

## **Sara LaBorde, Washington Department of Fish and Wildlife**



Sara LaBorde is Special Assistant to the Director of Washington Department of Fish and Wildlife (WDFW) and also serves as the Chair for the North American Salmon Stronghold Partnership. Her domain is statewide salmon recovery implementation with major focus in developing the agency's first strategic plan since the Fisheries and Wildlife Department merger. This project follows her position as Regional Director for WDFW's Coastal and Hood Canal region.

Sara started with WDFW in 1987. Earlier in her career, Sara was Special Assistant to the WDFW Commission as well as the Public Involvement Coordinator. She began her career with Wisconsin Department of Natural Resources restoring trout streams and improving state forestlands. Before moving to Washington, LaBorde spent three years with Oklahoma Department of Wildlife Conservation starting their wildlife education and Project WILD program. Sara has recently returned from a two-year hiatus as Chief Operations Officer with a small business in Puget Sound. LaBorde received B.S. and M.S. degrees in Natural Resource Management from University Wisconsin – Stevens Point.

## **Rob Walton, NOAA Fisheries**



Rob Walton is the Assistant Regional Administrator for Salmon Recovery for NOAA Fisheries. In previous endeavors, Rob worked on salmon issues for the Public Power Council for about 15 years, was the Acting Ombudsman for the State of Alaska, and worked for the Washington State Senate Energy and Utilities Committee in Olympia. He has a degree in engineering and a master's degree in science and public policy, both from the University of Washington.

## **Greg Delwiche, Bonneville Power Administration**



Greg Delwiche is the Vice President of Environment, Fish & Wildlife (EF&W) for the Bonneville Power Administration (BPA). He is responsible for providing overall management of the environmental component of BPA's Transmission and Power businesses and works with regional stakeholders to mitigate for the Federal Columbia River Power System's (FCRPS) impacts to fish and wildlife. Current strategic initiatives in EF&W include a major effort to improve BPA's implementation of its fish and wildlife mitigation program, including a refocusing of the program to enhance its on-the-ground effectiveness, and the achievement of a biologically credible, performance-standard-based and legally sustainable outcome to Columbia/Snake River salmon-related litigation. Greg has spent his entire 24-year professional career in numerous roles all related to Columbia River resource management including positions with the US Army Corps of Engineers. Greg received a master's degree in civil engineering from Oregon State University.

## **Mary Lou Soscia, Environmental Protection Agency**



Mary Lou is the Columbia River Coordinator for the U.S. Environmental Protection Agency, Portland, OR. She is currently assisting Oregon DEQ in their development of use attainability analysis guidance, and was recently involved in federal promulgation of water quality standards for Oregon and development of TMDLs for the Columbia River. From 1986-1991, Ms. Soscia served on the team which developed and established EPA's National Estuary Program, a collaborative-based effort to restore the nation's estuaries. While on an assignment from EPA, Ms. Soscia served as the program manager for the Oregon Watershed Health Program from 1993 -1995; and from 1995 -1997, she served as the coordinator of the Tribal Watershed Program for the Columbia River Inter-Tribal Fish Commission. Ms. Soscia has a Bachelor's degree in Geography from Virginia Polytechnic Institute and State University and a Master's degree in Geography from the University of Maryland.

## **Vicki Finn, U.S. Fish and Wildlife Service**



Vicki Finn serves as the Pacific Region's Fisheries Restoration and Recovery Team Leader for the U.S. Fish and Wildlife Service. She has been with the Service for 18 years, working on a variety of fisheries and endangered species policy issues in the Pacific Northwest, California, and nationally. In her present capacity, Ms. Finn facilitates and oversees recovery and habitat restoration efforts for aquatic species, such as Pacific salmon, bull trout, Pacific lamprey, Oregon chub, coastal cutthroat trout, and other native trout in the West. She is also the Pacific Region's coordinator for the National Fish Habitat Action Plan and represents the Pacific Region as part of the Western Native Trout Initiative. Previous positions include Chief of Endangered Species and Geographic Assistant Regional Director for Southern California. In the former, she was responsible for policy implementation of the federal Endangered Species Act in OR, WA, ID, CA, NV, and HI, including the Pacific Trust Territories. In the latter, she facilitated coordination between local National Wildlife Refuges, Ecological Services, and Law Enforcement in Southern California. In addition, Ms. Finn spent several years in the Service's Washington D.C. office, working on national budgetary and policy issues with a focus on Rocky Mountain endangered species issues. She has also served as the Service's policy representative on various Federal Columbia River Power System forums.

## **Lynn Palensky, Northwest Power and Conservation Council**



Lynn Palensky has worked for the Northwest Power and Conservation Council since 2000 when she was hired to manage the Council's subbasin planning process. She played the lead role in coordinating the development of 58 Columbia River subbasin plans in four states. Lynn is currently coordinating the Council and Bonneville Power Administration's Project Review Process and helping to coordinate the Council's Fish and Wildlife Program amendment process. She also serves on the Board of Directors for Salmon Safe, a Portland-based non-profit that works to certify fish-friendly wineries and farms in Oregon, Washington, and California. Lynn has been working for fish and wildlife in planning, management, projects and policy for over 17 years with the Council and the State of Washington; starting her career as a shellfish biologist and research diver.

## **Dave Heller, U.S. Forest Service**



Dave Heller is the Fisheries Program Leader for the USDA Forest Service Pacific Northwest Region. He brings vast experience in development and implementation of policy and projects for the planning, management and restoration of aquatic resources in forest land ecosystems. Active in the development/sharing of information and technology/operational skills for the improvement of watershed and aquatic resources management. This has included participation in Regional and International workshops, preparation of numerous technical papers and reports, and involvement in a number of international projects. Primary project areas include: U.S. Forest Service Project leader for Pacific Northwest Region, technical support to Watershed Restoration Program (salmon habitat) in the Province of British Columbia (6 years); Team Member for the Watershed and Aquatic Resource Assessment and Restoration Project, Sierra Gorda Biosphere Reserve, Mexico and FS Project Leader for the Salmon and Watershed Restoration Partnership Project, Yuzhno-Sakhalinsk, Russia. This project is part of a larger, partnership program called the Sakhalin Salmon Initiative.

## **Phil Miller, Washington Governor's Salmon Recovery Office**



Phil Miller has been a member of the Washington Governor's Salmon Recovery Office since 1998. He works with Washington's regional salmon recovery organizations in the Columbia Basin and along Washington's Pacific Coast to support development and implementation of salmon recovery plans. From 1980 to 1998, Phil was a senior planning and policy assistant to executive managers at the Washington Department of Ecology. Prior to 1980, he worked as an environmental planner with the U.S. Environmental Protection Agency (Great Lakes Region), the Minnesota Pollution Control Agency, and the Illinois Environmental Protection Agency. Phil started his environmental career in 1972 in Chicago as an investigative researcher with Citizens for a Better Environment. His BA and MA degrees were focused on environmental issues and conflict management

## **Sue Knapp, Oregon Governor's Office**



Sue Knapp is the Oregon Governor's Natural Resources Policy Advisor. Sue has been involved with fisheries in the Columbia River Basin for over 25 years. During that time she has worked for various federal and state agencies, universities, and private consultants. Most recently, she was employed by the Oregon Department of Fish and Wildlife for 17 years as a fisheries research biologist and watershed district manager. Since May 2006, she has been a policy advisor in Governor Kulongoski's Natural Resources Office. Sue holds two Bachelor of Science degrees in the fields of Environmental Health and Zoology from institutions in Idaho, and a Master of Science degree in Biology from Eastern Washington University.

## **Mike Carrier, Oregon Governor's Office**



Governor Kulongoski appointed Mike Carrier as his Natural Resources Policy Director in September 2004. Carrier is credited with developing a blueprint for success in OPRD's Target 2014 plan, which spells out both philosophical direction and operational goals for the agency. As natural resource adviser to Governor Kulongoski, Carrier has taken the lead on implementing Kulongoski's proposal for an extensive marine sanctuary off the Oregon coast and is involved in working to protect the state's remaining roadless areas from weakened federal rules. Prior to his appointment carrier had been Director of Oregon Parks and Recreation Department since June, 2000. His 27-year career in natural resources includes 15 years as head of Iowa State Parks, Operations Chief of the Fish and Wildlife Division in Indiana, and also served in that state's forestry division. He holds a Master's degree in Natural Resources from Ball State and a B.A. from Western Michigan University.

## **Ed Bowles, Oregon Department of Fish and Wildlife**



Ed Bowles has lead the fish side of Oregon Department of Fish and Wildlife for over seven years. His oversight includes an annual budget of approximately \$70M administered through eight programs and over 1000 employees. Some accomplishments include developing and implementing key policies directing native fish conservation and hatchery management, federal recovery planning, and leadership holding the Federal Columbia River Power System accountable to fish conservation and recovery. Ed came to Oregon from Idaho, where he directed the salmon and steelhead recovery program for Idaho Department of Fish and Game. Ed has graduate and undergraduate degrees in Fisheries Science from the University of Wisconsin and the University of Idaho. He lives in Silverton, Oregon, a small community in the foothills of the Cascades.

## **Bruce McIntosh, Oregon Department of Fish and Wildlife**



Bruce McIntosh is the Fish Division Deputy Administrator for the Oregon Department of Fish and Wildlife, where he oversees freshwater fish management for the state. His focus over the past 8 years has been leading the Department's efforts to implement the Oregon Plan for Salmon and Watersheds and most recently the development of federal ESA Salmon and Steelhead Recovery Plans across the state. Prior to working for ODFW, Bruce spent 10 years at Oregon State University conducting research on historical changes in stream habitats throughout the Columbia River Basin, life history studies on spring Chinook in eastern Oregon, and the application of remote sensing to stream and riparian monitoring.

## **Mike Edmondson, Idaho Office of Species Conservation**



Michael Edmondson serves as the Program Manager in the Idaho Governor's Office of Species Conservation. Currently his primary areas of responsibility are policy issues and program funding related to salmon and steelhead. Before joining the Office of Species Conservation, Michael served the Idaho Department of Environmental Quality for 14 years working in Surface Water managing biological monitoring, assessment and federal reporting under the Clean Water Act. Mike graduated from California Polytechnic State University at San Luis Obispo with a degree in Ecology and Systematic Biology in 1994.



## **Kevin Shaffer, California Dept. of Fish & Game**

Kevin's formal education includes a BS from Cal-Poly SLO, Masters from Humboldt. He taught at Humboldt State University in the Department of Biological Sciences and did salmon conservation research there as well. He also taught at College of the Redwoods until 1992. He then came to Sacramento to work for the California Department of Fish and Game, where he worked several years on conservation of native plants and animals, the Natural Communities Conservation Planning Program, CALFED, watershed assessment, and forestry practices, fire ecology, and riparian conservation. Since 2008, he has been Program Manager for Native Fishes Conservation, which addresses conservation of anadromous salmonids and inland native fishes, salmon, steelhead, and native fish recovery, coastal and Central Valley restoration, salmonid population monitoring, and hatchery science and genetics management. He still deals with riparian and fire ecology and policy.

## **Sue Aspelund, Alaska Dept. of Fish & Game**



Growing up as a farm girl in Oregon, Sue developed an affinity for the natural world at an early age. While in college, she had the opportunity to go to Alaska as a cannery worker in Bristol Bay and fell in love with the commercial fishing industry and the people that work in it. She moved to the Bay in 1979 and began setnetting, continuing to fish for the next 23 years, involving herself in the fisheries regulatory process early on. In 1998, Sue moved from Naknek to Cordova to accept the executive director position of a commercial fishing organization, and in 2003, was hired as the Alaska Department of Fish and Game Commissioner's Fisheries Policy Advisor, a capacity in which she served for 5 ½ years. In late 2008, Sue became Deputy Director of ADF&G's Division of Commercial Fisheries. Her primary responsibility is coordination of the division's involvement in the Alaska Board of Fisheries regulatory process. Her familiarity with—and appreciation for—this public process enables her to understand how very important the process is for both sustainability of Alaska's fisheries resources and for the sustainability of the livelihoods of those who depend on those resources. She hopes to retire someday to become "Gramma on the beach," watching her grandchildren become the 5<sup>th</sup> generation of fishermen in Bristol Bay.



## **Robert Masonis, Trout Unlimited**

Mr. Masonis joined Trout Unlimited (TU), a non-profit advocacy organization dedicated to protecting and restoring cold-water fisheries and the watersheds that support them, as Vice President for Western Conservation in 2008. In that capacity, he is responsible for managing TU's five western conservation programs covering a broad geographic area stretching from New Mexico to Alaska. For six years prior to joining TU, Mr. Masonis ran the Northwest office of American Rivers as its Senior Director. He lives and works in Seattle, and is an avid fly angler and river rafter.



### **Wendy Millet, The Nature Conservancy**

Wendy Millet is Director of The Nature Conservancy's Pacific Salmon Ecosystems Program. She has been working at The Nature Conservancy since 1999 and served in leadership roles in California's South Coast, North Coast, Klamath, and Central Coast. Prior to TNC, she was Executive Director of the Palos Verdes Peninsula Land Conservancy. She also worked for The Conservation Fund, the California Resources Agency, U.S. Forest Capital, and the Foundation for Research on Economics and the Environment. Before joining the conservation field, she ran a guest ranch in Wyoming. She holds a B.A. in English and American Literature from Harvard.



### **Mark Trenholm, Wild Salmon Center**

Mark Trenholm joined the Wild Salmon Center as our Director of North America Programs in September 2008. Prior to taking this position, Mark worked for seven years as the Executive Director of the Tillamook Bay National Estuary Project. Serving a diverse, multi-stakeholder Board and managing an eight person staff, Mark oversaw the implementation of almost 200 salmonid habitat enhancement, monitoring, and education projects. Prior to his work with the National Estuary Project, Mark managed a range of resource planning and community development projects as a planning consultant. He holds a Bachelors Degree in English from the University of North Carolina, Charlotte and a Masters of Community and Regional Planning from the University of Oregon. Mark enjoys steelheading, Red Sox baseball, and exploring the places salmon swim.



### **Ken Beeson, Pacific Fisheries Resource Conservation Council-*Ex Officio***

Ken Beeson has worked with several environmental and not-for profit organizations as a consultant and executive based in Vancouver, British Columbia. For the past eleven years he has been the policy advisor to the Pacific Fisheries Resource Conservation Council that provides innovative ideas and public information on wild salmon and steelhead. He serves as the Council's liaison with NASSP. His background is in economics and business, and his career has spanned many fields as a senior interim executive. He served as Acting President & Chief Executive Officer of Aerospace Traing Canada International and more recently the International Centre for Infectious Diseases.

## **Staff**

### **Jay Nicholas, North American Salmon Stronghold Partnership**



Jay Nicholas is the North American Salmon Stronghold Partnership Program Coordinator. Jay brings 30 years of distinguished experience as a fisheries biologist to the Wild Salmon Center, where he manages the North American Salmon Stronghold Partnership Program. Jay's work as a fisheries scientist within Oregon agencies included the Department of Fish and Wildlife, the Governor's Office, and the Watershed Enhancement Board. His fisheries expertise is founded on a technical and intuitive understanding of wild Pacific salmon and historical management paradigms. Jay's fisheries policy work included leading a team of scientists and stakeholders who produced the Oregon Plan for Salmon and Watersheds.