



National Association of Wetland Managers

Annual State/Tribal/Federal Coordination Meeting

Protecting and Restoring Wetlands for People and Wildlife

May 2 - 4, 2023

*Optional field trip on May 5th.

Arbor Day Farm's Lied Lodge
Nebraska City, NE



Image by Mariah Lundgren
Platte Basin Timelapse

www.nawm.org

SPEAKER BIOGRAPHIES



Mark Biddle is a lead wetland scientist with more than 30 years of experience working for the Delaware Department of Natural Resources and Environmental Control. Currently, Mark is within the Watershed Assessment Section, managing the Wetland Monitoring and Assessment Program, and the Watershed Management Program. Mark has been involved in Delaware's regulatory and permitting responsibilities for tidal wetlands, subaqueous lands, 401 water quality certification, and drafting legislation and regulations for non-tidal wetlands. Mark has worked on the Delaware Wetlands Conservation Strategy, wetland restoration, compensatory mitigation and wetland banking, assessing restored wetlands for nutrient assimilation, serving as team leader for Delaware Whole Basin Management, and on various ecological and green infrastructure initiatives. Mark has participated on statewide and

regional planning groups and represents Delaware on national wetland mapping and mitigation issues. Mark continues to produce reports on status and changes of Delaware wetlands using updated statewide wetland mapping efforts in partnership with the National Wetlands Inventory. Mark holds degrees in Natural Resource Management and Soil and Water Management and attended both Delaware State University and the University of Delaware.



Bradley Brandt has been with the Arbor Day Foundation for 15 years, serving currently as a Senior Program Manager. In this position, Brad leads collaboration with public and private partners to identify strategic large-scale and high-impact tree planting programs to restore critical forest lands.



Travis Connot is a Natural Resources Program Manager at the National Park Service and works on the Niobrara National Scenic River. He is originally from Valentine, NE and has strong roots to the community and area, especially the Niobrara River. Travis loves hunting/fishing and the great outdoors. He has worked in the natural resources profession for 12 years. Travis has a passion for water quality and quantity as water is an essential key to life.

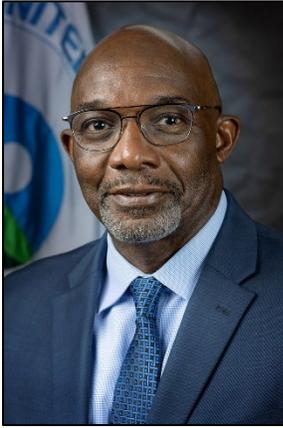


Rebecca Dils is a long-time employee of the U.S. Environmental Protection Agency and has worked as a regional and state liaison in numerous programs including Toxic Release Inventory Community Right-to-Know, State & Local Comparative Risk, Coalition to Restore Urban Waterways, and Indiana's Center for Urban Policy and the Environment. One of her favorite projects was being a team leader for the Conservation Core and At-Risk Youth Environmental Program in Richmond, California. She is currently working on the ESTP Wetlands Program with a zeal for the Voluntary Restoration & Protection Core Element.



Donna Downing

Donna Downing is the Senior Legal Policy Advisor at the National Association of Wetland Managers. Donna was the Jurisdiction Team Leader in the U.S. Environmental Protection Agency's (EPA) Office of Wetlands, Oceans, and Watersheds from 2007-2020. Donna worked on a variety of issues at EPA, with a focus in recent years on the geographic scope of the Clean Water Act (CWA) in light of the U.S. Supreme Court decisions. She also served as EPA's staff lead for CWA section 401 water quality certification, and on wetland-related legal issues. Prior to joining EPA in 1998, Donna worked for the U.S. Congress Office of Technology Assessment and in private law practice. She has a BA magna cum laude from Harvard University, an MPP from the University of California at Berkeley, a JD cum laude from Georgetown University Law School, and an LLM in Environmental Law summa cum laude from George Washington University Law School. Donna has been an adjunct professor at George Washington University Law School since 1996, teaching environmental law.



Brian Frazer is the Director of EPA's Office of Wetlands, Oceans, and Watersheds. In this capacity, Brian oversees monitoring, assessment, nutrients, watershed restoration and protection, and non-point source pollution control efforts at the national, state, and local levels. Additionally, he manages a diverse portfolio of regulatory and non-regulatory programs focused on protecting and restoring the nation's waters. More specifically, Brian leads critical regulatory efforts associated with the Clean Water Act sections 312, 401, and 404 and the Marine Protection, Research, and Sanctuaries Act. Brian oversees several non-regulatory programs, including the National Estuary Program, Urban Waters, Coral Reefs, and Trash Free Waters. Brian has over 35 years of environmental experience and has worked at EPA for 25 years.



Ethan Freese started at Platte Basin Timelapse as a production intern in 2015. After completing his undergraduate degrees at the University of Nebraska-Lincoln (UNL) in Fisheries and Wildlife and Grassland Ecology and Management, Ethan started a Master's of Applied Science project at UNL, which he completed in August 2020. Growing up, Ethan's summers were spent exploring the prairies and waterways of Southeast Nebraska. Ethan has developed a deep appreciation for the prairies and wetlands of Nebraska and he hopes to use the power of photography to show others the beauty and importance of these undervalued ecosystems.



Grace Gaard is an outdoor educator in Lincoln, Nebraska. For over ten years, she has worked diligently to provide nature-based experiences to others in Nebraska, planting the seed in hope that her community, both young and old, would better care for their environments in the future. Throughout her adventures at camps, zoos, parks and nature centers she has grown her expertise, emerging as a natural leader, communicator, and consensus builder. She currently works for the Nebraska Game and Parks Commission coordinating statewide programming, creating educational resources, and sharing her passion for the natural world with others.



Mike Glester is the Director of Operations at Magnolia Land Partners. Magnolia is a leading mitigation provider that works to restore aquatic and at-risk species habitat across the United States. Since 2016, Magnolia has provided compensatory mitigation and voluntary conservation solutions for more than 50 projects. In total, Magnolia has successfully restored and conserved over 12,000 acres of aquatic or at-risk species habitat across twelve states, including site acquisition, financing, planning, permitting, implementation, and monitoring. Magnolia successfully implemented the first-of-its-kind Agricultural Wetland Mitigation Bank in Illinois and expanded that program from one bank site to five bank sites in six years. Mike is the Program Manager for Magnolia's Agricultural Wetland Mitigation Banking

programs across the Midwest. He works intimately with NRCS managers in operational and fiscal matters, collaborates with landowners, government entities and other agencies to understand project objectives, and oversees project execution. Mike is a restoration ecologist with over 12 years of Midwest ecological restoration experience. He has an extensive background in designing successful project scopes and timelines as well as implementing multi-year, secessional ecological management plans. Mike is proud that the Ag Banking program has created a new approach to wetland compliance and has created win-win scenarios for landowners.



Pete Goodwin is a Wetland Ecologist with the Groundwater & Wetlands Program at the Utah Geological Survey and leads UGS' NWI and vegetation mapping projects. He rejoined the UGS in February 2019 following a 2014 seasonal internship having spent the intervening years working as an environmental consultant specializing in botanical inventories, aquatic resource delineations, and permitting documentation. When not actively mapping wetlands, Pete can most likely be found running, climbing, or skiing somewhere in the Wasatch.



Emerald Grant III is from the Blackfeet Indian Reservation in Browning Montana. He started working with Blackfeet Environmental Office as the Wetlands Manager in December of 2022. Emerald received an AS in Hydrology from the Blackfeet Community College and is also working on his AS in Criminal Justice from the same institute. The Blackfeet reservation resides on the eastern slopes of the Rocky Mountains and enjoys some of the most pristine and fresh water available. He takes great pride knowing that the work he does greatly affects the downstream flow to the rest of the continental Unites States. He is eager to learn and isn't afraid to get his hands dirty. He is excited to continue the work that his ancestors did, to ensure protection not only to the land but the integrity of the water and all its various life forms flora and fauna that call these waterways home. He is optimistic with the work he is involved in and has great hopes for all the projects he is involved with.



Heather Gregory works at the Eastern Band of Cherokee Indians Water Quality Laboratory, located in the Cherokee Wastewater Treatment Plant. Her main areas of focus are with surface water, chemistry, microbiology, and wastewater. They work on a rotating six sub-basin schedule, which means that they have six different sub-basins that they sample from, and they do one per year. She helps educate the community on environmental issues regarding water quality or wetlands. They are grant-funded by the EPA and work accordingly under the EPA Clean Water Act. She is also the manager of the EBCI Wetlands Program, where they have been mapping and analyzing tribal wetlands, taking plant samples to put in our herbarium and seed bank for use in future restoration efforts. She is also a certified wastewater analyst via the NCAWWA, and is certified to use the North Carolina Wetland Assessment Method (NCWAM).



Ian Grosfelt is an Environmental Analyst with NAWM wearing a variety of hats and working on a variety of projects. He has a BS in Agriculture from Cornell University and a Masters of Environmental Management from the Yale School of the Environment. Ian has a decade of experience working in environmental fields starting as a Peace Corps Volunteer in Senegal and continuing with environmental education organizations throughout New England as a facilitator, school gardener, and trainer. He is also trained in data analysis and geospatial mapping and has a passion for using these tools to further effective conservation. For side projects you can find Ian trying (and hopefully keeping) his hand at woodworking, biking new routes in Maine and building up a kitchen repertoire.



Mat Halliday is a GIS / Remote Sensing Analyst with the Ducks Unlimited Great Lakes / Atlantic Region based in Dexter, Michigan. Mat is the National Wetland Inventory (NWI) mapping program technical lead and has been producing spatial data and overseeing projects in a wide variety of ecoregions for the NWI for over 10 years. He has been focused on developing and employing Object-based Image Analysis and machine learning mapping techniques to meet federal standards while increasing the efficiency and accuracy of wetland mapping for the NWI. Mat has also been developing suitability models and web mapping applications aimed at the facilitation of partner collaboration for targeted wetland restoration and protection efforts.



Kathy Hurd is an Environmental Protection Specialist with the U.S. Environmental Protection Agency (EPA) in Washington, DC. Over the past 30+ years, her work has taken her throughout the United States and internationally as she worked on ocean, coastal, wetland, agroforestry and other environmental issues, at the local, state, national and international levels. Currently, Kathy is EPA's lead on Clean Water Act Section 404(g), also known as 404 State and Tribal Assumption. In this role, she works with her partners in EPA's regional offices, Tribes and States as Tribes and States pursue assumption of the program and with those administering a 404 program. Currently she is leading the agency's effort to revise the 1988 regulations to provide clarity on the requirements to assume and administer a 404 program. Kathy has a BS in biology from Hope College and a Master's in Public Administration from American University.



Jahangeer Jahangeer is a first-year graduate student in the Master of Community and Regional Planning program at the University of Nebraska - Lincoln. He has a keen interest in water resource planning and management, which has led him to focus his research on the remediation of surface and subsurface water systems. Jahangeer is passionate about developing and applying cost-effective, sustainable, and easy-to-use contaminant transport and treatment technologies/models to minimize the pollution within ground and surface water bodies. He believes that such technologies and models can help to address the pressing environmental challenges facing the world today. Currently, Jahangeer's graduate research project is focused on the use of remote sensing and the Google Earth Engine to facilitate real-time monitoring and management of the saline wetland

systems in Eastern Nebraska. His work has the potential to contribute significantly to our understanding of the complex interactions between wetland systems and the environment, as well as to inform the development of innovative solutions to manage wetland resources effectively. With a graduate degree in water resource planning and management, his aspiration is to pursue a profession in academic research that will allow him to investigate and enhance new technologies and methodologies for effectively managing water resource systems.



Russ Kaiser is the Acting Director for the Oceans, Wetlands and Communities Division at the U.S. Environmental Protection Agency. Prior to his new assignment, Russ was the Chief of the Program Development and Jurisdiction Branch, the Freshwater and Marine Regulatory Branch, and the Wetlands and Aquatic Resources Regulatory Branch. Russ also served as the acting Deputy Director for the Oceans and Coastal Protection Division. Prior to joining the EPA Team, Russ was the Chief of the Regulatory Division for the Savannah District, U.S. Army Corps of Engineers. Before his assignment in the Savannah District, Russ worked in the Headquarters Office in Washington, D.C., as a policy specialist. While at the Corps, he also served in several other positions. Russ has more than 30 years of experience in the Regulatory/Environmental Sector, working at the federal, state, and private-sector level. Russ has a B.S. in Zoology,

with an emphasis in freshwater ecology from the University of Wisconsin—Madison and an M.S. in Oceanography/Coastal Zone Management from the Florida Institute of Technology.



Ted LaGrange has worked as the Wetland Program Manager for the Nebraska Game and Parks Commission for 29 years. As Wetland Program Manager he works on a wide variety of wetland issues throughout Nebraska including partnerships, private land restoration programs, public lands management, research, regulations, and outreach. Prior to moving to Nebraska, he worked for 8 years as a Waterfowl Research Technician for the Iowa Department of Natural Resources and received B.S. and M.S. degrees in wildlife biology from Iowa State University.



Jeff Lapp is NAWM's Senior Science Policy Advisor. He previously spent over 32 years with the Environmental Protection Agency, primarily in the wetlands program. Starting out in the wetlands enforcement program in Region 3, he conducted many wetland inspections and has testified as both an expert and fact witness in civil and criminal federal cases. For the past 12 years, Jeff has been the Chief of the Wetlands Branch at EPA Region 3 overseeing both the regulatory and non-regulatory wetlands programs, the oceans disposal program and the Watershed Resource Registry. He has also had a host of acting positions including the Deputy Director for the Environmental Assessment and Innovation Division, the Deputy Director for the Office of Public Affairs, the Wetlands Regulatory Branch Chief at EPA Head Quarters and the Wetlands Technical

Enforcement Lead at EPA Head Quarters. His technical skills include conducting wetlands identification training for both novice and experienced delineators from state and federal programs. In addition to teaching wetlands delineation, he has taught classes in hydric soils and plant identification and been a guest lecturer at Penn and Temple University on wetlands and horticultural issues.



Becca Madsen has over 15 years of experience analyzing issues at the intersection of natural resources and economics. She has analyzed and written on topics ranging from data science applications to environmental issues, to global biodiversity offset policies, to feasibility of water quality trading in the Chesapeake Bay. Her current work with EPIC is focused on identifying and advocating for opportunities to speed and scale environmental restoration outcomes through policy change. Prior to joining EPIC, she spent nine years managing and conducting research on a wide range of topics related to natural resources at the Electric Power Research Institute (EPRI). Ms. Madsen also worked for Ecosystem Marketplace, the US Forest Service, local government in North Texas, and the Peace Corps. Ms. Madsen holds a Master of Environmental Management from Duke University.



Tom Malmstrom has been employed by the City of Lincoln, Parks and Recreation Department for the past 20 years as a Natural Resources Coordinator for the Saline Wetlands Conservation Partnership. He is responsible for administering Nebraska's Eastern Saline Wetlands Conservation Plan. This includes coordinating activities of the Saline Wetlands Conservation Partnership members, managing wetland improvement projects, maintaining landowner relationships, and providing educational opportunities to the public regarding the conservation of Nebraska's eastern saline wetlands. In addition, he assists the Department with activities in designated greenways throughout Lancaster County.

Prior to being the coordinator of the Saline Wetlands Conservation Partnership, he worked for the Nebraska Department of Environmental Quality and as a consulting land use planner. He has a Bachelor of Science Degree in Agriculture/Natural Resources and a master's degree in Community and Regional Planning from the University of Nebraska-Lincoln and completed a semester of study abroad at the Dublin Institute of Technology. In his spare time, he enjoys the outdoors, gardening, camping, and horseback riding.



Laura Manns is completing her 7-12 Integrated Science teaching licensure in the state of Ohio. She is on the board of the Ohio Wetlands Association and has been awarded two Ohio EPA Office of Environmental Education Fund mini grants. Laura earned a Master's Degree in Environmental Management from Duke University, a BS in Biology from Xavier University, Cincinnati and a Certificate of GIS from the University of Washington, Seattle. Her particular interest lies at the intersection of formal and environmental education.



Tim McCoy is the Director of the Nebraska Game and Parks Commission in Lincoln, Nebraska. Prior to being selected as Director in November of 2021, he served as the Deputy Director for over 9 years. His previous positions with the Commission include serving as the Wildlife Chief and the Ag Program Manager for the Commission in Lincoln, and as the District Manager for the Habitat Partners Section in Kearney, Nebraska. He has a B.S. in Agriculture from the University of Nebraska-Lincoln, and a M.S. and Ph.D. in Fisheries and Wildlife from the University of Missouri-Columbia. His work experience includes various research positions in Missouri and Colorado before returning to Nebraska in 2002. Tim grew up on a small family farm in southwest Nebraska along the Republican River, where time spent exploring the outdoors fueled his curiosity about fish, wildlife and their habitats.



Karen Menetrey works for Rio Grande Return, a non-profit organization dedicated to protecting and restoring New Mexico's rivers, streams, and wetlands. Karen recently retired from the New Mexico Environment Department where she worked for 30 years as an environmental scientist in various surface water and groundwater quality protection programs. For more than a decade she managed the New Mexico River Stewardship Program that restores rivers, wetlands, and riparian areas, and worked in the Wetlands Program on wetland mapping, planning, and restoration projects. Recently she managed a program focused on remediation of contaminated groundwater and brownfields revitalization through environmental assessment and cleanup. Karen has a BA in Geological Sciences from the University of California, Santa Barbara, and she completed graduate coursework in Hydrogeology at the University of Wyoming.



Ritch Nelson has been employed with NRCS as State Wildlife Biologist since November of 2003. His responsibilities include providing technical assistance on wildlife issues to NRCS staff and partner agencies and organizations for Farm Bill conservation programs and general conservation planning. He also oversees the forestry duties for NRCS in Nebraska. Ritch previously worked for eight years in the Nebraska Panhandle with the Nebraska Game and Parks Commission assisting with wildlife habitat programs on private lands and with federal land management agencies. He also worked with Wyoming Game and Fish Department on mule deer crucial winter range research in southcentral Wyoming and private lands habitat programs in southeast Wyoming. Ritch attended University of Nebraska – Lincoln and obtained a Wildlife Management B.S. in the College of Natural Resources in 1992 and is currently working on a M.S. degree in Applied Ecology at UNL. He was raised on a dairy farm in northeast Boone County, Nebraska.



Dane Pauley is the Clean Water Act 404 section supervisor with the Nebraska Department of Environment and Energy. Dane has worked for the agency for 4 years with 3 ½ of those years as the 401 water quality certification coordinator. Dane was recently promoted to section supervisor and has put together a dynamic team to develop a package to submit to EPA for the assumption of the 404 program. Dane's previous work experience was with the Department of Natural Resources' Dam Safety section and doing endangered species research on the Missouri River with the Game and Parks. In his spare time, he enjoys waterfowl hunting and spending time with his 3 kids, 2 dogs and wife.



Jonathan Phinney started his career with the U.S. Fish and Wildlife Service (Service) in 2012. Presently, he is the Branch Chief for the National Wetlands Inventory Program where he oversees 12 staff located in five regional office and headquarters. He has also managed the Coastal Barrier Resources Program and the Analytical Control Facility. He spent the previous ten years at NOAA where he held several technical and management roles in NOAA Fisheries and NOAA's Ocean and Atmospheric Research Program. He also logged four years in the nonprofit conservation world of Washington, D.C. after completing his graduate studies and a postdoc. Originally from the great state of Connecticut, he spent 10 years in California, but considers himself a (Northern) Virginian where he and his family enjoy outdoor hiking and biking and viewing the wetlands along the Potomac River and tributaries.



Andy Robertson is currently Executive Director of GeoSpatial Services at Saint Mary's University of Minnesota. In this role, Andy is responsible for oversight and management of all GeoSpatial Services projects, activities and staff. GeoSpatial Services is engaged in a wide variety of projects across the Lower 48 and Alaska including: wetland inventory and functional assessment, NHD updates; stakeholder consultation; and, natural resource condition assessments. They have been a key partner of the USFWS and has been working for over 20 years to update legacy National Wetland Inventory data across the nation. Andy earned a Forest Technology Diploma from Sault College of Applied Technology in Ontario, Canada, a B.Sc. in Environmental Science from the University of Waterloo and completed postgraduate work in forest management at the University of Toronto. He is a board

member for the National Association of Wetland Managers, steering committee member for the NAWM Wetland Mapping Consortium and is past chair of the Alaska Wetland Technical Working Group.



Alison Souders is a Financial Analyst with the U.S. Environmental Protection Agency's Office of Wastewater Management. Ms. Souders has served as a member of the Clean Water State Revolving Fund Branch since 2017, where she helps implement and evaluate the Clean Water State Revolving Fund and provides technical assistance to EPA's regional offices. Ms. Souders has a Bachelor's from American University in Economics and International Studies and she is currently pursuing a Masters of Public Management at Johns Hopkins University.



Marla Stelk is the Executive Director at the National Association of Wetland Managers (NAWM) where she has worked on wetland policy and management issues since 2013. Marla has over 25 years of experience working on wetland, water, and wildlife issues, climate change, environmental policy and research, land use planning, communications and organizational leadership. Marla has led research at NAWM on topics such as ecosystem service valuation for wetland restoration, the role of wetlands in floodplain and natural hazard management, wetlands and watershed health, wetland mapping and communications. Prior to coming to NAWM, Marla worked for a variety of environmental and social nonprofit organizations helping to build organizational capacity, manage projects and improve internal processes. Marla earned her MA in Community Planning and

Development with a focus on Land Use and the Environment at the University of Southern Maine's Muskie School of Public Service and her BA in Environmental Issues from Colorado College.



Dr. Zhenghong Tang is the professor and program director in the Community and Regional Planning Program at University of Nebraska-Lincoln. His research focuses on the integration of local planning tools with strategic environmental management and hazard mitigation. His research evaluates a series of state and local plans and emphasizes using the “integrated planning” approach to improve state and local planning capacity for long-term environmental and hazard challenges. He has led over 20 research projects from the multiple federal and state agencies in the past decade. He is actively working with the EPA wetland grants to serve the research needs for wetland conservation at the federal, state, and local levels.



Blake Walter is a wildlife biologist, geographic information system professional (GISP), and UAS remote pilot for Felsburg Holt & Ullevig (FHU), a transportation engineering consulting firm located in Colorado, Nebraska, Iowa, and South Dakota. Blake has a Bachelor’s in Wildlife, Fisheries, and Conservation Biology and a Master’s in Geography with an emphasis in GIS from Kansas State University. At FHU, Blake is heavily involved in wetland delineations, U.S. Army Corps of Engineers Section 404 permitting, threatened and endangered species biological evaluations, migratory bird surveys, and stream assessments. As a GISP, Blake provides expertise in cartographic design, spatial/3D analysis, modeling, and Python scripting. Blake is also a FAA Certified Remote Pilot, where he helps lead the FHU drone program, using unmanned aerial systems to collect real-time spatial data for immediate integration into engineering and GIS applications. His understanding of the natural environment coupled with his geospatial modeling experience has opened opportunities to test the limits of UAS applications in the transportation industry. It is Blake’s goal to drive the development and practical application of UAS in the industry in an effort to save time, increase safety, and enhance decision-making.



Kaylie Wilmot is the Wetland Specialist for the Pyramid Lake Paiute Tribe in northern Nevada. She has a BS in Biology from the University of Nevada Reno and is currently pursuing a Master of Restoration Ecology and Habitat Management from the University of Idaho. Kaylie has worked in environmental fields for more than three years in wildlife, wetland, and water quality roles. She is also trained in wetland delineation and hydric soils and is passionate about using these tools to further the effective conservation of wetland areas in the deserts of Nevada.

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