Biographies: Day 1

Session 1: Spotlight on Washington HCPs: Prairies, Power Lines, and Protected Waters

Session Chair: Chris Chaput

Gophers, Butterflies, and Reliable Power: Developing a 30-Year HCP in Washington State

Lisa Danielski
Washington Environmental Sciences and Planning Business Class Lead, HDR Engineering

Lisa has over 26 years of experience in natural resources studies and environmental permitting for a variety of public infrastructure and private projects throughout the western United States. She manages projects and personnel for wetland, stream, and wildlife habitat studies, environmental reviews, and permitting to support projects ranging from preliminary alternatives analyses to land use permitting and construction permit compliance in Washington, Oregon, Idaho, and Montana.

Conservation Planning in Washington's Urbanizing Prairie Landscapes: Lessons from the Bush Prairie HCP

Jared Haney
Senior Biologist, ICF

Jared is a Senior Biologist at ICF based in San Marcos, Texas. His work focuses on the development and implementation of regional habitat conservation plans across the United States. He currently serves as project manager for the Bush Prairie HCP in Tumwater, Washington, and supports several other complex HCP efforts including the Guadalupe River HCP, Balcones Canyonlands Conservation Plan, and Edwards Aquifer HCP in Texas.

Balancing Habitat and Harvest in Working Forests: Species Challenges in a Dynamic Landscape

Vanessa Petro
Lead Wildlife Biologist, State Forests Division at the Oregon Department of Forestry

In her role, Vanessa provides wildlife policy and plan development, technical support for wildlife topics on ODF-managed lands, and serves as the division lead for wildlife monitoring and research. She earned a bachelor's degree in conservation ecology from Sterling College, followed by a Master of Science in Forest Science from Oregon State University. Over her 23-year career, Vanessa has conducted wildlife research and monitoring with multiple terrestrial and aquatic species across diverse ecosystems throughout the United States and now specializes in American beaver conservation, habitat management, and innovative wildlife monitoring approaches at ODF.

In her free time, Vanessa tends to blend observing wildlife with casual outdoor exploration but focuses on spending time looking for fire scars, bear dens, and cool rocks with her husband, Andrew, and their children, Aldo (7) and Sawyer (4).

Biographies: Day 1

Session 2: Updating, Amending, and Improving Existing HCPs

Session Chair: Joanne Chiu

Updating Your HCP: A Step-by-Step Guide

Gerry Haas
Principal Planner, Santa Clara Valley Habitat Agency

Gerry is a principal conservation planner who manages the Santa Clara Valley Habitat Plan, a 520,000-acre conservation plan that has provided streamlined permitting and mitigation for hundreds of development projects affecting plant and wildlife species protected under the California and federal Endangered Species Acts. Working in land use and conservation planning for over two decades, Gerry's extensive knowledge of state and federal permitting under the ESA makes him a local expert who readily shares information and guidance with fellow professionals. His love of nearly every form of outdoor adventure and deep appreciation for nature fuel his passion for a career in conservation.

Radically New HCPs? Promising Ideas from Expert Comments

David Zippin
Habitat Conservation Planning and Implementation Practice Lead, ICF

David leads the large Habitat Conservation Planning and Implementation practice at ICF. He specializes in compliance with the federal and state Endangered Species Acts and the preparation of non-federal permitting documents such as Habitat Conservation Plans (HCPs), Conservation Benefit Agreements, and their environmental compliance documents. Over 32 years, Dr. Zippin has prepared over 75 HCPs and other conservation plans and their NEPA documents in 35 states and territories. David also has extensive teaching experience. For 10 years, he taught habitat conservation planning for endangered species at the USFWS National Conservation Training Center in West Virginia. For over 15 years, he taught at university extension programs in California. David received a Ph.D. in conservation biology and plant ecology from the University of Texas at Austin. When he is not writing HCPs, he is scuba diving and photographing the underwater world in Indonesia, Thailand, Fiji, Palau, or other remote areas.

Exploring the Hidden Gaps, Hurdles, and Creative Solutions in Conservation Planning

Lindsay Teunis
West Region Ecosystem Restoration Technical Director, SWCA

Lindsay has more than 23 years of experience in ecology and restoration, primarily managing complex multi-benefit natural resource projects. Lindsay is a solutions-based thinker and driven professional ecologist, with a long history of championing successful, novel efforts that maximize funding on the ground and overall ecological improvement. She specializes in wetland habitat assessment, restoration design, implementation, monitoring, mitigation program development, as well as long-term monitoring and management. She works in rivers, wetlands, nearshore marine, and terrestrial systems throughout the western United States. She is currently serving her second term as the California Society for Ecological Restoration (SERCAL) board president and her second term as a board member of the global Society for Ecological Restoration (SER) Large Ecosystem Restoration Section. She was appointed to the California 30x30 Partnership Coordinating Committee in 2025.

Biographies: Day 1

Session 3: Public Access in Preserve Systems

Session Chair: Olivia Lopez

Public Access After Permit Issuance: Operational Lessons from Suburban HCP Preserve Management

Markus Spiegelberg
Senior Habitat Conservation Planner, ICF

Markus is a Senior Conservation Planner with ICF specializing in habitat conservation planning and preserve management. He has more than 35 years of experience in conservation biology and over two decades managing nature preserves throughout Southern California while serving as Regional Preserve Manager for the Center for Natural Lands Management. His work included developing and implementing habitat management plans, overseeing preserve stewardship, and managing public access and use issues in urban and suburban conservation lands set aside as part of HCPs. Having worked extensively with preserve managers, wildlife agencies, local governments, and surrounding communities, Markus has firsthand experience balancing recreational access and use with the protection of sensitive habitats and covered species. Today, he applies those lessons to the development of Habitat Conservation Plans and Natural Community Conservation Plans, with an emphasis on incorporating practical implementation, adaptive management, and long-term stewardship into conservation planning.

Planning for Public Access in HCP Preserve Systems: Integrating Recreation, Conservation, and Long-Term Stewardship

Stephanie Neal
Project Manager, County of San Diego

Stephanie is a Project Manager in the Sustainability Planning Division within the County of San Diego's Department of Planning & Development Services. She earned a B.S. in biological sciences with a concentration in ecology from California State University San Marcos and applies her understanding of ecological systems to planning principles and land management to ensure the region's natural resources are protected for future generations. During her nine years at the County, Stephanie has worked on a variety of projects, including conservation programs to preserve farmland and natural resources within the San Diego region. She thrives when faced with challenging projects that require a comprehensive approach and strategic planning for the development of safe, enjoyable, healthy, and sustainable communities.

Visitor Data and Decision Making in the 21st Century

Neoma Lavalle
Planning Manager, East Bay Regional Park District

Neoma is the Planning Manager for the East Bay Regional Park District (EBRPD) leading the Park Planning, Interagency Planning, Cultural Resources, and Archives teams. Ms. Lavalle developed EBRPD's conservation lands program and much of her career at EBRPD has been focused on finding the balance between planning for public access and conserving natural and cultural resources. Ms. Lavalle has worked for EBRPD for over 15 years. Prior to that, she was a Peace Corps Volunteer in Honduras and worked for the U.S. Antarctic

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Program at McMurdo Station, Antarctica. She has a B.A. from UC Berkeley and a Master of Environmental Management from Duke University's Nicholas School of the Environment.

Kara Boettcher
GIS Analyst, East Bay Regional Park District

Kara is a GIS Analyst at the East Bay Regional Park District with over 25 years of experience in geographic information science. She creates automated spatial analysis workflows and data-driven maps and apps that combine environmental and demographic information to support decision-making. Her work includes hydrologic modeling and visitation analytics. Kara holds a master's degree in Geography/GIScience from San José State University, and she enjoys volunteering at Oakland Animal Services.

Session 4: Teamwork & Implementation Partnerships

Session Chairs: Stephanie Neal and Jana Gray

SFWMD HCP for Everglades Restoration

Kristi Yanchis
Panhandle Beach Mouse Recovery Lead, USFWS

Kristi Yanchis is the Panhandle Beach Mouse Recovery Lead for the U.S. Fish and Wildlife Service in Panama City, Florida. She has been working for the USFWS for 23 years. She has two teenagers that she is trying to get off into the world to do some good. She loves to travel, hang out with friends, and partake in almost any outdoor activity.

Built to Last: How Partnership Powers the Edwards Aquifer HCP

Scott Storment
Edwards Aquifer Authority

Scott has been in charge of the Edwards Aquifer Habitat Conservation Plan (EAHCP) for eight years. The EAHCP is one of the largest HCPs in the state of Texas and has a budget of $260 million for a 15-year permit. His background has been in the threatened species, water management, infrastructure development, and environmental finance sectors over his 35-year career. He is currently directing a multi-year HCP permit renewal for a new 30-year permit from 2028 to 2058. He is working with his team to develop the implementation plan for the new HCP. In addition, he serves as the lead on endangered and threatened species for the Edwards Aquifer Authority, where he is employed.

The Value of University Partnerships in Habitat Conservation Planning: Lessons from Guam's Island-Wide HCP

Else Demeulenaere
Principal Investigator, University of Guam Island Conservation Lab

Dr. Demeulenaere is a conservation scientist with more than 13 years of experience working in Guam and Micronesia. She holds a Ph.D. in Biogeography, Ethnobotany, and Environmental Policy from the University

of Alaska Fairbanks, in collaboration with the University of Guam. She is the Principal Investigator of the University of Guam Island Conservation Lab, where she leads multidisciplinary programs focused on endangered species, habitat restoration, native plant conservation, ethnobotany, and environmental policy. Her work integrates biocultural conservation science, management, and policy, including conservation planning, monitoring, restoration, plant salvage and propagation, and seed conservation for federally listed species. Dr. Demeulenaere currently leads the University of Guam's scientific work on the Habitat Conservation Plan in partnership with the Guam Department of Agriculture and ICF Environmental, Inc.

Session 5: Workshop: AI Tools for Habitat Conservation Plans

Session Chair: Olivia Lopez

Mike Leech
Technology Services Practice Leader, Environmental Science Associates

Mike is Technology Services Practice Leader at Environmental Science Associates (ESA), with more than 20 years of experience developing geospatial, data management, and web applications for conservation and natural resource programs. He leads multidisciplinary teams that bring together environmental science and technology to support planning, monitoring, and compliance. His experience includes riparian habitat assessments, watershed restoration planning, and interactive tools that help agencies and conservation partners interpret complex environmental data and prioritize management actions. Mike brings practical experience integrating AI into applications and workflows to help clients and project teams analyze information, streamline processes, and support decisions. His workshop with Terah Donovan explores practical AI applications for habitat conservation planning, emphasizing data quality, professional judgment, and technical review. He holds a master's degree in geography from Western Washington University and bachelor's degrees in biology and environmental studies from Indiana University.

Terah Donovan
Director of Southern California Biological Resources and Land Management, Environmental Science Associates

Terah is Director of Southern California Biological Resources and Land Management at Environmental Science Associates (ESA), with more than 26 years of experience in conservation planning and natural resource management. Her HCP experience spans development and implementation, including land acquisition, restoration, preserve management, species monitoring, adaptive management, funding, and compliance reporting. Terah helped develop and launch the implementation of the Santa Clara Valley Habitat Plan and later served as Principal Program Manager at the Santa Clara Valley Habitat Agency. She supports San Diego's Multiple Species Conservation Program through preserve management planning and targeted monitoring. Bringing consultant and implementing-entity perspectives, her workshop explores practical AI applications for HCP workflows while maintaining professional judgment and technical review. Terah serves on the National HCP Coalition Board of Directors and the Program Committee.

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Session 6: Government Relations Session: Updates from Washington, D.C. – Discussion of ESA "Harm" Definition and Implications for HCPs

Facilitators: Dave Ramey, Kadesh & Associates (Session Chair), and Mark Kramer, The Nature Conservancy

Dave Ramey
Dave is a Principal at Kadesh & Associates. His impressive career in public service has included over three decades of experience as a senior staffer in the House of Representatives. Prior to departing Congress, Mr. Ramey led the California Republican Administrative Personnel group, and he currently serves as President of the bipartisan California State Society. Mr. Ramey graduated from the College of William and Mary in 1984 with a B.A. in International Relations and received his Master of Arts with highest distinction from the Naval War College in National Security and Strategic Studies.

Mark Kramer
Mark is the Director of Federal External Affairs for the California Chapter of The Nature Conservancy. For the past two decades, he has collaborated with a wide range of stakeholders to advocate for federal policy and funding that supports conservation of land and water for people and nature in California and beyond. He was a founding participant in both the California and National Habitat Conservation Planning Coalitions. Prior to that, he spent a decade working in Washington, D.C., with a focus on natural resource and environmental policy, both within the Executive Office of the President and in the United States House of Representatives. He was born and raised in Santa Barbara and received a B.A. in Cell Biology and Biochemistry from UC San Diego and an M.S. in Agricultural Economics from UC Davis.

Rebecca Hays Barho
Rebecca is a partner at Nossaman LLP and focuses her practice on natural resource law. Rebecca has worked on a wide range of matters throughout the Southwestern United States. She has been heavily involved in the preparation and negotiation of numerous habitat conservation plans under the ESA, including several plans of programmatic scale, and represents a wide variety of clients, including local governments, utilities, real estate developers, and traditional and renewable energy companies. She has worked with several Texas counties to develop and gain approval of countywide habitat conservation plans. She has worked with various governmental entities in navigating the ESA permitting process – under both Section 7 and Section 10 – for major, and sometimes controversial, infrastructure projects.

Hilary Tompkins
Hilary is a partner at Hogan Lovells Cadwalader and brings a wealth of experience to her current practice from her broad public service advising chief executives in government. Her legal experience includes the areas of natural resources, environmental, energy, and Native American law. Hilary's current practice ranges from environmental, energy, and natural resources matters to litigation, product compliance, and corporate due diligence. Former President Obama appointed Hilary to serve in the Senate-confirmed position of solicitor of the U.S. Department of the Interior. Hilary was the first Native American to hold this position, in which she served for over seven years. Hilary is an enrolled member of the Navajo Nation.

Charles Kolo Rathburn
Kolo is a Senior Associate at Hogan Lovells Cadwalader where he leverages his deep experience in the federal government and scientific background to help solve tough problems for clients. He focuses his

practice on complex civil litigation and internal investigations but also counsels clients trying to navigate federal policies and the annual budget process to achieve successful outcomes for their bottom line.

Prior to joining Hogan Lovells Cadwalader, Kolo spent nearly a decade in government service. With six annual appropriations bills under his belt – each amounting to roughly US$65 billion in funding – Kolo understands the nuances of the federal appropriations process. He also served as a senior political appointee in the U.S. Department of Commerce before joining Hogan Lovells Cadwalader.

Session 7: Updates from USFWS Headquarters

Session Chair: Trish Adams

Elizabeth Maclin
Acting Assistant Director, Ecological Services, USFWS

Elizabeth has over 25 years of experience developing and leading programs and mentoring the staff responsible for their success at the U.S. Fish and Wildlife Service and two nonprofit organizations, Trout Unlimited and American Rivers. Elizabeth is the Acting Assistant Director for the Ecological Services program of the U.S. Fish and Wildlife Service and served as the Acting Deputy Assistant Director prior to that. Elizabeth has led the program in identifying operational efficiencies for Endangered Species Act implementation and has been instrumental in developing a nimble, effective, mission-driven Ecological Services team.

As the lead for the U.S. Fish and Wildlife Service's Ecological Services program and formerly the Executive Vice President for Trout Unlimited, Elizabeth manages many operational functions, including finance, development, marketing and communications, and human resources.

Elizabeth holds an M.S. in natural resource policy and an M.B.A. from the University of Michigan, and a B.A. in biology with an environmental science concentration from Colby College. When not spectating at soccer games and crew races, she and her husband can be found trailing after their two kids on hikes in Rock Creek Park and the George Washington National Forest.

Andy DeVolder
Manager, Branch of Recovery and Conservation Planning, USFWS

Andy is the manager for the Branch of Recovery and Conservation Planning in FWS Headquarters. He has been with FWS for more than 25 years. Prior to his current stint in Headquarters, he worked in the field and regional offices in Sacramento and with the Refuge system in Alaska. Andy lives in northern Virginia with his wife, dog, two cats, and 10 chickens. He has one daughter in college and another who will soon be in college.

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Session 8: Reading the Water: Science for Resilient Fish, Habitats, and Communities

Session Chairs: Jana Gray and Stephanie Neal

Analytical Tools to Evaluate Past, Present, and Future Impacts on ESA-Listed Species Affected by Reservoir and Land Management

Jamie Thompson
Fish Biologist, Seattle Public Utilities

Jamie is the fish biologist for Seattle Public Utilities' (SPU) Watershed Management Division. His duties focus primarily on monitoring and research on ESA-listed bull trout (Salvelinus confluentus). He designed the bull trout and water temperature monitoring and research programs to ensure SPU remains focused on understanding the ways in which annual operations directly impact this isolated, adfluvial, glacial relict population. Further, as global change accelerates, SPU must also be able to simulate future potential conditions to anticipate environmental and operational regimes and the novel impacts those could bring. SPU developed a Shiny app in R that enables rapid simulation of past, current, and future scenarios to improve our understanding of population status and provide prognoses for the future of water supply and species conservation.

Cedar River Municipal Watershed HCP

Madisen Norton
Senior Environmental Analyst, Seattle Public Utilities

Madi is a Fish Biologist and Environmental Analyst with Seattle Public Utilities, specializing in water supply and natural resource management across the region. Her work focuses on salmonid ecology and the intersection of watershed operations and habitat protection. Although her career centers on fish, she's an enthusiastic bird lover with a deep appreciation for the diverse wildlife of the Pacific Northwest. Madi has spent the past five years working throughout the region, building on earlier field and research experience in Colorado, California, and Alaska. Outside of work, she enjoys backpacking, camping, and exploring the natural world.

Resilience on the Water for People and Fish

Greta Holmstrom
Senior Floodplain Planner, Pierce County Planning and Public Works

Greta has more than 25 years of experience working in land use and environmental planning in Washington state. She has focused her career on planning for natural hazards. She is a Certified Wildfire Mitigation Specialist and Certified Floodplain Manager. Since joining Pierce County, she has been involved in finalizing the County's HCP for river levee maintenance and operations and securing ITPs from USFWS and NMFS.

Angela Angove
Floodplains and Watershed Services Manager, Pierce County Planning and Public Works

With over 25 years of experience in the environmental field, Angela spent the bulk of that time as an environmental project manager for large transportation improvement projects. Since joining Pierce County ten years ago, she has managed several floodplain-related projects and studies. She currently manages a

team of 27 hardworking, dedicated, and passionate professionals who focus on watershed and water quality planning and floodplain management. Her team works hard to deliver excellent services that reduce flood damage and protect and improve water quality and natural resources for the benefit of the communities in Pierce County. Most recently, she completed an HCP for river levee maintenance and operations, receiving ITPs from both USFWS and NMFS.

Session 9: Wildlife Corridors and Crossings - Discussion Panel

Session Chair: Chris Chaput

Glen Kalisz
Habitat Connectivity Biologist, Washington State Department of Transportation

Glen is the Habitat Connectivity Biologist for the Washington State Department of Transportation, where he works to improve wildlife movement across the highway system and reduce wildlife-vehicle collisions through habitat connectivity projects and wildlife crossing structures. His work includes prioritizing locations for connectivity investments, managing approximately 200 wildlife cameras, monitoring wildlife crossings, modeling wildlife corridors using GIS, managing wildlife-vehicle collision data, and integrating habitat connectivity into other transportation projects. Glen's passion for wildlife connectivity extends beyond his professional work. In his free time, he manages wildlife cameras, photographs wildlife, hikes, bikes, herps, and enjoys playing banjo and guitar. He also shares his home with two cats, Moose and Stubby.

W. Brian White
Region Administrator, Washington State Department of Transportation

Brian began his career with the Washington State Department of Transportation (WSDOT) in 1991, shortly after earning a Bachelor of Science in Civil Engineering from Oregon Institute of Technology. During his 35-year WSDOT career, he has held leadership roles spanning project design, highway construction, and program management, including I-90 Mega Project Director and Assistant Region Administrator for Construction and Development.

Brian currently serves as Region Administrator for WSDOT's South Central Region, overseeing multimodal transportation programs and activities across 10 counties and numerous cities. He works closely with tribal governments, local governments, state agencies, and port officials across six legislative districts. He also oversees regional maintenance and operations encompassing 3,127 roadway lane-miles, 493 state-owned bridges, and three mountain passes, including areas associated with the Yakima Training Center and Hanford Site.

Patricia Garvey-Darda
Wildlife Biologist, U.S. Forest Service

Patty Garvey-Darda is a U.S. Forest Service Wildlife Biologist on the Cle Elum Ranger District of the Okanogan-Wenatchee National Forest. She holds bachelor's and master's degrees in Conservation of Natural Resources and Biology from the University of California, Berkeley.

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During her 36-year career, Patty has served as the primary biologist for major initiatives focused on maintaining wildlife connectivity between the North and South Cascades. She was the lead biologist for the foundational 1997 Snoqualmie Pass Adaptive Management Area Plan and the I-90 Land Exchange, which acquired 100,000 acres of private timberland in the I-90 Snoqualmie Pass area. Since 1999, Patty has served as the lead Forest Service biologist for the I-90 Snoqualmie Pass East project.

Session 10: USFWS Panel Discussion

Session Chair: Trish Adams

Trish Adams
Trish is the National Habitat Conservation Planning Coordinator for the U.S. Fish and Wildlife Service. As a fish and wildlife biologist with over 26 years of experience, she has coordinated and implemented the Habitat Conservation Planning (HCP) program through Section 10 of the ESA within 19 South Florida counties. She also handled coordination with federal, state, and local agencies on large-scale beach renourishment projects, deepwater dredging, maintenance dredging, inlet maintenance, and port expansion projects through Section 7 of the Endangered Species Act and Fish and Wildlife Coordination Act.

Session 11:The Oregon Forestry HCPs

Session Chair: Keith Hamm

Lessons from Permitting Oregon's Elliott State Research Forest HCP

Brett Brownscombe
Principal, Critical Juncture Resources, LLC

Brett manages Critical Juncture Resources, a consulting firm providing legal, policy, conflict resolution, planning, and project management services to those working at the intersection of natural resource use, conservation, and rural community health. He worked in various capacities for the State of Oregon, including most recently for the Oregon Department of State Lands, in its multi-year effort to establish the Elliott State Research Forest and its Habitat Conservation Plan. In addition to state government, his work experience includes the nonprofit and university sectors as well as engagement with federal agencies, tribes, local governments, and private interests in Oregon and the broader Northwest. He has a law degree from Lewis & Clark (Northwestern School of Law) and a B.A. from Kenyon College. He resides with his family just south of Helena, Montana.

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The Western Oregon State Forests Habitat Conservation Plan: A Public Working Forest Seeking Common Ground

Corey Grinnell
Biological Support Unit Manager and HCP Administrator, Oregon Department of Forestry, State Forests Division

Corey is the Biological Support Unit Manager and HCP Administrator with the State Forests Division at the Oregon Department of Forestry. Corey holds Bachelor of Science and Master of Science degrees in Wildlife and Fisheries Conservation from the University of Massachusetts at Amherst. His first exposure to forestry was with some coursework integrated into his undergraduate program. But for graduate study, he focused on applied seabird research on endangered Roseate Terns in Long Island Sound off the coast of Connecticut. Upon completion of fieldwork for that project, he moved to Oregon, where he worked with Snowy Plovers and then came full circle back to forestry interactions with work on Marbled Murrelets, first as a consulting research biologist and then as a wildlife biologist with the State Forests Division at the Oregon Department of Forestry. He now manages the Biological Support Unit, supervising a team of biologists, and serves as the HCP administrator.

The Oregon Private Forest Accord Aquatic Habitat Conservation Plan: Conservation Benefits for Oregon's Forest-Dwelling Fish and Stream Amphibians

Kate Thompson
Oregon Private Forest Accord Aquatic HCP Coordinator, Oregon Department of Forestry

Kate is the Oregon Private Forest Accord Aquatic HCP Coordinator at the Oregon Department of Forestry (ODF). Kate's natural resources career has spanned higher education, ground-level planning, regulatory compliance, policy analysis and development, outreach efforts to underrepresented communities, and rural development. She has developed and led a variety of collaborative planning processes across federal, state, and local jurisdictions in both the mid-Atlantic region and her home state of Oregon. Kate holds a Ph.D. in Forest Resource Science from West Virginia University, specializing in human dimensions of natural resources. She currently works in ODF's Forest Resources Division, which works with private landowners and administers the Oregon Forest Practices Act and regulations. She has been with ODF since 2022.

Session 12: Data, Monitoring, and Innovation in HCP

Session Chair: Heather Dyer

Managing HCP Data with the Environmental Data Initiative

Julia Munger
Watershed Natural Resources Manager, Seattle Public Utilities

Julia Munger is the Watershed Natural Resources Manager for Seattle Public Utilities, where she leads a multidisciplinary team conducting work across the Cedar River and South Fork Tolt Municipal Watersheds. Together, these watersheds provide drinking water for 1.6 million people across the Seattle region. The

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Natural Resources team focuses on projects and programs that support the Cedar River Watershed Habitat Conservation Plan, as well as long-term monitoring and management of Seattle's watershed natural resources.

The Oregon Private Forest Accord Aquatic Habitat Conservation Plan: Monitoring Across a Complex Landscape

W. Terry Frueh
Adaptive Management Program Coordinator, Oregon Department of Forestry, Forest Resources Division

Terry Frueh has master's degrees in hydrology and geomorphology. He has worked in effectiveness monitoring of Oregon's Forest Practices Act for 14 years and is currently growing his division's new Adaptive Management Program. In addition, he has guided various processes of stakeholder involvement using science to develop policy at both local and state levels. He has conducted a wide range of analyses, from models of large dam operations to complex calculations using radiocarbon dates to policy outcomes for riparian rules. In his spare time, he enjoys contra dancing, hiking, doing improv comedy, DIY electrical projects, French conversation, and spending time with family.

The Science of Stewardship: Addressing Uncertainty When Managing the Recovery of Threatened and Endangered Species

Milan Mitrovich
Land Resources Manager, San Bernardino Valley Water Conservation District

Dr. Mitrovich is the Land Resources Manager for the San Bernardino Valley Water Conservation District and Executive Officer of the San Bernardino Valley Conservation Trust. In his two positions, Dr. Mitrovich helps the organizations advance their collective missions tied to groundwater recharge and the protection and stewardship of conservation lands critical to the recovery of threatened and endangered species present in San Bernardino Valley consistent with the Upper Santa Ana River Wash Habitat Conservation Plan. Milan holds a Ph.D. in Ecology from the University of California, Davis, and San Diego State University, and has a professional background in conservation science with an emphasis in landscape and wildlife ecology. When not working, Milan enjoys spending time with his family, cooking family dinners, talking to his kids about their studies, visiting museums, and traveling to see the natural wonders of the American Southwest.

Session 13: People, Policy, and Habitat Conservation Planning

Session Chair: Greg Good

The HCP Abundance Agenda

Mike Henry
WRA

Mike is the Vice President, Operations & Strategic Growth at WRA. Mike has extensive experience managing multidisciplinary environmental projects, leading large-scale habitat conservation planning efforts, and delivering environmental compliance and permitting strategies for complex public- and private-sector

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clients. Throughout his career, he has successfully guided projects involving the Endangered Species Act, California Endangered Species Act, Clean Water Act, NEPA, and CEQA. His projects have included coastal infrastructure and resilience, water delivery, transportation, energy generation and storage, and ecological restoration. Mike earned his Ph.D. in Ecology, Evolution, and Marine Biology and a Bachelor of Science in Aquatic Biology from the University of California, Santa Barbara. He is a current board member for the National Habitat Conservation Planning Coalition and a member of the Superior California Chapter of the Association of Environmental Professionals and The Wildlife Society Western Section.

Trust Before Take: Why Politics Matter in Habitat Conservation Planning

Jeffrey S. Quitugua
Assistant Chief, Guam Department of Agriculture, Division of Aquatic and Wildlife Resources

Jeffrey serves as Assistant Chief at the Guam Department of Agriculture's Division of Aquatic and Wildlife Resources (DAWR). He brings more than 20 years of experience in conservation biology, with a focus on critically endangered species and wildlife conservation on Guam. As a wildlife biologist and technical expert, he has advanced conservation practices and provided guidance to developers, landowners, and communities across diverse management settings. Jeffrey currently collaborates with the University of Guam and ICF on the development of Guam's first programmatic Habitat Conservation Plan. This effort integrates development processes, species and habitat data, and best management practices to support sustainable development while strengthening the conservation of Guam's unique and threatened wildlife resources.

Lily A. Sweikert
Senior Project Manager, ICF

Dr. Sweikert is a Senior Conservation Biologist and Project Manager with ICF, where she leads habitat conservation planning and biodiversity conservation initiatives across the United States and internationally. She has more than 20 years of experience advancing conservation on working lands and in complex regulatory environments through habitat conservation planning, endangered species management, environmental compliance, stakeholder engagement, and natural resource management. Lily currently serves as Project Manager for the Guam Habitat Conservation Plan, the first programmatic HCP developed for Guam and the Mariana Islands, and is involved in several large-scale HCP and conservation planning efforts, including the Edwards Aquifer HCP permit renewal and the Western Oregon State Forests Management Plan. Prior to joining ICF, she worked as a wildlife biologist, environmental compliance specialist, and policy advisor with the U.S. Army Corps of Engineers, USAID, and the U.S. Department of State. Lily holds a Ph.D. from South Dakota State University, an M.E.Sc. from Yale University, and a B.A. from Boston University.

NEPA Updates

Hova Woods
Vice President, Environment and Planning, ICF

Hova is a Vice President in ICF's Environment and Planning Division and has 25 years of experience in developing environmental documentation in compliance with the National Environmental Policy Act (NEPA). She has acted as the project manager, project director, or senior advisor for NEPA compliance for

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over a dozen HCPs. These HCP projects include covered activities related to utilities, forest management, wind energy, and land use in more than 20 states across the United States. Hova has developed a strong knowledge of NEPA requirements and USFWS NEPA requirements and guidance.

Session 14: Section 10(a)(1)(A) Conservation Agreements: Evolving Tools for ESA Compliance

Session Chairs: Rebecca Sloan and Megan Petraitis

Columbia Basin Pygmy Rabbit Conservation Benefit Agreement

Kim Veverka
U.S. Fish and Wildlife Service, Washington Ecological Services Office

Kim Veverka currently works for the U.S. Fish and Wildlife Service (USFWS) out of the Washington Ecological Service Office (Washington ES) located in Wenatchee, WA. She has worked for the USFWS for 16 years and with Washington ES for nearly 10 of those years. In that time, she has focused largely on work within the shrubsteppe ecosystem. Part of her time has been spent working within the Partners for Fish and Wildlife Program, a program within the USFWS that provides technical and financial assistance to private landowners interested in voluntarily implementing habitat improvement or restoration projects on their lands. Kim also worked as a Recovery Biologist and was the USFWS Columbia Basin pygmy rabbit species lead from 2018–2023.

Nationwide Monarch CCAA Partner Experience

Steven Broadaway
Environmental Specialist, Phillips 66

Steven Broadaway is an Environmental Specialist with Phillips 66, supporting Midstream Operations across pipeline and facility projects. His work focuses on environmental permitting, compliance, and practical field support, with experience spanning across Phillips 66's U.S. footprint. Steven partners with project teams, contractors, and regulatory agencies to help navigate environmental requirements, reduce natural resource impacts, and ensure post-construction reclamation. His specialties include natural resource and wastewater permitting, stormwater compliance, and helping manage several conservation agreements. He has a master's degree in environmental engineering from Texas Tech University.

Conservation on a Working Landscape: A Conservation Benefit Agreement for Returning Pinapinao to Lānai

Rachel Sprague
Co-Director of Conservation, Pūlama Lāna'i

Dr. Rachel Sprague is the co-director of Conservation for Pūlama Lāna'i, where for over a decade she has led science, policy, and land stewardship across 98% of the island of Lāna'i, spanning endangered species recovery, watershed restoration, invasive species control, biosecurity, game management, and landscape conservation initiatives. She holds a Ph.D. in wildlife biology from the University of Montana, previously served as the Hawaiian Monk Seal Recovery Coordinator for NOAA Fisheries, and currently serves on the

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State of Hawaii Endangered Species Recovery Committee and the board of directors of the National Wildlife Federation. Rachel and Jon were recently recognized as Pacific Region Recovery Champions by the U.S. Fish and Wildlife Service.

Jonathan Sprague
Co-Director of Conservation, Pūlama Lāna'i

Jonathan Sprague has served as co-Director of Conservation for Pūlama Lāna'i since 2018, overseeing programs focused on biosecurity, ungulate management, endangered species recovery, and ecosystem restoration. Prior to joining Pūlama Lāna'i, Jonathan served as an Endangered Species Biologist with the U.S. Fish and Wildlife Service in Honolulu, where he worked on endangered species recovery and regulatory issues under the Endangered Species Act, including Habitat Conservation Plans and Section 7 consultations. A biologist and natural resource manager with experience across federal, academic, and private-sector conservation organizations, Jon has dedicated much of his career to protecting Hawai'i's unique native species and habitats.