



# 2023 Annual Meeting

## Presentation Abstracts & Biographies

### Day 1

#### Welcome

Keynote Speaker Jamie Rappaport Clark

Affiliation President/ CEO, Defenders of Wildlife

Speaker  
Biography



Jamie Rappaport Clark is President and CEO of Defenders of Wildlife, a national conservation organization that works to protect and restore imperiled species and habitat throughout North America.

Jamie’s lifelong commitment to wildlife and conservation led her to choose a career in wildlife biology that has spanned both the federal government and nonprofit community. In college, she released peregrine falcons into the wild as part of a successful recovery effort—so successful, in fact, that 20 years later, she



had the honor of removing them from the list of endangered species as the Director of the United States Fish and Wildlife Service (USFWS).

As Director of the USFWS from 1997 to 2001, Jamie oversaw the establishment of 27 new refuges and the addition of over two million acres to the National Wildlife Refuge System and presided over the recovery of key endangered species such as the bald eagle, gray wolf and the Aleutian Canada goose. She also led the adoption of a number of innovative policies to encourage landowners to voluntarily conserve wildlife, including the establishment of the Safe Harbor Program and an expanded Candidate Conservation Program. Under her leadership, the USFWS secured the passage of the landmark National Wildlife Refuge System Improvement Act of 1997, the most sweeping reform legislation for refuges in 30 years, which established wildlife conservation as the primary purpose of all wildlife refuges.

Under Jamie's leadership, Defenders of Wildlife has become the premier wildlife conservation organization with the experience and expertise to work in any arena – the US Congress, the courts, federal and state agencies, academia, public debate and in the field. She led the expansion of Defenders' on-the-ground field presence to deepen partnerships with agencies, tribes, communities, activists and private landowners across the country to promote sound wildlife conservation policies at the federal, state, tribal and local levels. She launched Defenders' Center for Conservation Innovation, which uses data, technology and interdisciplinary approaches to pioneer innovative and pragmatic conservation solutions. Jamie spearheaded the development of increasingly innovative coexistence techniques that foster social acceptance and support for keystone predators. She moved Defenders forward, engaging with ranchers, landowners and tribes to implement non-lethal conflict deterrence measures that allow them to coexist peacefully with native wildlife.

Jamie is recognized as a leading national expert on the Endangered Species Act (ESA) and imperiled wildlife. She has testified before Congress on numerous occasions in support of strong fish and wildlife conservation laws. Her unique background as a wildlife biologist and policy expert has helped defeat numerous efforts to undermine the ESA. She is the recipient of Audubon's Rachel Carson Award that recognizes women who have made outstanding contributions to the conservation and environmental movement. She also received San Diego Zoo's Global 2019 Conservation Medal for Lifetime Achievement for significantly advancing the field of conservation biology and making a lasting contribution in the conservation and recovery of animals, plants and habitats. Jamie holds a B.S. in wildlife biology from Towson University in Towson, Maryland, where she also did post-graduate work in environmental planning. She holds an M.S. in wildlife ecology from the University of Maryland.

Speaker	Abigail Fateman
Affiliation	Executive Director, East Contra Costa County Habitat Conservancy, CA
Speaker Biography	Abigail Fateman is the Executive Director of the East Contra Costa County Habitat Conservancy, which implements the region's Habitat Conservation Plan/ Natural Community Conservation Plan. She was involved in the development of the Plan (starting in 2003) and after Plan adoption served as the Land and Habitat Manager before becoming the Executive Director. Ms. Fateman earned a M.S. from the University of Michigan's School of Natural Resources and Environment, where her research focused on stream ecology and monitoring stream health in urbanized areas. Ms. Fateman has been involved in conservation efforts including land management, scientific research, and policy development for over twenty years.
Speaker	Terah Donovan
Affiliation	ESA
Speaker Biography	Terah Donovan is Principal Conservation Biologist at Environmental Science Associates. Terah manages an integrated natural resource management program for rare and endangered species and ecosystems in California. She balances at-risk species conservation and recovery with economic development, infrastructure construction, operations and maintenance. Together with her clients, she ensures project outcomes that meet regulatory requirements and result in better ecological and financial outcomes. Her team integrates best available science, management and monitoring methods, and technology into their projects. She creates project opportunities for her colleagues that allow for professional engagement and growth. Terah has supported the planning of 13 HCPs and implementation of 6. She serves as a Director and Secretary of the National HCP Coalition and Program Committee member. She is a Director of the San Diego Duke Alumni Club, focusing on environmental and diversity programming. She was Alumna-in-Residence at Duke University in 2017. She holds a Bachelor of Arts in Environmental Science from Northwestern University and a Masters of Environmental Management in Conservation Science and Policy from Duke University. She is a returned Peace Corps Volunteer from Bolivia. In 2020, she learned to surf.
Speaker	Gary Frazer
Affiliation	US Fish and Wildlife Service
Biography	Gary Frazer Assistance Director, Ecological Services, U.S. Fish and Wildlife Service Federal Partnerships for Streamlining HCP Development and Implementation – Latest in USFWS Leadership Gary Frazer is the Assistant Director for Ecological Services, assuming that position in August 2009. As Assistant Director, Gary is the senior career official responsible for policy development, budget, and oversight for the Fish and Wildlife Service's administration of the Endangered Species Act, Marine Mammal Protection Act, Fish and Wildlife Coordination Act, Coastal

Barrier Resources Act, and other environmental protection authorities delivered through the Service's Ecological Services program and field stations.

### *National HCP Coalition Year in Review*

Speaker	Tim Day
Affiliation	Senior Natural Resources Manager, Escambia County
Speaker Biography	Timothy Day, Senior Natural Resources Manager, Escambia County, FL. Tim Day manages several divisions including: Marine Resources, Mosquito Control, Natural Resources Management, Environmental Code Enforcement, Water Quality, and RESTORE. Tim's primary interest is in coastal biology and enjoys finding solutions to managing wildlife resources in the context of public use and private property rights. He has worked with the Perdido Key beach mouse, nesting marine turtles, and shorebirds since 2004 and is in the seventh year implementing the Perdido Key Habitat Conservation Plan. Tim holds a Bachelor of Science in Animal Ecology from Iowa State University and was the recipient of the 2006 USFWS "Partners in Conservation" award and the USFWS Southeast Region "Regional Recovery Champion" in 2017. Tim serves as the Secretary of the National HCP Coalition.
Speaker	Terah Donovan
Affiliation	ESA
Speaker Biography	Listed above
Speaker	Nathan Pence
Affiliation	Guadalupe-Blanco River Authority
Speaker Biography	Nathan Pence leads the GBRA's environmental stewardship initiatives while overseeing day-to-day operations for the Canyon Lake Gorge and Water Quality Lab. Pence leads the ongoing development of a comprehensive Habitat Conservation Plan for the Guadalupe River basin and the administration of the Clean Rivers Program for the Guadalupe River and Lavaca-Guadalupe Coastal basins in partnership with the Texas Commission on Environmental Quality. He is a founding board member for the National Habitat Conservation Plan Coalition and current Treasurer, serves as Vice Chair of the Guadalupe Basin Coalition, is on the steering committee of the Greater Springs Project and is a member of the Texas Water Conservation Association Endangered Species Committee. Pence also represents GBRA as a member of the US Water Alliance One Water Council, the City of New Braunfels Natural Resource Committee, and the New Braunfels Utility Headwaters Center Technical Advisory Committee.

Mr. Pence has more than 15 years in watershed management and planning with an accomplished record of collaborating with local officials and stakeholders. Prior to working at the GBRA, Mr. Pence served as the Threatened and Endangered Species Executive Director for the Edwards Aquifer Authority in San Antonio, where he facilitated and managed the Edwards Aquifer Habitat

Conservation Plan. He also worked for the City of New Braunfels collaborating with local tourism officials and environmentalists on economic development projects while protecting the integrity of natural resources. Mr. Pence has a bachelor's and Master's degree in Aquatic Biology from Texas State University.

Speaker	Dave Ramey
Affiliation	Kadesh & Associates
Speaker Biography	Dave Ramey is a Principal at Kadesh & Associates. His career in public service has included over three decades of experience as a senior staffer in the House of Representatives. He served nearly twenty years as Chief of Staff to Representative Ken Calvert (R-CA), Chairman of the California Republican Delegation, where he administered the office's political, legislative, and communications functions. Prior to serving as Chief of Staff to Representative Calvert, Mr. Ramey served as his Legislative Director where he oversaw the office's legislative and budget affairs. From 1985 to 1993, Mr. Ramey served as Senior Advisor on Foreign Policy and Defense Issues for the House Republican Conference; Policy Committee; and Research Committee -- all under the Chairmanships of Congressman Jerry Lewis (R-CA). 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.
Speaker	Mark Kramer
Affiliation	The Nature Conservancy
Speaker Biography	Mark Kramer is the Director of Federal External Affairs for the California Chapter of The Nature Conservancy, where he has worked for over two decades. Prior to that, he spent a decade working in Washington DC on natural resource and environmental policy, for the Department of Agriculture, the Office of Management and Budget in the Executive Office of the President, and in the House of Representatives. He is a native of California and is an alumnus of the University of California system, where he received a B.A. in Biology and an M.S. in Agricultural Economics.
Speaker	Lucas Bare
Affiliation	ICF
Speaker Biography	Lucas Bare is a senior manager in ICF's Conservation Planning and Implementation Practice with over 12 years of professional experience in environmental planning, natural resources management, and conservation biology. Lucas' expertise lies in advising clients on Endangered Species Act compliance and permitting options (Section 10 and Section 7), preparing Environmental Assessments and Environmental Impact Statements under the

National Environmental Policy Act, and developing Eagle Conservation Plans under the Bald and Golden Eagle Protection Act. Lucas manages projects for clients across multiple sectors, including energy development, transmission, water, and local and federal land and resource management agencies. His technical expertise is in conservation biology and impact analysis for natural resources.

### *Highlighted HCPs- Focus on Forestry*

Session Chair	Olivia Ybarra, Edwards Aquifer Authority
Title	Green Diamond Resource Company HCP Overview
Abstract	The Forest Habitat Conservation Plan for Green Diamond's California Timberlands, approved in June 2019, covers approximately 365,000 acres of commercial timberlands. The covered species are northern spotted owl, fisher, and tree voles.
Speaker	Keith Hamm
Affiliation	Conservation Planning Manager, Green Diamond Resource Company, California Timberlands
Speaker Biography	Keith is originally from southeastern Pennsylvania and completed a bachelor's degree in Wildlife and Fisheries management at Frostburg State University, Maryland. He began working with northern spotted owls in 1989 and moved to California in 1991 where he attended Humboldt State University for a master's degree in Wildlife. Keith is a Certified Wildlife Biologist by The Wildlife Society and is responsible for a team of 30 full and part time resource professionals responsible for implementing two habitat conservation plans, a state safe harbor agreement, and other terrestrial, aquatic, and botanical resources on Green Diamond's California timberlands.
Title	Green Diamond Resource Company's Proposed Marbled Murrelet Habitat Conservation Plan
Abstract	Green Diamond Resource Company is preparing a Habitat Conservation Plan for the Marbled Murrelet ( <i>Brachyramphus marmoratus</i> ) on its California Timberlands. The murrelet – colloquially called ghost bird - is challenging to detect due to its cryptic nature and unique life history where it nests in large trees in old forests (generally >200 years old) but spends most of its life on the ocean. Information on forest nests is sparse and the population status is assessed using at-sea survey methods. To address the question of murrelet use of forested habitat, we developed a habitat suitability model based on species presence to quantify and spatially locate suitable habitat in our study area. We estimated potential impacts on modeled habitat in the plan area using a spatial analysis of modeled timber harvest over a 50-year period. We estimated potential loss of murrelet productivity due to incidental taking and impacts to the murrelet population within the northern California and southern Oregon conservation

zone. The conservation program is built upon occupied and suitable habitat reserves, habitat buffers, minimization measures during the breeding season, and monitoring and adaptive management to assess and adapt the effectiveness of the plan. U.S. Fish and Wildlife Service provides their perspective on reviewing the draft HCP and the development of the models and conservation strategy for a complex HCP.

Speakers	Keith Hamm and Nora Papian
Affiliation	Conservation Planning Manager, Green Diamond Resource Company, California Timberlands Fish and Wildlife Biologist, U.S. Fish and Wildlife Service
Speaker Biography	Nora is currently a Supervisory Fish and Wildlife Biologist for the Service in the Arcata Fish and Wildlife Office in northern California working on timber HCPs, consultations with federal agencies, and facilitating the recovery of species. Nora has worked professionally in conservation for almost 20 years and has developed expertise on the conservation of listed birds and their habitats. Nora joined the Service's Ecological Services in 2018 in the Sacramento Fish and Wildlife Office where she worked extensively on habitat conservation plans. Nora's HCP experience includes planning, permitting, and implementing many HCPs including the PG&E Multiple Region HCP, the Western Placer County HCP/NCCP, and the Sacramento Municipal Utility District HCP.
Title	PA State Lands Forestry HCP Implementation and Amendment
Speaker	Rebecca H. Bowen
Affiliation	Chief, Conservation Science and Ecological Resources Division, Pennsylvania Department of Conservation and Natural Resources, Bureau of Forestry
Speaker Biography	Rebecca manages a team of ecologists, botanists, wildlife biologists, and archaeologists, who provide collect and provide ecological information to Pennsylvania. Her division coordinates the Pennsylvania Natural Heritage Program and provides guidance and training to state forest managers. Rebecca helps to guide Pennsylvania Bureau of Forestry's policy and planning, regarding ecosystems, rare species, and conservation. Rebecca received a Master's Degree from Shippensburg University, in PA, in biology/ecology, and a Bachelor's Degree from Frostburg State University in MD, in biology.

### *USFWS Update*

Session Chair	Trish Adams, USFWS
Title	Updates from Headquarters
Speaker	Gary Frazer
Affiliation	USFWS

Speaker Biography	Listed above
Title	Updates from HCP Program
Speaker	Trish Adams
Affiliation	USFWS
Speaker Biography	Trish Adams National Habitat Conservation Planning Coordinator, U.S. Fish and Wildlife Service NHCPC Program Committee Member Federal Partnerships for Streamlining HCP Development and Implementation – USFWS Update Trish Adams serves as the National Habitat Conservation Planning Coordinator for the U.S. Fish and Wildlife Service (Service) in its Headquarters Office in Falls Church, Virginia. Prior to joining Headquarters, for 14 years she was located in the South Florida Ecological Services Office, Vero Beach, Florida. During her tenure, she served as the South Florida Habitat Conservation Planning Coordinator, Coastal Program Coordinator, and served as the lead Fish and Wildlife Coordination Act and Endangered Species Act section 7 biologist for large-scale Federal coastal navigation, beach renourishment, and port expansion projects. She began her career with the Service in 1999. Prior to the joining the Service, Trish gained 8 years of field experience in coastal resource management and fisheries research working for the Florida Department of Environmental Protection, Coastal and Aquatic Managed Areas and the Florida Marine and Wildlife Research Institute, respectively. She holds a B.S. degree in Marine Science from Stockton University, New Jersey.
Title	Updates from Section 6 Grants
Speaker	Kelly Niland
Affiliation	USFWS
Speaker Biography	Kelly Niland has administered Cooperative Endangered Species Conservation Fund Grants for the U.S. Fish and Wildlife Service since 2010. Prior to joining the Service, Kelly spent nearly a decade with the Trust for Public Land’s Federal Affairs program, working to secure federal funding for land conservation and influence conservation policy. She holds a master’s degree in environmental science and policy from Johns Hopkins University.

### *How HCPs Advance Infrastructure Bill Priorities*

Session Chair	Heather Dyer, San Bernardino Valley Municipal Water District
Title	Lessons Learned from Wind Power HCPs
Abstract	To date, in Region 3, USFWS has issued 25 ITP permits for Wind Energy HCPs. From the first project, issued in 2013, to the most recent finalized HCP, our approach for addressing bat related wind-turbine impacts have changed dramatically. Our methodology is continuing to change in light of new species listings, administration priorities, and a greater understanding of bat impacts on



the landscape from renewable wind energy. My talk will focus on the progression of HCPs through the years, lessons learned along the way, and where we can anticipate heading.

Speaker	Andrew Horton
Affiliation	Regional Habitat Conservation Plan Coordinator, USFWS, Midwest Region,
Speaker Biography	As the USFWS Midwest Region's HCP Coordinator, for the past 4 years Andrew has worked on multiple HCPs, at various scales, for wind facility operations, state/county timber management, and for transmission line and pipeline infrastructure. Prior to working at the regional office, he worked 18 years for two USFWS ecological services field offices, the U.S. Forest Service, and multiple state agencies. In that time, he specialized in avian/bat research, pollinator conservation, ArcGIS/data management and ESA project review.
Title	Protecting California Condors with a Regional Conservation Plan
Abstract	<p>With less than 550 California condors in the world and only 335 wild free-flying condors, it is critical to protect this highly endangered species. The primary threats to California condors are lead poisoning (54% of all mortality) and predators (13% of mortality). To date, no condor has collided with a wind turbine. However, with the recent population expansion of the species in Southern California, concerns are growing about the potential for wind projects to kill or injure this species in the Tehachapi Pass Wind Resource Area in Kern County, California. In June of this year, U.S. Fish and Wildlife Service (USFWS) issued a permit for the largest HCP ever for California condor, to 24 wind energy companies that prepared a Condor Conservation Plan (CCP). This presentation will provide an overview of this unique multi-party conservation plan. It will highlight lessons learned and provide insights regarding:</p> <ul style="list-style-type: none"> <li>• developing the conservation program,</li> <li>• collaborating with non-governmental organizations to deliver innovative conservation,</li> <li>• working with multiple competing companies to share limited take authorization,</li> <li>• planning for adaptive management and changed circumstances,</li> <li>• providing funding assurances, and</li> <li>• preparing for implementation.</li> </ul> <p>It will also highlight how the conservation plan serves to protect California condors and advance species recovery.</p>
Speaker	Brad Norton
Affiliation	Project Director, Conservation Planning, ICF
Speaker Biography	Brad Norton is a project director with over 25 years of experience planning, coordinating, organizing, and implementing multidisciplinary projects. He focuses

on utility and renewable energy-based permitting and conservation planning projects. He has worked across sectors including energy, water, and development services. He has worked with numerous federal and state agencies, utilities, energy companies, water agencies, and developers across the United States. He supervises teams of staff to prepare Habitat Conservation Plans (HCPs), Biological Assessments (BAs), Eagle Conservation Plans (ECPs), Environmental Impact Reports (EIRs), Environmental Impact Statements (EISs), regional general permits (RGPs), in-lieu fee programs (ILFs) and other regulatory documents for water-, energy-, infrastructure- and restoration-related projects. Mr. Norton has a Bachelor of Science in Environmental Policy Analysis and Planning from the University of California, Davis.

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Title	Delivering Conservation and Infrastructure Projects: The Western Riverside County Multiple Species Habitat Conservation Plan
Abstract	<p>The Western Riverside County Multiple Species Habitat Conservation Plan (MSHCP) is as much a conservation strategy as it is an infrastructure development vehicle. From 1984 to 2004 (when the MSHCP was permitted), Riverside County grew an astonishing 236%, putting a strain on sensitive habitats, endangered and threatened species, and infrastructure not built to support the rapidly growing population. With the help of the MSHCP, vital transportation projects were completed to accommodate the new communities it serves. The MSHCP reduces the ESA compliance timeline from one to five years for projects that go through the MSHCP and for projects that have a federal nexus and achieve ESA compliance via Section 7 of the ESA. For Western Riverside County, the MSHCP's benefit to transportation development has been immense. More than 40 transportation projects have been permitted through the MSHCP including the I-15 Express Lanes Project, Metrolink Perris Valley Line, and the 71/91 Interchange Project (under construction). Streamlining transportation has led to more than \$5 billion in transportation investments, creating thousands of jobs, and getting people moving. Not to mention, the Western Riverside Regional Conservation Authority continues to make strides assembling the 500,000-acre reserve system comprised of large core blocks of interconnected habitats to protect the 146 MSHCP covered species.</p>
Speaker	Aaron Gabbe
Affiliation	Regional Conservation Director, Western Riverside Regional Conservation Authority
Speaker Biography	<p>Aaron Gabbe is the Director of Regional Conservation at the Western Riverside County Regional Conservation Authority, the agency responsible for implementing the Western Riverside County Multi-Species Conservation Plan. Aaron has over fifteen years professional experience leading stakeholder-driven, regional Habitat Conservation Plans, California Natural Community Conservation Plans, and non-regulatory conservation plans across a wide range of landscapes and natural communities for a diversity of endangered and threatened fauna and flora in California and Oregon. Aaron received his PhD from the University of</p>

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California, Santa Cruz. His research focused on hummingbird pollination systems in the Sierra Nevada. Aaron likes to spend his free time outside, riding his road bike, birdwatching, and exploring nature.

### *HCP Investments Costs and Conservation*

Session Chair	Rebecca Sloan, ICF
Title	The Utilization of HCPs for Estimating Costs of Compliance with the Endangered Species Act
Abstract	<p>The Endangered Species Act (ESA) mandates protection for listed species, prohibiting intentionally adverse “take” by both public and private activities. The requirements can be perceived as a costly regulatory burden, although minimal understanding of the exact costs of compliance actions may exacerbate the perceived burden. This has potential consequences for ESA effectiveness and species recovery. Only recently has there been a push to identify the sources of the conservation data needed to develop the tools to improve how conservation scientists and practitioners use this cost data to enable best-practice conservation decision support methods. Yet, there is still much work that remains to be done in implementing these ideas in practice, and while data on intervention costs occasionally exists, it is not always able to be effectively used to assess conservation efficiency level as it can be hard to locate and inconsistently reported. For this paper we developed a framework to identify when compliance costs could be incurred in a project and then analyzed projected cost data from published Habitat Conservation Plans (HCPs) using this framework. By determining the broad categories of compliance cost data that is included in the HCPs, we assessed the available data across industries and through the various stages of project, to determine how the data in these documents can be useful to inform future project planning, to provide compliance costings as well as help provide non-monetary, indirect cost estimates (e.g. cost of wind turbine curtailment, potential lost revenue, on-going mitigation costs). Our published paper provided a first attempt at analyzing the cost of ESA compliance actions using HCPs and found that the costs reported in HCPs tended to be opaque and incomplete, underscoring the need for standardization of cost reporting to better support understanding of ESA compliance costs.</p>
Speaker	Katie Surrey
Affiliation	Electric Power Research Institute (EPRI)
Speaker Biography	<p>Katie Surrey is a Species and Wildlife Scientist who works with Christian in the Endangered and At-Risk Species Program, supporting biodiversity and species conservation projects, including a study that assessed the utility of HCPs to better estimate project mitigation costs (which they will be presenting on today), and which was published in Conservation Biology in 2021. She received her Ph.D. from Arizona State University with a degree in Biology and specializing in human-wildlife interactions. She has also previously worked at Woods Hole Marine</p>

Biological Laboratories, the Franklin Park Zoo, California Wildlife Center, and the University of New South Wales in various research capacities.

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Title	Mining Bat- Wind HCPs to Characterize the Potential Regulatory Compliance Costs Related to Bats and Wind Farms
Abstract	Published Habitat Conservation Plans (HCPs) are an untapped resource to understand the potential compliance costs associated with various permitted activities. Wind energy is growing rapidly across the US to achieve national clean energy goals in parallel with growing regulatory concerns and increasing number of listed bat species. With the growth in wind-energy and regulatory bat concerns, there will likely be increased development of bat-wind HCPs. Existing published bat-wind HCPs offer insights into the potential costs for future bat-wind HCPs. The presentation will summarize the cost data from 25 published bat-wind HCPs and discuss potential applications and ramifications from the analysis. Companies and agencies can use the results and relationships presented here to estimate costs at other wind farms on the U.S. mainland developing a habitat conservation (HCP) as part of the application process for an incidental take permit (ITP) to cover potential bat mortality.

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Speaker	Christian Newman
Affiliation	Electric Power Research Institute (EPRI)
Speaker Biography	<p>Christian Newman is a Technical Executive and manager of the Endangered &amp; At-Risk Species program within EPRI. He has over 25 years of experience working in the environmental and energy sector and holds master's degrees in both Wildlife Ecology and Business. His educational training and professional expertise are as a wildlife biologist focusing on endangered and protected species for the electric power industry. He supports the Environmental Aspects of Solar and Wind research programs, where he has also secured over \$10M in federal (DOE, NREL) funding to develop and evaluate wildlife monitoring and fatality reduction technologies for solar and wind.</p> <p>Christian Newman and Dr. Katie Surrey are scientists at the Electric Power Research Institute (EPRI), an independent, non-profit research organization that collaborates with scientists, engineers, government, and experts from academia and industry, from more than 450 companies in 45 countries, to drive innovative development to ensure the public has safe, reliable, sustainable, and equitable access to electricity across the globe.</p>

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Title	Improving HCPs with Clearly Defined Mitigation Solutions
Abstract	Habitat Conservation Plans (HCPs) are typically successful in describing and anticipating the potential effects of take on species, the impact minimization and mitigation efforts to offset take, and the HCP funding details; however, these documents often fall short of identifying habitat mitigation solution providers and specific mitigation solutions necessary for incidental take permit (ITP) use.

Because identifying suitable habitat mitigation parcels may take months or years, engaging habitat mitigation providers early in the HCP development process and putting the onus of developing real, actionable mitigation solutions on mitigation providers may increase the success of HCP efforts. Negotiations with landowners to acquire the appropriate habitat type for ITP offsets can be lengthy and complex, with acquisition efforts often realized six or more months following the start of mitigation rights purchasing efforts. Following contracting for mitigation rights, mitigation providers typically undertake a due diligence period during which they conduct field studies to determine the suitability of a parcel as a habitat mitigation site. Following due diligence, agency consultation for site permitting and approvals typically commence. Working with a committed habitat mitigation provider during the HCP development phase and incorporating defined mitigation solutions into the HCP is an effective and efficient way to ensure that mitigation solutions are available and can be implemented upon ITP approval and applicant need. Additionally, enlisting a qualified mitigation site sponsor during HCP development will result in more thoughtfully planned and implemented and higher-quality mitigation site development. The Westervelt Team will discuss their successes and challenges with implementing HCP mitigation and the importance of early engagement with a mitigation provider that can produce successful mitigation solutions.

Speaker	Will Duggins & Tyler Bell
Affiliation	Westervelt Ecological Services
Speaker Biography	Will Duggins and Tyler Bell are part of Westervelt Ecological Services' Rocky Mountain Region in Golden, Colorado. Westervelt is a nationwide restoration and mitigation firm with regional offices in Alabama, California, Colorado, Florida, and Tennessee and has restored and perpetually preserved over 35,000 wetland, stream, and species habitats throughout western and southeastern US. Will Duggins is the Regional Business Developer and a project manager for several landscape-level restoration projects throughout the Rockies. Will is currently managing a large Preble's meadow jumping mouse project and a Colorado River Basin restoration site mapping project. Tyler Bell is the Regional Director and works directly on managing regional restoration and mitigation projects. Tyler and Will are currently working to provide mitigation options on a regional HCP. Tyler served as the mitigation project manager for the NiSource HCP for Columbia Pipeline Group and TransCanada from 2013-2016, developing sites for the fanshell mussel on the Licking River in Kentucky, and elsewhere. She also participated in developing a tri-state, five-species oil and gas bat HCP in the Marcellus and Utica Shales. Today, they're going to speak to some of the benefits of considering compensatory mitigation options early in HCP development.

### *Policy Perspective*

Session Chair	Josh Renner, Williamson County Conservation Foundation
Title	NEPA for HCPs: 2023 Changes and What They Mean



**Abstract** The last year has been full of changes to the NEPA Statute, regulations and policies. This presentation will address those changes, focused on how this affects NEPA documents for HCPs. I will describe where we are now with NEPA and where we are headed. When the Debt Limit Bill (aka Fiscal Responsibility Act of 2023) was passed in June 2023, the NEPA Statute was revised for the first time since its inception 50 years ago. In addition to the Statute changes, a new Executive Order on Environmental Justice has been issued, and the Council on Environmental Quality (CEQ) has issued guidance on how to address greenhouse gases in NEPA documents. Additionally, Phase 2 of the CEQ Regulations are expected soon and will likely include new requirements to address climate change and environmental justice. The presentation will provide an explanation of all of these changes and requirements; describe example NEPA documents developed for forestry and utility HCPs; and include a Question and Answer period.

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**Speaker** Hova Woods

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**Affiliation** Regional Director, East, Environment & Planning, ICF

**Speaker Biography** Hova Woods is a Senior Director in ICF's environment and planning division with 20 years of NEPA experience. She has been managing the development of HCP-NEPA documents since 2014. She is currently on the Project Management team for 7 HCP-NEPA projects for plans spanning permit areas across 15 states, primarily for forestry HCPs and utility HCPs.

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**Title** Federal Regulatory Changes: What do they Mean for Your HCP?

**Abstract** 2023 saw more proposed and new regulatory changes to the Endangered Species Act (ESA) and to important related laws than we have seen in many years. For example, the U.S. Fish and Wildlife Service (USFWS) proposed improvements to Section 10 of the ESA that will affect HCPs and other Section 10 conservation agreements. Also, USFWS published a new ESA Compensatory Mitigation Rule that will affect how mitigation is determined. Finally, the Supreme Court in June handed down a significant decision about the definition of federal jurisdictional wetlands under the Clean Water Act. Many projects have relied upon a Clean Water Act Section 404 permit for dredge or fill of waters or wetlands of the U.S. to provide a nexus to the federal consultation process of the ESA, avoiding the need for HCPs. Now with a narrower definition of federal wetlands, this common nexus will no longer be available to many projects with impacts to listed species. This may result in many new HCPs. With a surge in project HCPs, we could see new interest in large-scale programmatic HCPs to streamline ESA compliance. This presentation will summarize these regulatory and legal changes from the perspective of an HCP practitioner preparing and implementing HCPs throughout the country.

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**Speaker** David Zippin, Ph.D.

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**Affiliation** Senior Vice President, ICF



**Speaker Biography** David Zippin, Ph.D., is a Senior Vice President at the consulting firm ICF, where he leads ICF's large practice in habitat conservation planning and implementation nationwide. He has more than 30 years of experience preparing and implementing project and regional habitat conservation plans and conservation strategies under state and federal endangered species acts. David has prepared over 80 conservation plans and their environmental documents in over 30 states and U.S. territories for a wide range of government agencies and industries. David is working with clients around the country to prepare large-scale, multi-species conservation plans, assess their success and challenges, and amend them. For over 20 years, David has taught Endangered Species Act compliance, habitat conservation planning for endangered species, and habitat conservation plan implementation at the University of California Extension Program, at the USFWS National Conservation Training Center outside Washington, DC, and to clients. David has been on the Coalition Board of Directors since 2016 and is a founding member of the organization.

### *Legislative Update*

Session Chair	Terah Donovan, ESA and Abigail Fateman, East Contra Costa County Habitat Conservancy
Title	Legislative Update
Speaker	Dave Ramey
Affiliation	Kadesh & Associates
Speaker	Mark Kramer
Affiliation	The Nature Conservancy

## Day 2

### *Business Section*

Session Chair	Terah Donovan, ESA
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### *Celebrating 40 Years of HCPs*

Session Chair	Trish Adams, USFWS & Abigail Fateman, East Contra Costa County Habitat Conservancy
Title	Where We Started
Speaker	Dan Cox
Affiliation	USFWS
Speaker Biography	Dan Cox works for the US Fish and Wildlife Service out of the Sacramento Field office. He oversees the division of Recovery and Conservation planning (including HCPs) for the office.

Title	Evolution of the HCP Program (the early years)
Speaker	Eric Tattersall
Affiliation	HCP Coordinator, USFWS - Northeast Region 5
Speaker Biography	Eric Tattersall is the USFWS' HCP Coordinator for the Northeast Region (R5) in Hadley, MA. A recent repatriate to the Northeast, Eric's career as a wildlife biologist has primarily been in California, including more than 18 years in the Sacramento Fish and Wildlife Office. His federal career started with the USFWS in 2004 as a Senior Biologist and moved on to supervising a division working exclusively on HCPs. Eric then broadened his experience to include managing section 7 and Recovery Divisions. Prior to his federal career, Eric was a private consulting biologist for 12 years located in central and then northern California working on projects throughout the West. He has also worked for the California Department of Fish and Game and with the University of California Refuge System.
Title	HCP Success Stories: Contributions to Recovery
Speaker	Jeremy Hulleric
Affiliation	Community Liaison, Travis County Natural Resources or Balcones Canyonlands Conservation Plan
Speaker Biography	Jeremy Hull is the Community Liaison for Travis County Natural Resources and manages outreach, education, and volunteering for the program focusing on the Balcones Canyonlands Preserve in Austin, Texas. He holds a B.S. in Natural Resources Management from Texas Tech University. With a deep-rooted passion for the environment, Jeremy finds joy in connecting with others and sharing his love for the natural world. His commitment to fostering community engagement is pivotal in advancing the cause of conservation.
Title	Improving Implementation of the HCP Program
Speaker	Kevin Connally
Affiliation	USFWS
Speaker Biography	Kevin Connally currently serves as the USFWS Washington Field Office's Assistant Field Supervisor, where he supports a team focused on conservation issues in Washington's Prairies and Salish Sea Islands. For more than 20 years, Kevin has developed, implemented, administered, and issued HCPs and ITPs for NGOs, local and state agencies, and three USFWS Regions. Kevin has shared his experiences with HCP practitioners as an instructor for NCTC's HCP and coursework since 2010.

### *Drought, Thunder, and Mice, Oh My! HCP s and Climate Change*



Session Chair	Abigail Fateman, East Contra Costa County Habitat Conservancy
Title	Climate Extremes, Conservation, and Tree/Shrub Die-off impacts on habitats in Contra Costa County, CA
Abstract	<p>The East Contra Costa County Habitat Conservancy, CA (HCP/NCCP) is expected to acquire up to 30,300 acres of habitat with specific goals for specific habitat types as well goals for restoration of habitats to support the 28 species listed in the state and federal permits. In the winter of 2021, the greater SF Bay area started to experience a rapid die-off of non-native and native trees and shrubs. This impacted areas within the HCP's high priority acquisitions for the Preserve System.</p> <p>Mount Diablo State Park and Save Mount Diablo noticed a large population of trees and chapparal shrubs which appeared to be dead or dying in a region filled with endemic and endangered species, plants and animals. As the year progressed, SMD noticed that the same impacted area had grown dramatically in size. Concerned conservation agencies collaborated to hire a mapping contractor (drone) and a local pathologist to study areas of high density impacts in the Mount Diablo area, as a means of understanding causation as well as modes of future management within the open space. This talk will cover findings of said study, as well as current management in the area, thanks to the partnerships involved in protecting the beautiful Mount Diablo area. This is a story of conservation, science, and climate adaptation.</p>
Speaker	Sean Burke
Affiliation	Land Programs Director, Save Mount Diablo
Speaker Biography	Sean Burke is the Land Programs Director for Save Mount Diablo, a local non-profit land conservation organization in the Mount Diablo area, focused on land acquisition, advocacy, stewardship, and education. He previously worked as a Park Ranger for the East Bay Regional Park District where he focused on many large infrastructure projects, as well as natural, cultural, and rangeland resource management, including rare and endangered plant and animal species stewardship projects, the opening of new land banked properties for the public benefit, and acting as a steward in public education while leading large volunteer restoration projects.
Title	Abrupt Southern Great Plains thunderstorm shifts linked to glacial climate variability
Abstract	Williamson County's Regional Habitat Conservation Plan (RHCP) has become an important component of the local (north Austin and beyond) development and conservation landscape. This RHCP is also involved in world-class, cutting-edge research with funding directed primarily towards filling data gaps for species occurring in the County. However, significant resources are dedicated for researchers currently recreating the climate of the Southern Great Plains using

stalagmites from local caves, with the first peer reviewed publication being published in Nature Geoscience (2021).

The peer reviewed publication provided insight into rainfall across Texas 30 – 50 thousand years ago and the next (unpublished) paper will investigate the past 400 thousand years.

The analysis of past climate regimes encapsulated within stalactites may give clues regarding future macroscale rainfall scenarios across the Southern Great Plains and more specifically, rainfall across the karstic landscape of Texas with the assumption of a rapidly warming climate. On its face, the potential for increased rainfall across this region may prove beneficial for terrestrial organisms that depend on a saturated atmosphere in karst voids (i.e., troglobites) or those species reliant upon a permanently wetted aquifer (e.g., stygobites). However, stronger thunderstorms capable of dropping large amounts of rain within a short duration may not be beneficial if flooding negatively impacts the subterranean ecosystem. We explore potential impacts to subterranean fauna with the assumption that a hotter Texas is a wetter Texas.

Speaker	Stephen Van Kampen-Lewis
Affiliation	Project manager, SWCA
Speaker Biography	<p>Mr. Van Kampen-Lewis has more than 10 years of experience in natural resources services, business, and project management. His expertise includes Endangered Species Act compliance, Clean Water Act compliance; and due-diligence documentation for many different types of projects, including environmental permitting with local, state, and federal state agency coordination. Through his management role, he is responsible for contract development, project scheduling, agency coordination, client team coordination, and quality assurance/quality control reviews.</p> <p>Mr. Van Kampen-Lewis is SWCA's project manager for the Williamson County Regional Habitat Conservation Plan (RHCP) and provides a wide range of support services, including biota surveys, report preparation, and subject matter assistance for karst invertebrates, Eurycea salamanders, freshwater mussels, and other rare species in the County. He is also the project manager for the Williamson County RHCP amendment which is adding two additional karst invertebrates, three Eurycea salamanders, one butterfly, and one bat for incidental take coverage.</p>
Title	Species on Edge: Climate Change Predictions for Coastal Small Mammals in Alabama and Florida
Speaker	Bill Lynn
Affiliation	Wildlife Biologist, USFWS

Speaker Biography Bill Lynn is a Wildlife Biologist with the U.S. Fish and Wildlife Service and is based in the Alabama Field Office. He is the Recovery and Permitting Lead for the Alabama beach mouse (*Peromyscus polionotus ammobates*).

### *Annual Report Show and Tell*

Session Chair	Kimberlee Harvey, Balcones Canyonlands Conservation Plan
Title	Placer County HCP/ NCCP
Abstract	Placer County will provide an update on its implementation of a fully integrated HCP and Clean Water Act Section 401/404 Program.
Speaker	Gregg McKenzie
Affiliation	Executive Director, Placer Conservation Authority
Speaker Biography	Gregg McKenzie is the Executive Director of the Placer Conservation Authority responsible for implementing the Placer County Conservation Program (PCCP), a multi-species federal Habitat Conservation Plan and California Natural Community Conservation Plan covering more than 269,000 acres in Western Placer County. The PCCP integrates state and federal endangered species act permitting with programmatic permitting and mitigation for wetlands and other waters of the U.S., State, and County under one comprehensive program. In his spare time Gregg has served as a City of Rocklin Planning Commissioner for the past 15 years and is an avid Ironman triathlete finishing 27 Ironman races to-date.
Title	15 years of the Coachella Valley MSHCP: Successes, challenges, and opportunities for the future!
Abstract	The Coachella Valley Multiple Species Habitat Conservation Plan is a Joint HCP/NCCP in California, which established a Reserve System to ensure the conservation of 27 Covered Species, 23 natural communities, and 3 Essential Ecological Processes in perpetuity. This Reserve System consists of 21 priority Conservation Areas built around existing protected lands managed by local, state, or federal agencies and non-profit conservation organizations. The Coachella Valley Conservation Commission (CVCC) has made significant progress since the Plan's inception, with over 103,000 acres conserved among our partners since the Permit was approved. Authorized disturbance in Conservation Areas remains infrequent, just under 450 acres in total since baseline planning began in 1996. Development outside the conservation areas, including important road projects and water infrastructure, continued through the streamlined process facilitated by the Plan. Biological monitoring activities continue to gather important data on covered species and the effects of climate change, including an expanded study of desert tortoise occupancy and genetics, ongoing monitoring of aeolian sand dune species, and expanded studies on climate resiliency and location and demographics of yellow bats, Coachella Valley milkvetch, little San Bernardino linanthus, burrowing owls, and Peninsular bighorn sheep. CVCC has also developed an ArcGIS online land management database to better monitor and

protect conservation lands and assets from illegal dumping, invasive species, and vehicle trespass. As part of our structure, CVCC has partnered with multiple community organizations to maintain habitat values and expand outreach, access, and education opportunities for vulnerable communities in and among the Wildland-Urban Interface.

Speaker	Kathleen Brundige
Affiliation	Director of Conservation, Coachella Valley Conservation Commission
Speaker Biography	Kathleen Brundige is the Director of Conservation for the Coachella Valley Conservation Commission, a Joint Powers Authority responsible for administering the Coachella Valley Multiple Species Habitat Conservation Plan. She has devoted her career to addressing a wide variety of conservation issues in the high and low desert regions of southern California, including spatial ecology, road ecology, climate resiliency, development of monitoring protocols, adaptive management, restoration, and cutting the green tape. Kathleen also coordinates environmental education initiatives that increase access to open space and equitable career pathways while supporting conservation and long-term stewardship. She currently also teaches Ecosystem Management, Wildlife Management, and Careers in Natural Resources at the College of the Desert.
Title	Balcones Canyonlands HCP
Speaker	Kimberlee Harvey
Affiliation	BCCP Officer, Balcones Canyonlands Conservation Plan (BCCP)
Speaker Biography	Kimberlee has over 25 years of experience in environmental conservation working in the academic, private, and public sectors. She began working for the Balcones Canyonlands HCP program in 2012 and currently serves as the Balcones Canyonlands Conservation Plan (BCCP) Officer, which is a position jointly funded by the City of Austin and Travis County, Texas.
Title	Western Riverside MSHCP
Abstract	The Western Riverside County Multiple Species Habitat Conservation Plan (MSHCP) is as much a conservation strategy as it is an infrastructure development vehicle. From 1984 to 2004 (when the MSHCP was permitted), Riverside County grew an astonishing 236%, putting a strain on sensitive habitats, endangered and threatened species, and infrastructure not built to support the rapidly growing population. With the help of the MSHCP, vital transportation projects were completed to accommodate the new communities it serves. The MSHCP reduces the ESA compliance timeline from one to five years for projects that go through the MSHCP and for projects that have a federal nexus and achieve ESA compliance via Section 7 of the ESA. For Western Riverside County, the MSHCP's benefit to transportation development has been immense. More than 40 transportation projects have been permitted through the MSHCP including the I-15 Express Lanes Project, Metrolink Perris Valley Line, and the 71/91 Interchange

Project (under construction). Streamlining transportation has led to more than \$5 billion in transportation investments, creating thousands of jobs, and getting people moving. Not to mention, the Western Riverside Regional Conservation Authority continues to make strides assembling the 500,000-acre reserve system comprised of large core blocks of interconnected habitats to protect the 146 MSHCP covered species.

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Speaker	Aaron Gabbe
Affiliation	Western Riverside County MSHCP
Speaker Biography	Listed Above

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*Highlighted HCPs- Powering Up*

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Session Chair	Chris Chaput, Pierce County
Title	Planning for 30 Years of Transmission Infrastructure Development
Abstract	<p>Development of HCPs requires planning at the programmatic scale with built-in flexibility for project-level implementation. Although technically challenging, statistical models provide a useful planning tool to estimate how unknown future development interacts with unknown future distributions of protected species. Predictive modeling is speculative in nature and relies on current patterns of infrastructure development and species distributions for provisional forecasting. Adaptive management, one component of an HCP, affords a mechanism for FWS and permittees collaborations to address uncertainties throughout the incidental take permit's lifetime. However, carefully embedding flexibility in conservation programs is essential to success for both the federal agencies permitting HCPs and permittees conducting covered activities. This presentation discusses development and validation of build-out models used in the American Electric Power HCP with comparisons to current construction patterns. By integrating predictive modeling into the planning phase at the programmatic scale and assimilating flexibility during project-specific implementation, HCPs can better address uncertainties and challenges, leading to successful conservation outcomes and sustainable development.</p>

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Speakers	Natasha A. Brown, Ph.D., Allison R. Wheaton, Eric Huebner
Affiliation	Technical Analyst, Environmental Solutions & Innovations, Inc. (ESI), Environmental Specialist Principal, American Electric Power, Inc. (AEP), Environmental Advisor, Lower Colorado River Authority (LCRA)
Speaker Biographies	Dr. Brown is a population ecologist whose work explores the mechanisms influencing wildlife populations and community dynamics. She applies innovative ecological modeling techniques to understand and predict potential effects to wildlife and habitat for the development of research and project-level impact analyses. Dr. Brown developed the models used to estimate impacts of forest-management practices on bats and their habitat for the Pennsylvania, Missouri

Department of Conservation, and Lake States Bats and Forestry HCPs. Her fundamental understanding of forestry and land management is founded upon a solid academic and research background, combined with invaluable experience gained working with her family-owned timber company and sawmill, where she resides in southeastern Indiana. When she's not "nerding out" or scaling timber, you can find Dr. Brown hiking, backpacking, and sketching.

Allison is an Environmental Specialist Principal at AEP, working in the Environmental Services Department and supporting Energy Delivery projects, including the Multispecies Habitat Conservation Plan for Transmission Construction Activities. Before coming to AEP in 2018, she spent several years as an environmental consultant focusing on wetland and stream delineations, threatened and endangered species, aquatic resources/stormwater permitting, and project management. Allison received her B.S. in Conservation Biology from Kent State University in 2007, and currently resides in Columbus, Ohio. In her free time, she enjoys hiking, traveling, and spending time with her family.

Erik Huebner is an Environmental Advisor for the Lower Colorado River Authority (LCRA) in Austin, Texas. Erik has over 25 years of experience in endangered species permitting and compliance, both as a consultant and in industry. He is currently the administrator of LCRA Transmission Services Corporation's Transmission System HCP. Erik is an avid birder, and also enjoys cycling, playing guitar, and his Australian Cattle Dog, Alice.

### *Monitoring and Adaptive Management of Preserves and Species*

Session Chair	Adrienne Lee, ESA
Title	Monitoring and Adaptive Management of Preserves and Species
Speaker	Sal Chinnici
Affiliation	Director, Forest Sciences, Humboldt and Mendocino Redwood Companies
Speaker Biography	Sal is a senior environmental management professional with over thirty years of experience in blending the habitat needs of threatened and endangered species with forest management in the redwood region. He has initiated and supervised long-term monitoring programs for the northern spotted owl and marbled murrelet under a multi-species Habitat Conservation Plan. Sal received a Bachelor of Sciences Degree in Wildlife Management from Humboldt State University in 1977. In 2007 Sal was designated as a Certified Wildlife Biologist® by The Wildlife Society.
Title	Monitoring of Covered Species for Green Diamond Resource Company's Forest Habitat Conservation Plan, 2019-2023
Abstract	The Forest Habitat Conservation Plan for Green Diamond's California Timberlands, approved in June 2019, covers approximately 365,000 acres of

commercial timberlands. The covered species are northern spotted owl, fisher, and tree voles. Green Diamond conducted mark-recapture studies for northern spotted owls since 1990 and is implementing field experiments on lethal removal of barred owls under the conservation program to evaluate effects on northern spotted owl demographics and site occupancy. We conducted camera surveys for fisher in 2018-2020 followed by estimates of site occupancy. Site occupancy was related to latitude and its quadratic and hardwood basal area within a 4km buffer. Mean site occupancy was 0.569 in 2018-19 and 0.715 in 2019-2020. An initial site occupancy model for tree voles was based on presence of voles in collections of regurgitated pellets at spotted owl territories. On average, pellet occupancy of sites was identical during the early and later years of analysis (0.60 early; 0.59 late). Vole occupancy of sites with collected pellets averaged 0.62 during the early and 0.55 during the later years of analysis.

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Speaker	Keith Hamm
Affiliation	Green Diamond Resource Company, Green Diamond Resource Company's Forest HCP
Speaker Biography	Listed Above

### *Highlighted HCP- A Look at Southern California- Different HCP Approaches*

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Session Chair	Jaclyn Catino-Davenport, ESA
Title	Expanded Criteria for Selecting Covered Species for a Regional HCP
Abstract	<p>The identification of covered species for a Regional HCP is a relatively straightforward, but often surprisingly complex process. Covered Species are the species that will be covered by the Incidental Take Permit (ITP) issued by USFWS and for which the HCP provides conservation actions (typically habitat protection, monitoring, and management) to fully offset and minimize and mitigate to the maximum extent practicable the impacts of activities (take) covered by the HCP and ITP. Typically, four standard criteria are applied during the covered species evaluation process to determine the potential for take and the likely need for an ITP, including 1.) Occurrence: is the species likely to occur in the Plan Area; 2.) Listing Status: Is the species federally listed or likely to be listed during the permit term; 3.) Impact: Area HCP covered activities likely to impact the species resulting in take; and 4.) Data and Information: Do we know enough about the species distribution and life history to adequately assess the potential for take and to develop a science-based conservation strategy. Note: For HCPs that also support incidental take under state endangered species laws the same criteria are applied at the state level. While these are seemingly straightforward criteria, each criterion does require a level of expert opinion and professional judgement. Furthermore, stakeholder involvement brings other conservation interests to the table, advocating for additional covered species that are of local conservation interest even though they do not meet the standard four covered species selection criteria. The North County Multiple Species Conservation Plan (North</p>

County Plan, north-central unincorporated San Diego County, California) has applied a fifth criterion (Indicator Species) to allow inclusion of additional Covered Species. While adding additional indicator species as Covered Species does not increase the regulatory coverage of the HCP, indicator species can provide a mechanism for evaluating habitat structure and ecological function of an HCP preserve, and therefore provide value to the HCP through the information gained from management and monitoring of the indicator species. In this presentation we will review the addition of the fifth criterion to inform the Covered Species selection process, the collaborative process to define its parameters, and how it was used to address stakeholder interests and improve the science-based management and monitoring strategy of the North County Plan.

Speaker	Stephanie Neal
Affiliation	Senior Planner, County of San Diego
Speaker Biography	Stephanie Neal is a Senior Planner in the Sustainability Planning Division within the County of San Diego's Department of Planning & Development Services. With a B.S. in Biological Sciences with a concentration in Ecology from the California State University of San Marcos, she 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 6 years at the County, Stephanie has worked on a variety of projects including conservation programs to preserve farmland and habitat 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.
Title	15 Years of the Coachella Valley MSHCP: Successes, Challenges, and Opportunities for the Future
Abstract	The Coachella Valley Multiple Species Habitat Conservation Plan is a Joint HCP/NCCP in California, which established a Reserve System to ensure the conservation of 27 Covered Species, 23 natural communities, and 3 Essential Ecological Processes in perpetuity. This Reserve System consists of 21 priority Conservation Areas built around existing protected lands managed by local, state, or federal agencies and non-profit conservation organizations. The Coachella Valley Conservation Commission (CVCC) has made significant progress since the Plan's inception, with over 103,000 acres conserved among our partners since the Permit was approved. Authorized disturbance in Conservation Areas remains infrequent, just under 450 acres in total since baseline planning began in 1996. Development outside the conservation areas, including important road projects and water infrastructure, continued through the streamlined process facilitated by the Plan. Biological monitoring activities continue to gather important data on covered species and the effects of climate change, including an expanded study of desert tortoise occupancy and genetics, ongoing monitoring of aeolian sand dune species, and expanded studies on climate resiliency and location and demographics of yellow bats, Coachella Valley milkvetch, little San Bernardino



linanthus, burrowing owls, and Peninsular bighorn sheep. CVCC has also developed an ArcGIS online land management database to better monitor and protect conservation lands and assets from illegal dumping, invasive species, and vehicle trespass. As part of our structure, CVCC has partnered with multiple community organizations to maintain habitat values and expand outreach, access, and education opportunities for vulnerable communities in and among the Wildland-Urban Interface.

Speaker	Kathleen D. Brundige
Affiliation	Director of Conservation, Coachella Valley Conservation Commission
Speaker Biography	Listed Above

## Day 3

### *Highlighted HCPs- Water Management*

Session Chair	Jana Gray, Guadalupe- Blanco River Authority
Title	Large-scale ESA Compliance and Conservation Planning for Water Management in South Florida

**Abstract**

The South Florida Water Management District (District) is a regional governmental agency that manages the water resources in the southern half of the state, covering 16 counties that encompass approximately 18,000 square miles serving a population of 9 million residents. Created in 1949, the District is the oldest and largest of the state's five water management districts and is responsible for managing and protecting water resources of South Florida by balancing and improving flood control, water supply, water quality and natural systems. A key initiative of the District is restoration of the Everglades – the largest environmental restoration project in the nation's history. As part of the massive Everglades Restoration Program, the District is responsible for creating and managing large man-made wetlands (over 100,000 acres in total) that are designed to remove phosphorous and nutrients from flood and storm runoff draining vast agricultural areas before it enters the Everglades. Since 2010, these created wetlands have attracted the nomadic Everglades snail kite, an endangered species. The kite's nests have increased in number and extent to the point that operational restrictions implemented to protect kite nests can modify operations in ways that may prevent the District from meeting its goals for flood control, water delivery, phosphorus sequestration, and vegetation restoration. This, in turn, risks the District's ability to meet its state-mandated water quality goals. This presentation will review the unique biology of the snail kite that attracts it to managed wetlands and the challenges this creates for water operations to support the largest ecosystem restoration program in the country. The District has embarked on a multi-year process to develop a joint HCP and Safe Harbor Agreement for the kite and other species to help ensure that

they can meet their water quality obligations while protecting listed species in South Florida.

Speaker	Holly Andreotta
Affiliation	South Florida Water Management District
Speaker Biography	Holly Andreotta has over 20 years of experience overseeing permitting and compliance for multiple large-scale Everglades restoration projects at the South Florida Water Management District with an emphasis on managing, protecting, surveying, and monitoring of protected state and federal species. She is a Florida Fish and Wildlife Conservation Commission Florida burrowing owl and gopher tortoise registered agent permit holder and a certified observer for an array of protected species found throughout Florida. She coordinates with regulatory agencies, the public, and multiple stakeholders to ensure the District's Everglades restoration, flood protection, water supply, and land management goals are met.
Title	Gathering Data to Inform Habitat Conservation Plan Development
Abstract	As a part of the planning process for the Guadalupe River Habitat Conservation Plan (GRHCP), the Guadalupe-Blanco River Authority (GBRA) identified a lack of significant information on several species currently proposed for inclusion in the plan. Three freshwater mussel species that are restricted to the Guadalupe River Basin are currently proposed as federally endangered; the Guadalupe Orb ( <i>Cyclonaias necki</i> ), False Spike ( <i>Fusconaia mitchelli</i> ), and Guadalupe Fatmucket ( <i>Lampsilis bergmanni</i> ). GBRA identified the lack of spatial distribution data available on these species as a major concern and initiated survey efforts to fill data gaps to better estimate the impact of covered activities on these native Texas mussels. GBRA and Bio-West Inc. focused mussel surveys on areas devoid of data as well as locations relevant to the proposed covered activities, such as sections of river downstream of wastewater discharges. Similarly, species-specific ammonia tolerance data was not available for these three native mussels. Because ammonia is toxic to mussels and wastewater discharges that contain ammonia are a primary covered activity of the GRHCP, significant effort was made to gather species-specific tolerance information. The data gathered has shed light on the status and distribution of the species as well as their tolerance to ammonia, which has informed discussions with potential second party take participants and aided GBRA's approach to defining take methodologies and developing mitigation/conservation strategies.
Speaker	Chad Norris
Affiliation	Deputy Executive Manager of Environmental Science, Guadalupe-Blanco River Authority
Speaker Biography	Chad Norris is the Deputy Executive Manager of Environmental Science at the Guadalupe-Blanco River Authority. In this role, Norris oversees the science efforts of the Guadalupe River Habitat Conservation Plan, rare mussel research, and the environmental lab. Previously, Norris worked for the Texas Parks and Wildlife

Department (TPWD) for 22 years. His work there included serving on various scientific committees, freshwater springs and rare species research, providing technical guidance to private landowners, and representing TPWD at various water planning and policy meetings.

Norris earned a Bachelor of Environmental Science from the University of Houston–Clear Lake and a Master’s in Aquatic Biology from Texas State University.

### *Amendments and Renewals- Moderated Q & A*

Session Chair	Leo Lentsch, Civil & Environmental Consultants, Inc.
Title	Williamson County
Speaker	Josh Renner
Affiliation	Environmental Program Manager, Williamson County
Speaker Biography	Josh Renner graduated from Texas State University with a Bachelor of Science in Wildlife Biology, earned his Master of Science in Wildlife Ecology from the same university, and is recognized by the Wildlife Society as an Associate Wildlife Biologist. He currently serves as the Environmental Program Manager of Williamson County and is the primary administrator of the Williamson County Regional Habitat Conservation Plan. He also assists the National Habitat Conservation Plan Coalition promote their mission aiding in the organization of board meetings and contributing to various committees within the coalition. He believes that educational outreach and properly informing policy are a priority in ensuring the symbiotic and sustainable relationship between natural resources and development.
Title	Edwards Aquifer
Speaker	Scott Storment
Affiliation	Executive Director of the Threatened and Endangered Species Department, Edwards Aquifer Authority
Speaker Biography	Scott Storment is the Executive Director of the Threatened and Endangered Species Department at the Edwards Aquifer Authority and has been the Program Manager of the Edwards Aquifer Habitat Conservation Plan (EAHCP) since 2018. In that capacity, Mr. Storment oversees the implementation of the Habitat Conservation Plan which manages and mitigates conservation strategies to protect the threatened and endangered species inhabiting the Edwards Aquifer and the San Marcos and Comal rivers from activities such as groundwater pumping. Moreover, Mr. Storment works closely with the U.S. Fish and Wildlife Service and Permittees of the EAHCP Incidental Take Permit to coordinate various habitat restoration efforts over the Edwards Aquifer. Currently, Mr. Storment is leading the effort to renew the Incidental Take Permit and the EAHCP to continue the implementation of springflow and habitat protection measures over the Edwards Aquifer for decades to come.

## *New Techniques for Outreach: Continuing Engagement Throughout the Permit Term*

Session Chair	Kelly Malloy, San Bernardino Valley Municipal Water District
Title	Inreach & Outreach- Methods for Comprehensive Stakeholder Engagement During HCP Development
Abstract	In January 2023, the Wisconsin, Michigan, and Minnesota Departments of Natural Resources completed their Lake States Forest Management Bat Habitat Conservation Plan, which resulted in a 50 year Incidental Take Permit. This three state HCP included a comprehensive outreach plan that balanced external stakeholder “out-reach” and internal agency “in-reach” needs that resulted in an HCP that meets the needs of each of the participating agencies as well as key stakeholders. The external outreach methods included three pre-NEPA stakeholder comment opportunities (which each included notifications, website updates, webinars, and comment processing/responses), a NEPA public comment period, outreach to landowners who are interested in participating in a Landowner Enrollment Program, as well as regular updates to key stakeholders along the way. The internal methods included informal consultation teams for subject matter experts, several review periods for impacted staff and agency leadership review, and regular updates to key staff. While this approach required extensive coordination between the three state agencies, the extra work was worthwhile. We were able to build trust, address concerns, and adapt the HCP to fit our collective needs.
Speaker	Lacy Levine, MPA
Affiliation	Conservation Mgmt. & Rare Resources Supervisor, Minnesota Department of Natural Resources
Speaker Biography	Lacy Levine leads a team of professionals dedicated to conservation management initiatives and rare natural resources at the Minnesota Department of Natural Resources (DNR). She was a co-project manager for the Lake States Forest Management Bat Habitat Conservation Plan for the State of Minnesota. She is overseeing an analysis of DNR activities that may affect federally listed species to scope an ESA Section 10 compliance strategy. Prior to her current role, Lacy served as a natural resource policy analyst and manager at the Minnesota DNR’s Forestry Division and at the New Mexico Department of Agriculture. Lacy has a B.S. in Environmental Science (with a legal studies minor) from the University of Texas at San Antonio and a Master’s in Public Affairs from the University of Texas at Austin. Lacy is originally from El Paso, Texas, but now calls Minnesota home.
Title	Establishing Community Buy-in and Local Participation in the Guadalupe River HCP

**Abstract** The Guadalupe-Blanco River Authority (GBRA) is in the planning process of a basin wide habitat conservation plan. The Guadalupe River Habitat Conservation Plan (GRHCP) is intended to be a resource for the basin by allowing stakeholder input and creating a Second Party Take Program allowing other organizations that may cause take to endangered species to participate long term. GBRA has held a series of meetings to collect public sentiment that will inform the GRHCP. These meetings have included interactive elements, both in person and virtually, that encouraged discussion and captured the questions, comments, and concerns voiced by the public. GBRA has also formed a Technical Advisory Group (TAG) to provide unbiased scientific feedback on the GRHCP by reviewing and providing input on different sections and chapters of the GRHCP. The structure of the GRHCP will have GBRA as the sole permittee, with Second Party Take Participants covered under Certificates of Inclusion. GBRA went through an extensive process of identifying, contacting, and forming relationships with future GRHCP enrollees, and currently has twelve entities participating. GBRA recognizes that all users of the Guadalupe effect each other and is using the Second Party Take Program to support an ecosystem approach to protecting endangered species in the Guadalupe River Basin.

<b>Speaker</b>	Jana Gray
<b>Affiliation</b>	Habitat Conservation Plan Coordinator, Guadalupe-Blanco River Authority (GBRA)
<b>Speaker Biography</b>	Jana Gray is the Habitat Conservation Plan Coordinator at the Guadalupe-Blanco River Authority (GBRA) where she has been part of the planning process for the Guadalupe River HCP. Before moving into her coordination role, she was the Water Quality Technician for GBRA's Clean Rivers Program and a Laboratory Technician in the Environmental Laboratory. She serves on the Implementing Committee for the Edwards Aquifer HCP and the NHCP Programming Committee. She has a B.S in Biology from the Texas A&M University-Corpus Christi and a M.S. in Environmental Science from the University of Texas at San Antonio.
<b>Title</b>	Little Grants, Big Impacts
<b>Abstract</b>	The presentation will look at how small-scale grants (<\$50,000) can be used to create meaningful educational engagements with permit holders and the broader community, without the administrative burdens that larger grants can sometimes bring. PKHCP staff used two small grants to fund installation of a coastal demonstration garden and implement a series of coastal landscaping workshops and plant giveaways that focused on use of native coastal species as required by PKHCP permits. Utilizing "gateway" topics like landscaping/gardening to educate owners about species conservation increased positive interactions and overall level of engagement. In addition to stated project goals, staff noted secondary benefits, including increased interest in species conservation within the larger community, increased volunteer recruitment and establishment of beneficial relationships between permit holders and local businesses.

Speaker	Samantha Bolduc
Affiliation	Environmental Program Manager, Escambia County Perdido Key Habitat Conservation Plan
Speaker Biography	Samantha Bolduc is an Environmental Program Manager with the Escambia County Natural Resources Management Department. She implement's the County's Programmatic Perdido Key Habitat Conservation Plan and oversees development review, permit compliance, species monitoring and education and outreach efforts. She has a B.S In Natural Resource Conservation from the University of Florida and seven years' experience in habitat conservation and community engagement. When not in the office you can find her enjoying a stroll on the beach or through the woods.

## *Getting to Know the National HCP Coalition*

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### **Who Are We?**

**The Coalition is made up of a wide spectrum of partners motivated to be engaged in the development and implementation of large scale Habitat Conservation Plans (HCPs). Local governments, business and land-owner interests, special districts, NGO's, consulting firms and scientists have found common ground and shared interest in advancing the HCP model.**

### **Our Mission**

“The Mission of the National Habitat Conservation Planning Coalition is further the use, effectiveness of, and support for large scale Habitat Conservation Plans as local solutions facilitating economic development and the conservation of threatened and endangered species and their habitats.”

## *Our Board of Directors*

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| Michael Beck  | Michael Beck, San Diego Director of Endangered Habitat League, President of Endangered Habitats Conservancy, and San Diego County Planning Commissioner, CA. Michael Beck is the San Diego Director of Endangered Habitats League (EHL) and President of its sister land trust, Endangered Habitats Conservancy. EHL formed in 1991 to advocate for the listing of the California gnatcatcher, the listing of which drove the development of NCCP/HCP programs in southern California. EHL has been engaged in large scale conservation planning, implementation, and related land use, policy and financing since 1991. Michael is also a San Diego County Planning Commissioner.   |
| Valerie Covey | Valerie Covey was elected to represent Williamson County Precinct Three on the Williamson County Commissioner's Court in November 2006 and was reelected to her third full term in November 2016. She serves the county by participating on various boards and committees, including: the Williamson County Conservation Foundation, the Williamson County Mental Health Task Force, the Williamson County Regional Animal Shelter Board, the Williamson County Audit Committee, the Williamson County Investment Committee, Opportunities for Williamson and Burnet Counties, the CAPCOG General Assembly and the National Habitat Conservation Foundation Coalition, of which she chairs. In August 2019, Covey was appointed by Governor Greg Abbott to the Governing Board of the Texas Indigent Defense Commission. She attended the University of Texas at Austin, where she earned a degree in accounting and has been licensed as a certified public accountant for more than 30 years. She and her husband of 34 years, Mark Covey, have lived in Georgetown, TX since 1994, and are blessed with three sons and a daughter-in-law. Commissioner Covey serves as the President of the National HCP Coalition. |
| Timothy Day   | Timothy Day, Senior Natural Resources Manager, Escambia County, FL. Tim Day manages several divisions including: Marine Resources, Mosquito Control, Natural Resources Management, Environmental Code Enforcement, Water Quality, and RESTORE. Tim's primary interest is in coastal biology and enjoys finding solutions to managing wildlife resources in the context of public use and private property rights. He has worked with the Perdido Key beach mouse,  |

nesting marine turtles, and shorebirds since 2004 and is in the seventh year implementing the Perdido Key Habitat Conservation Plan. Tim holds a Bachelor of Science in Animal Ecology from Iowa State University and was the recipient of the 2006 USFWS “Partners in Conservation” award and the USFWS Southeast Region “Regional Recovery Champion” in 2017. Tim serves as the Secretary of the National HCP Coalition.

- Terah Donovan** Terah Donovan is Senior Principal Conservation Biologist at Environmental Science Associates. Terah manages an integrated natural resource management program for rare and endangered species and ecosystems in California. She balances at-risk species conservation and recovery with economic development, infrastructure construction, operations and maintenance. Together with her clients, she ensures project outcomes that meet regulatory requirements and result in better ecological and financial outcomes. Her team integrates the best available science, management and monitoring methods, and technology into their projects. She creates project opportunities for her colleagues that allow for professional engagement and growth. Terah has supported the planning or implementation of 17 HCPs. Terah is based in San Diego, CA and has worked in the environmental field for over 20 years, with a focus on HCPs. She serves as a Director and Vice-President of the National HCP Coalition and is Program Committee Co-chair. She was Alumna-in-Residence at Duke University in 2017. She holds a Bachelor of Arts in Environmental Science from Northwestern University and a Master of Environmental Management in Conservation Science and Policy from Duke University. She is a returned Peace Corps Volunteer from Bolivia. In 2020, she learned to surf. Terah serves as the Vice President and Program Committee Co-chair of the National HCP Coalition.
- Abigail Fateman** Abigail Fateman is the Executive Director of the East Contra Costa County Habitat Conservancy, which implements the region’s Habitat Conservation Plan/ Natural Community Conservation Plan. She was involved in the development of the Plan (starting in 2003) and after Plan adoption served as the Land and Habitat Manager before becoming the Executive Director. Ms. Fateman earned a M.S. from the University of Michigan’s School of Natural Resources and Environment, where her research focused on stream ecology and monitoring stream health in urbanized areas. Ms. Fateman has been involved in conservation efforts including land management, scientific research, and policy development for over twenty-five years. Ms. Fateman serves as the Program Committee Co-chair of the National HCP Coalition.
- Dr. Aaron Gabbe** Dr. Aaron Gabbe has over fourteen years professional experience leading stakeholder-driven, regional Habitat Conservation Plans, Natural Community Conservation Plans, and non-regulatory conservation plans (Regional Conservation Investment Strategies) across a wide range of landscapes and natural communities for a diversity of endangered and threatened fauna and flora in California and Oregon. Aaron is currently the Director of the Western Riverside County Regional Conservation Authority, which is the operator for the Western Riverside County Multi-Species Conservation Plan. Prior to this, Aaron was a Managing Director at ICF where he managed and oversaw the preparation and



implementation of multi-species conservation plans for endangered species throughout California and Oregon.

T. Milford  
Harrison

T. Milford Harrison was elected to the San Bernardino Valley Municipal Water District Board in 2018. He currently serves as Board Treasurer and represents Division IV which includes Redlands, Loma Linda, Grand Terrace and Colton, as well as portions of Riverside County and the Riverside Highland Water Company. T. Milford Harrison was appointed to the District Board in September of 2016 to fill the unexpired term of the Late Manuel Aranda who died very early into his most recent four year term. Director Harrison brings an extensive background in local and regional government to his position on the Board. In addition to his own consulting practice as a Government Relations and Land Planning Consultant, he has held a variety of elected and appointed positions in local government over the last 30 plus years. He has also represented some of the largest development projects in the Inland Empire and has also negotiated agreements with State and local agencies on behalf of his clients. He was born in the City of Loma Linda and is a former Councilman and Mayor for the City as well as their first Economic Development Director. He has been Executive Director of San Bernardino International Airport and IVDA as well as Chief of Staff for two different County Supervisors. He has held the position of Riverside County Planning Commissioner and taught Urban Planning at UCR. He was also Planning Director for the City of Beaumont. His Airport and Loma Linda positions included dealing with water issues on a continuing basis, which provided background knowledge for his position on the District Board. Director Harrison attended La Sierra University, Riverside City College and California Southern Law School where he graduated with both a BSL and a Juris Doctor Degree. He is married to Cheryl, who is a graduate of Loma Linda University with a BS in Dental Hygiene as well as the owner of University Travel. Cheryl and Milford have two children and three grandchildren.

Charles Landry

Charles Landry is a retired Executive Director of the Western Riverside County Regional Conservation Authority (RCA), where he served for 12 years. The RCA manages one of the largest Multiple Species Habitat Conservation Plan (MSHCP) in the nation, responsible for acquiring and managing a proposed 500,000-acre reserve, incorporating 146 species, including 33 listed species, in a fast-developing county. Acquired nearly 40,000 acres for the HCP, using both federal and local funding to balance conservation with transportation and development. Previously served as the Consultant Project Manager of the Riverside County Integrated Project (RCIP), a three-part program integrating land use, transportation, and conservation, with the MSHCP serving as the keystone of the Project. Helped found the National HCP Coalition, served on the board, and was Vice-President of the Coalition prior to retiring as the RCA executive director. He was also a long-time member of the California Habitat Conservation Plan Coalition. Charles is a Civil Engineer and a retired United States Army Corps of Engineers Officer with 22 years of service. He currently lives in Flower Mound, TX and works as a volunteer for conservation and transportation.

- Betsy Miller** Betsy Miller has worked as a public servant for twenty years. She currently serves as the General Manager of the San Bernardino Valley Water Conservation District, where she oversees regional aquifer recharge operations, development of key projects to expand local groundwater sustainability, and implementation of a multi-agency Habitat Conservation Plan. Prior to joining the District, she worked for the City of San Diego for 17 years in the Planning and Park & Recreation departments, gaining expertise in land use and development, natural resource planning, and community engagement. Betsy graduated from Whitman College with a degree in Biology and holds a Master of Arts from San Diego State University in Geography with a specialty in Natural Resources Management. Betsy serves as a Board member for the National Habitat Conservation Planning Coalition, and is a past Board member of the Los Penasquitos Lagoon Foundation and the Junior League of San Diego. She has also volunteered with Big Brothers Big Sisters of San Diego County since 2006 and is an associate editor for the Natural Areas Journal. In 2015, she was selected as a finalist for San Diego Magazine's Woman of the Year.
- Nathan Pence** Nathan Pence, Executive Manager of Environmental Science at Guadalupe-Blanco River Authority (GBRA), leads the GBRA's environmental stewardship initiatives while overseeing day-to-day operations for the Canyon Lake Gorge and Water Quality Lab. Pence leads the ongoing development of a comprehensive Habitat Conservation Plan for the Guadalupe River basin and the administration of the Clean Rivers Program for the Guadalupe River and Lavaca-Guadalupe Coastal basins in partnership with the Texas Commission on Environmental Quality. He is a founding board member for the National Habitat Conservation Plan Coalition and current Treasurer, serves as Vice Chair of the Guadalupe Basin Coalition, is on the steering committee of the Greater Springs Project and is a member of the Texas Water Conservation Association Endangered Species Committee. Pence also represents GBRA as a member of the US Water Alliance One Water Council, the City of New Braunfels Natural Resource Committee, and the New Braunfels Utility Headwaters Center Technical Advisory Committee. Mr. Pence has more than 15 years in watershed management and planning with an accomplished record of collaborating with local officials and stakeholders. Prior to working at the GBRA, Mr. Pence served as the Threatened and Endangered Species Executive Director for the Edwards Aquifer Authority in San Antonio, where he facilitated and managed the Edwards Aquifer Habitat Conservation Plan. He also worked for the City of New Braunfels collaborating with local tourism officials and environmentalists on economic development projects while protecting the integrity of natural resources. Mr. Pence has a bachelor's and master's degree in Aquatic Biology from Texas State University. Mr. Pence serves as the Treasurer of the National HCP Coalition.
- Rebecca Pfaller** Rebecca Pfaller, Conservation Biologist, Florida Fish and Wildlife Conservation Commission, FL. Rebecca Pfaller is a Conservation Biologist with the Florida Fish and Wildlife Conservation Commission. She has worked on HCPs and other non-traditional Section 6 projects throughout the state of Florida for the past 13 years.

- Steve Quarles** Steve Quarles is general counsel for wildlife and the environment for the American Clean Power Association. He recently retired from the Law firm, Nossaman LLP, where his practice focused on the Endangered Species Act, Migratory Bird Treaty Act, Bald and Golden Eagle Protection Act, other federal wildlife laws, and on renewable energy. He represented a broad range of clients including companies, trade associations, state and local governments, and environmental organizations on wide-ranging matters from federal litigation (including Sweet Home [Endangered Species Act] and Ohio Forestry [National Forest Policy] before the Supreme Court) to multi-state habitat conservation plans, eagle incidental take permits, inter-agency consultations, policy making before the Department of the Interior, and legislation before Congress. Steve previously served as Deputy under Secretary of the Interior; special counsel to the U.S. Senate Committee on Energy and Natural Resources; member of the Mineral and Energy Resources Board, National Academy of Sciences; two committees of the National Research Council commissioned by Congress; and Assistant to the Representative, Ford Foundation, Brazil. He was appointed to the Secretary of the Interior's Federal Advisory Committee on Land-Based Wind Turbine Guidelines and Secretary of Agriculture's National Agriculture Research, Extension, Education, and Economics Advisory Board. He is or has been a member on the boards of the National Habitat Conservation Planning Council, Bat Conservation International (vice-chair), NatureServe, National Wildlife Refuge Association, American Forest Foundation, Pollinator Partnership, Pacific Forest Trust, Maryland Environmental Trust, Forever Maryland (chair) and Maryland Hazardous Waste Siting Council, and a member of the advisory councils of Rainforest Trust and Environmental Policy Innovation Center. Steve graduated from Princeton University and Yale Law School and taught on a Fulbright grant at Aligarh Muslim University in India. He spends most of his free time helping his spouse manage their Hanoverian horse breeding farm in Mt. Airy, MD, hiking, canoeing, and enjoying wildlife photography in semi-annual visits to Africa.
- Edmund Sullivan** Edmund Sullivan's over 25 years of professional and academic experience has focused on natural resource conservation, wildlife ecology, habitat restoration, brownfield redevelopment, and sustainable economic development. Mr. Sullivan's is a current NHCPC Board member and has been a member in good standing since the inception of the organization. Mr. Sullivan's is currently the Executive Officer for the Santa Clara Habitat Agency and has served in this role since 2014. Mr. Sullivan's prior experience includes Placer County Planning Department (2003-2014), AKRF, Inc. Technical Director, Natural Resources and Planning (2002-2003), Niagara County Planning, Development and Tourism (1998-2002), Policy Analyst with Dane County in Madison, WI (1994-1996), and the Chevron Corporation (1988-1992). Mr. Sullivan earned his Master of Science in Urban and Regional Planning with a focus on sustainable community development, water resources, and wildlife and landscape ecology from the University of Wisconsin-Madison. Mr. Sullivan earned a Master of Science in Labor and Industrial Relations from Michigan State University and a Bachelor's in Business Administration from University of Wisconsin-Madison.

Dr. David Zippin Dr. David Zippin leads a large practice in habitat conservation planning and implementation at ICF, a global consulting firm. He has more than 30 years of experience preparing and implementing over 50 HCPs in 25 states and territories for government agencies, water agencies, transportation agencies, utilities, and timber and energy companies. David teaches Endangered Species Act compliance, habitat conservation planning for endangered species, and habitat conservation plan implementation at the University of California Extension Program and at the USFWS National Conservation Training Center in West Virginia. He is also the coauthor of the award-winning book *Understanding the Habitat Conservation Planning Process in California: A Guidebook for Project and Regional Conservation Planning*. He received a Ph.D. in Biological Sciences from the University of Texas–Austin and a B.A. in Ecology from the University of California, San Diego. He is based near Monterey, California. David was a founding member of the National HCP Coalition. He has served on the Board of Directors of the NHCP since its beginning in 2016.

### ***2023 National Habitat Conservation Plan Coalition Board of Directors Nominations***

Nominee	Abigail Fateman, Executive Director, East Contra Costa County Habitat Conservancy
NHCP Affiliation	NHCP Director and Program Committee Co-Chair
Biography	Abigail Fateman is the Executive Director of the East Contra Costa County Habitat Conservancy (California), which implements the region’s Habitat Conservation Plan/ Natural Community Conservation Plan. She was involved in the development of the Plan (starting in 2003) and after Plan adoption served as the Land and Habitat Manager before becoming the Executive Director. Ms. Fateman is a founding member of the National HCP Coalition. As a Board member she participates in the Coalition’s lobbying efforts and has served as the Chair/Co-Chair for the Annual Meeting since 2017. Ms. Fateman earned a M.S. from the University of Michigan’s School of Natural Resources and Environment, where her research focused on stream ecology and monitoring stream health in urbanized areas. Ms. Fateman has been involved in conservation efforts including land management, scientific research, and policy development for over twenty-five years.
Nominee	Betsy Miller, General Manager, San Bernardino Valley Water Conservation District
NHCP Affiliation	NHCP Director
Biography	Betsy Miller has worked as a public servant for over twenty years. She currently serves as the General Manager of the San Bernardino Valley Water Conservation District, where she oversees regional aquifer recharge operations, development of key projects to expand local groundwater sustainability, and implementation of a multi-agency Habitat Conservation Plan. Prior to joining the District, she worked for the City of San Diego for 17 years in the Planning and Park & Recreation departments, gaining expertise in land use and development, natural resource planning, and community engagement. Betsy graduated from Whitman College

with a degree in Biology and holds a Master of Arts from San Diego State University in Geography with a specialty in Natural Resources Management. Betsy serves as a Board member for the National Habitat Conservation Planning Coalition and is a past Board member of the Los Penasquitos Lagoon Foundation and the Junior League of San Diego. She has also volunteered with Big Brothers Big Sisters of San Diego County since 2006 and is as an associate editor for the Natural Areas Journal. In 2015, she was selected as a finalist for San Diego Magazine's Woman of the Year.

Nominee	Kelli Boren, Project Environmental Support Manager, American Electric Power (AEP)
Biography	Kelli Boren manages a team of environmental specialist permitting electrical infrastructure projects across the country. She has more than 25 years of experience performing environmental compliance related work on high voltage electric transmission projects throughout Texas, Oklahoma, Arkansas, and Louisiana and is currently learning more about species of concern in Ohio, Indiana, Michigan, Kentucky, Tennessee, Virginia, and West Virginia. She led the development and implementation for AEP of multiple HCPs related to the American Burying Beetle in Oklahoma, Arkansas, and Texas. She is currently helping to draft an 11-state HCP covering 10 species. She holds a Bachelor of Science in Environmental Science from West Texas A&M University. Kelli has been an active participant in the National HCP Coalition, attending every annual meeting since the Coalition's founding. Kelli is based in Tulsa, Oklahoma.

# 2024 Annual Meeting Sponsors

## Gold



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## Bronze



## *Special Thanks*

### *National HCP Coalition Member*

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#### *Board Members & Committee Chairs*

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Michael Beck, Board Member  
 Valerie Covey, President  
 Timothy Day, Secretary  
 Terah Donovan, Vice President and Program Committee Co-chair  
 Abigail Fateman, Program Committee Co-chair  
 Dr. Aaron Gabbe, Board Member  
 T. Milford Harrison, Board Member  
 Charles Landry, Board Member  
 Betsy Miller, Board Member  
 Nathan Pence, Treasurer, Financial Committee Chair  
 Rebecca Pfaller, Board Member  
 Steve Quarles, Board Member  
 Edmund Sullivan, Board Member  
 Dr. David Zippin, Board Member

Lucas Bare, HCP Improvement Committee Chair  
 Mark Kramer, Government Relations Co-Chair  
 Dave Ramey, Government Relations Co-Chair

#### *2024 NHCPC Planning Committee:*

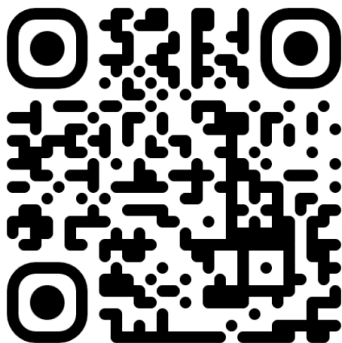
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Trish Adams, USFWS  
 Christina Chaput, Pierce County  
 Melissa Denena, ESA  
 Terah Donovan, ESA  
 Heather Dyer, San Bernardino Valley Municipal Water District  
 Abigail Fateman, East Contra Costa County Habitat Conservancy  
 Jana Gray, Guadalupe- Blanco River Authority  
 Kimberlee Harvey, City of Austin  
 Cara Lacey, The Nature Conservancy  
 Leo Lentsch, Civil & Environmental Consultants, Inc.  
 Kelly Malloy, San Bernardino Valley Municipal Water District  
 Lisa Mash, Civil & Environmental Consultants, Inc.  
 Josh Renner, Williamson County  
 Rebecca Sloan, ICF  
 Hova Woods, ICF  
 Olivia Ybarra, Edwards Aquifer

## Let's Keep in Touch

### *National HCP Website*

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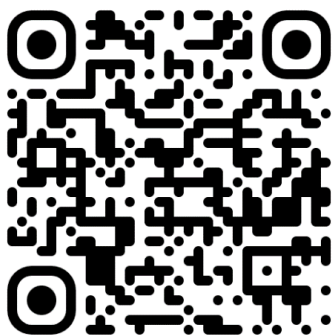


<https://nhcpcoalition.org/>

Coming Soon: Be on the look-out for membership renewal and information about the 2024 conference in Southern California!

### *National HCP LinkedIn Group*

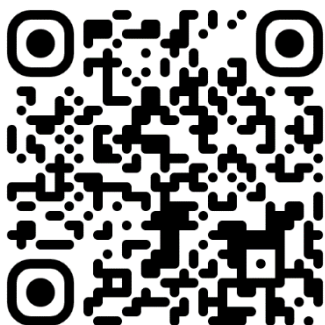
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<https://www.linkedin.com/groups/12144332/>

### *Want to Revisit the Conference Information?*

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*Scan here for conference information and digital files.*