The title of his master's thesis is: "Sound Health for Sound Tribes: Developing a Tribal/Salmonids Social-Ecological Systems Model".

Jim Unsworth, PhD
Director
Washington State Department of Fish and Wildlife
Olympia, WA

Jim was appointed to this position in February of 2015. Prior to becoming the head of WDFW, he spent more than 30 years in wildlife management with the Idaho Department of Fish and Game. He held several management positions for the department, including deputy director, state big game manager and wildlife bureau chief. He holds a bachelor's degree in wildlife management from the University of Idaho, a master's degree in fish and wildlife management from Montana State University and a doctorate in forestry, wildlife and range sciences from the University of Idaho.

Jake Verschuyf, PhD
Principal Research Scientist
National Council for Air and Stream Improvement
Anacortes, WA

Dr. Jake Verschuyf holds a PhD in Ecology and Environmental Science from Montana State University and a bachelor's degree in Wildlife Management from Humboldt State University in Northern California. He began work for the National Council for Air and Stream Improvement as the Biodiversity Research Coordinator in 2009, in 2013 became the Western Wildlife Program Manager, and in 2016 transitioned to the role of Principal Research Scientist. Jake holds a Courtesy Faculty appointment in Forest Ecosystems and Society within the College of Forestry at Oregon State University and an Adjunct Faculty position in Fisheries and Wildlife at Michigan State University. Jake has spent the past 18 years studying managed forest/wildlife relationships, collaborating with universities, timber companies and consultants in the Pacific Northwest. His current research program focuses on wildlife and biodiversity responses to forest management practices in the Pacific Northwest.

Valentino Villaluz
Hunting and Gathering Program Manger
Swinomish Indian Tribal Community
La Conner, WA

Tino is an active co-manager of our wildlife from habitat management to harvest plans and season setting. The geographic scope of his duties extends from Mount Rainier to the Canadian border, although our point of focus is in the Skagit river watershed. Tino works collaboratively with other co-managers of a shared resource on scientific projects, wildlife mitigation, as well as habitat projects with the two energy producers operating in the Skagit Watershed. He oversees and manages various scientific projects by SITC. Tino also works to sustainably manage/harvest many culturally sensitive resources such as roots, bark and berries (and others). He is a member of the Swinomish tribe and active with providing traditional foods throughout local tribal communities.

Rachel L. Voss
Washington State Chairman
Mule Deer Foundation
Tieton, WA

Rachel is the current Washington State Chairman for the Mule Deer Foundation. The mission of the Mule Deer Foundation is to ensure the conservation of Mule Deer, Black-Tailed Deer and their habitat. Rachel works close with government and state agencies on many levels to help assure the foundations goals are met. She plays a role in planning items such as habitat enhancement projects, and land easements. Rachel encourages and supports responsible wildlife management with government agencies, private organizations, and landowners. Rachel was recently trained one on one by WDFW and completed her Module I Fix-winged training, Module II Helicopter Flight Safety Training, and Module III Aerial Capture Crew Safety Training in order to fly with WDFW. This allows her to be involved in important aerial work that pertains to that of the Mule Deer and Black-tail Deer studies being done in Washington State. In 2014 Rachel was the recipient of the Mule Deer Foundations "Elite Volunteer Award", an award only given out one other time in the history of the foundation.

Art Wang
Board Member, National Audubon Society
Past President, Tahoma Audubon Society
Tacoma, WA

Art is retired from Washington State government, where he served in all three branches of government – as State Representative for the 27th Legislative District (1981-94), Judge on the Court of Appeals (2000), and Chief Administrative Law Judge directing the Office of Administrative Hearings (1997-2006). He also staffed Jay Inslee’s campaign for Governor in 2012 and served as an Adjunct Professor at UPS and Seattle University Law Schools. He has chaired boards for Planned Parenthood, Legal Foundation of Washington, Pierce County AIDS Foundation, and other nonprofits. He has been a birder since he was 12 years old.

Amy Windrope
Ecosystem Services Division Manager
Washington Department Fish and Wildlife
Olympia, WA

Amy manages the Ecosystem Services Division within the Habitat Program at the WDFW. The Ecosystem Services Division is responsible for four policy areas: 1) Columbia Basin and Water Policy, 2) Forest Policy, 3) Priority Habitats and Species to inform land use policy to local governments and 4) Renewable Energy to ensure adequate mitigation from hydropower and transmission infrastructure. Amy has worked for 20 years at the junction of science, community and environmental policy. She is a graduate of UC Berkeley and Oregon State University.

Washington Wildlife Leaders Forum
 Cedarbrook Lodge, Seatac, Washington
 November 16-17, 2016

AGENDA
November 16

6:30 – 8:45 am: Arrive and park in “self-parking” (drop bags at front desk or lock them in your car trunk; check-in is set for later in the day)

6:30 – 8:45 am: Full Breakfast – Tamarack Dining Room

8:45 – 9:00 am: Coffee – outside Lily Room

Lily Conference Room
9:00 AM – 5:30 PM

9:00 am	<p style="text-align: center;">Welcome and Introductions</p> <ul style="list-style-type: none"> • Welcome and Forum Goals • Facilitator Introductions • Participant Introductions: Name and Affiliation • Agenda Review • Meeting “Rules” and Logistics 	<p>Fred Koontz, Jeff DeBonis and Don Elder</p> <p>Fred Koontz</p> <p>Jeff Debonis/Don Elder</p>
9:30 am	<p style="text-align: center;">Wildlife Conservation in a Rapidly Changing World</p> <ul style="list-style-type: none"> • Biodiversity, Sustainability and Resilience for a Sustainable World • Increasing Fish and Wildlife Conservation Relevancy: Recommendations for Moving Forward • The AFWA’s Blue Ribbon Panel Recommendations • Oregon Fish and Wildlife Alternative Funding Task Force <p>BREAK</p>	<p>Moderator: Bradley Smith</p> <p>Fred Koontz (20 min)</p> <p>Cynthia Jacobson, USFWS, and Chris Smith, Wildlife Management Institute (40 min)</p> <p>Ron Regan, Association of Fish & Wildlife Agencies (20 min)</p> <p>Roger Fuhrman, Oregon Fish & Wildlife (20 min)</p> <p>20 minutes</p>

	<p>DISCUSSION</p> <p>1. From a global and national perspective, what are the priority challenges for wildlife conservation today and tomorrow?</p> <p>2. What actions or changes are keys for improving the conservation of wildlife resources in Washington State?</p>	<p>Jeff/Don/Ruth Musgrave (60 min)</p> <p>Three breakout groups</p>
<p>12:30 – 1:15 pm</p>	<p>Lunch</p>	<p>Tamarack Dining Room</p>
<p>1:15 pm</p>	<p>Wildlife Conservation in Washington State: A Systems Perspective</p> <ul style="list-style-type: none"> • The Governor’s Perspective • Washington’s <i>Wild Future</i> and Increasing Conservation Capacity at Washington Department of Fish and Wildlife • The Role of Washington’s State Parks in Wildlife Conservation • A Legislator’s Perspective: Tales from the Trenches • The Role of Non-profits and the Private Sector in Wildlife Conservation <p>DISCUSSION</p> <ul style="list-style-type: none"> • What are the key elements comprising the “ecosystem of wildlife conservation and management” in Washington? Is this system understood by the public? Does it matter? 	<p>Moderator: Denise Joines</p> <p>JT Austin, Office of Governor Inslee</p> <p>Jim Unsworth, WDFW (25 min)</p> <p>Lisa Lantz, Department of State Parks & Recreation (15 min)</p> <p>Hans Dunshee, Snohomish County Council (15 min)</p> <p>Naomi Edelson, National Wildlife Federation (20 min)</p> <p>Jeff/Don (30 min)</p>
<p>3:00 pm</p>	<p>RECAP</p> <p>What have we learned so far? Key questions and thoughts.</p>	<p>Jeff/Don (20 min)</p>

3:20 pm	Break	15 minutes
3:35 pm	<p>Visioning the Future of Wildlife Conservation in Washington State</p> <p>BRAINSTORMING DISCUSSION</p> <p>1. What characteristics describe the desired future state (5-10 year time frame) of wildlife conservation and management in Washington State? (30 min)</p> <p>2. What challenges must be overcome to reach the desired state? (45 min)</p>	<p>Moderator: Harriet Allen</p> <p>Jeff/Don/Ruth</p> <p>Three breakout groups</p>
5:10 pm	Break	10 minutes
5:20 pm	Prioritizing Challenges	Jeff/Don (10 min)
5:30 – 6:45 pm	Lodge Room Check-in and Break	
6:45 – 7:45 pm	Dinner	Tamarack Dining Room
7:45 – 9:00 pm	Reception	Near Lily Room

November 17

6:30 – 7:45 am: Full Breakfast – Tamarack Dining Room

Check Out by 7:50 am (Unless leaving on Nov 17, luggage to car or holding room.)

8:00 am – 4:30 pm

8:00 am	Securing the Conservation of Wildlife in Washington State	Jeff/Don
8:00 am	<u>Meet at Lily Room</u> • Instructions for today's work	Divide into five breakout teams
8:20 am	<u>Breakout Rooms</u> Den 1 Den 2 Studio 1 Studio 2 Lily Room	
10:30 am	<u>Lily Room</u>	<ul style="list-style-type: none"> • Report out Team 1 10 min. report out 35 min discussion
11:15 am		<ul style="list-style-type: none"> • Report out Team 2 10 min. report out 35 min discussion
12:00 – 1:00 pm	Lunch	Tamarack Dining Room
1:00 pm	Report Out Teams #3, #4, #5	<ul style="list-style-type: none"> • Report out Team 3 10 min. report out 35 min discussion
1:45 pm		<ul style="list-style-type: none"> • Report out Team 4 10 min. report out 35 min discussion
2:30 pm		<ul style="list-style-type: none"> • Report out Team 5 10 min. report out 35 min discussion
3:15 pm	Break	15 minutes

<p>3:30 pm</p>	<p>Next Steps: Continuing and Building the Dialogue</p> <p>DISCUSSION</p> <ul style="list-style-type: none"> • Widening the Dialogue • Forum Report: Desired Audience, Process and Schedule • Writing and Review Teams • Other Immediate Next Steps • Concluding Statements • Last Words 	<p>Moderator: Fred Koontz</p>
<p>4:30 pm</p>	<p>Adjourn</p>	

**Washington Wildlife Leaders Forum
November 16 – 17, 2016**

Website Resources and Recent Media Examples

Website resources:

Website	Link
Washington Department of Fish & Wildlife	http://wdfw.wa.gov/
<ul style="list-style-type: none"> • WA Fish and Wildlife Commission • State Wildlife Action Plan (SWAP) • Priority Habitat and Species (PHS) • Land Use Planning Assistance 	http://wdfw.wa.gov/commission/ http://wdfw.wa.gov/conservation/cwcs/ http://wdfw.wa.gov/conservation/phs/ http://wdfw.wa.gov/conservation/habitat/planning/gma_sma/index.html
Washington’s Biodiversity Status and Threats (Washington Biodiversity Council, 2007)	http://www.rco.wa.gov/documents/biodiversity/WABiodiversityStatusThreats.pdf
Landscape Washington State	http://www.landscape.org/washington/
Washington Department of Ecology	http://www.ecy.wa.gov/
Washington State Parks and Recreation Commission	http://www.parks.state.wa.us/
The Blue Ribbon Panel on Sustaining America's Diverse Fish & Wildlife Resources	http://fishwildlife.org/?section=blueribbonpanel
The North American Model of Wildlife Conservation (Organ et al., 2012)	http://wildlife.org/wp-content/uploads/2014/05/North-American-model-of-Wildlife-Conservation.pdf
H.R.5650 - Recovering America's Wildlife Act of 2016 114th Congress (2015-2016)	https://www.congress.gov/bill/114th-congress/house-bill/5650/text?q=%7B%22search%22%3A%5B%22HR5650%22%5D%7D&resultIndex=1

A few of many recent examples of news coverage nation-wide on wildlife and habitat management:

1. Wildlife Neglected: How Oregon Lost Track Of Species It's Supposed To Protect

Published: November 2, 2016

Oregon Public Broadcasting

<http://www.opb.org/news/article/wildlife-neglected-how-oregon-lost-track-of-sensitive-species-its-supposed-to-protect/>

<http://www.opb.org/news/article/wildlife-neglected-with-little-support-conservation-efforts-falter-at-oregon-fish-and-wildlife/>

2. Kansas voters to weigh constitutional protection for hunting and fishing

Published: October 31, 2016

Topeka Capital Journal-Oct 31, 2016

<http://cjonline.com/news/2016-10-31/kansas-voters-weigh-constitutional-protection-hunting-and-fishing>

3. Audubon wants more land protected, especially on the coast

Published: November 1, 2016

Gloucester Daily Times (Massachusetts)

http://www.gloucestertimes.com/news/local_news/audubon-wants-more-land-protected-especially-on-the-coast/article_7ccbba6f-3d85-5a83-9163-262fe2063c80.html

4. \$1.3 Billion wildlife funding bill introduced in House of Representatives

Published: July 11, 2016

The Wildlife Society

<http://wildlife.org/1-3-billion-wildlife-funding-bill-introduced-in-house-of-representatives/>

5. States grapple with wildlife funding, ideas for tapping dollars beyond sportsmen fees

Published: October 8, 2016

Grand Junction Daily Sentinel (Colorado)

<http://www.gjsentinel.com/news/articles/states-grapple-with-wildlife-funding-ideas-for-tap>

6. Volunteers at the heart of Michigan conservation

Published: October 26, 2016

Detroit Free Press

<http://www.freep.com/story/sponsor-story/michigan-wildlife-council/2016/10/26/volunteers-heart-of-michigan-conservation/92684872/>