

Regional Engagement Committee Application

About WDFW

The [Washington Department of Fish and Wildlife](#) (WDFW) is the state agency responsible for conserving Washington's fish, wildlife, and the habitats that support them. Headquartered in Olympia, WDFW establishes and enforces regulations to conserve species, restore habitat, protect ecosystems, and provide for commercial and recreational opportunities.

WDFW manages more than one million acres of state public lands across Washington, including critical fish and wildlife habitats, water access areas and boat launches, forests, tidelands, and other areas important for our natural and cultural heritage.

By actively managing lands, restoring habitats, and preserving wild places, the Department serves as stewards for Washington's natural places, protecting the state's land and water for its human and wildlife populations. Kelly Susewind has been WDFW Director since August 2018.

Mission

WDFW's mission is to preserve, protect and perpetuate fish, wildlife and ecosystems while providing sustainable fish and wildlife recreational and commercial opportunities.

Values

We work to achieve this mission while demonstrating the following A.S.P.I.R.E. values:

- **Accountability** – We hold ourselves and each other responsible for acting consistent with our values and mission.
- **Service** – We add value to Washington communities and seek to improve the public's experience.
- **Professionalism** – We serve in a manner that reflects positively on the Department and on ourselves.
- **Integrity** – We are consistently open, honest, ethical, and genuine in our actions.
- **Respect** – We treat each other with dignity.
- **Empathy** – We take time to understand and appreciate others.

Fish and Wildlife Commission

The [Washington Fish and Wildlife Commission](#) is a nine-person panel appointed by the governor that sets policy for the Department and hires the Director. The Commission holds hearings and meetings around the state and offers opportunities for people to provide input on fish and wildlife issues.

Accessibility and Language Access

WDFW is committed to serving all Washingtonians and visitors across the state.

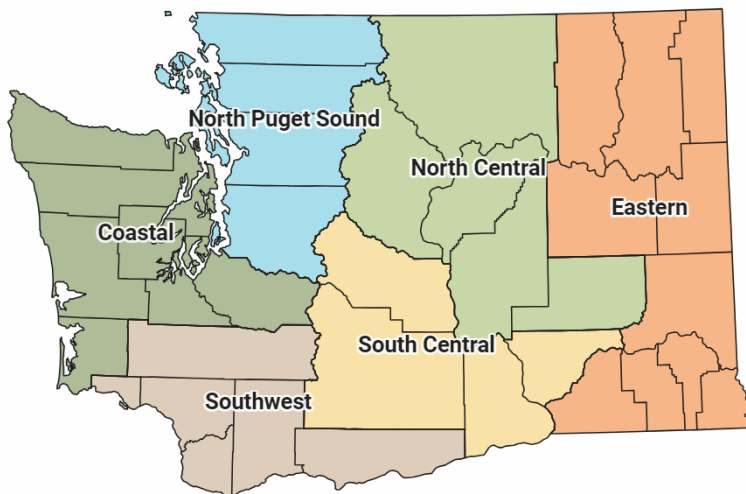
To request this information in an alternative format or language, please visit wdfw.wa.gov/accessibility/requests-accommodation or contact our Civil Rights Team at 833-885-1012, TTY (711), or CivilRightsTeam@dfw.wa.gov.

Regions

WDFW operates six regional offices around the state. Each region is led by a Regional Director and Regional Management Team. Within each region are several districts, often aligned with county boundaries. These districts help biologists, conflict specialists, and law enforcement officers effectively manage resources in these areas and work with local communities.

Regional offices and teams typically implement fish, wildlife, and habitat management and conservation programs at a local level, from operating fish hatcheries and managing freshwater fisheries to habitat restoration projects and wildlife surveys or calls for service.

Certain topics or programs that exist within regional boundaries are managed by WDFW’s Fish, Wildlife, Habitat, or Enforcement programs out of headquarters in Olympia, for example marine fisheries management. The REC will focus primarily on topics, lands, or programs managed by WDFW regions.



Region	Counties served	Regional Director	Regional communications lead
Eastern – Region 1	Asotin, Columbia, Ferry, Garfield, Lincoln, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman	Mike Kuttel, Jr.	Staci Lehman
North Central – Region 2	Adams, Chelan, Douglas, Grant, Okanogan	Brock Hoenes	Nicole Jordan
South Central – Region 3	Benton, Franklin, Kittitas, Yakima	Mike Livingston	Jennifer Johnson
North Puget Sound – Region 4	Island, King, San Juan, Skagit, Snohomish, Whatcom	Brendan Brokes	Chase Gunnell
Southwest – Region 5	Clark, Cowlitz, Klickitat, Lewis, Skamania, Wahkiakum	Rian Sallee	Britton Ransford
Coastal – Region 6	Clallam, Grays Harbor, Jefferson, Kitsap, Mason, Pacific, Pierce, Thurston	Heather Hall	Bridget Mire

Regional Engagement Committees

In line with the Department's [25-Year Strategic Plan](#), Strategy #2 “Engage communities through recreation and stewardship,” we are establishing Regional Engagement Committees (RECs) to represent the diversity of local interests and incorporate their perspectives in WDFW’s regional conservation efforts.

Mission

The RECs serve as a forum to provide diverse input to regional directors (RDs) and Regional Management Teams (RMTs) on matters pertaining to the Department’s work within each region. The Department is piloting RECs in two regions in 2025, Region 2 (North Central) and Region 4 (North Puget Sound).

Vision

RECs will foster new relationships with diverse communities and strengthen established connections, supporting engagement and collaboration within local communities. By facilitating an ongoing exchange of information and ideas about regional fish and wildlife conservation challenges and opportunities, RECs will help WDFW make better decisions through enhanced public participation. RECs will seek to minimize redundancy with other existing [WDFW Advisory Groups and committees](#), including Wildlife Area Advisory Committees.

Membership

Each REC will consist of no more than 15 members, who are appointed to two-year terms for up to five terms maximum. There will not be alternates or proxies on the membership roster. Applicants to the REC may be considered annually to fill vacancies and appropriately represent regional constituencies.

REC candidates may be interested individuals or affiliated representatives of clubs, groups, businesses, associations, or other non-governmental organizations. Official representatives of government agencies and recognized tribal governments are subject to separate government-to-government consultation. These entities may engage with the REC but will not be considered for membership as there are other opportunities and obligations for intergovernmental coordination.

Committee Member Roles and Responsibilities

Roles: The primary role of RECs is to provide feedback to the RD/RMT and engage in dialogue. Each RMT will identify and prioritize topics important to their area, understanding that these priorities may evolve over time and that REC members will also identify topics of discussion. RECs are not intended to replace existing Department advisory groups or lead statewide rulemaking.

RECs serve to:

- Provide information, ideas, and identify emerging trends in a welcoming forum.
- Enhance awareness and understanding of REC members on local conservation topics, so they are well-suited to act as ambassadors to the broader public and their communities
- Seek early and frequent input from diverse interests and experiences to address regional opportunities and challenges and facilitate collaborative dialogue about how WDFW can influence regional fish, wildlife, habitat, and lands conservation issues as well as fish and wildlife-related recreational and commercial opportunities.
- Offer opportunities for public input and interaction with the RMT and Fish and Wildlife commissioners.
- Solicit regional input on certain statewide policy initiatives.
- Showcase regional science and fish and wildlife projects to local communities.
- Direct the public to appropriate venues for problem-solving.

Code of Conduct for REC members

- Adhere to all meeting ground rules as described below.
- Attend all meetings, but if extenuating circumstances occur, notify WDFW staff in advance of absence.
- Be curious and open to learning.
- Show respect and suspend judgement.
- Be purposeful and to the point.
- Balance advocacy and inquiry.
- Be authentic and welcome that from others.
- Be an ambassador and carry messages, resources, and actions to your identified communities.

Selection process and criteria

Applications Due: Dec. 2, 2024.

Please mail or email your application to the appropriate address below.

Submit application	North Central - Region 2	North Puget Sound - Region 4
Postal Mail	WDFW Region 2 Office Attn: Brock Hoenes 1550 Alder Street NW Ephrata, WA 98823-9699	WDFW Region 4 Office Attn: Chase Gunnell 16018 Mill Creek Boulevard Mill Creek, WA 98012-1541
Email	TeamEphrata@dfw.wa.gov	chase.gunnell@dfw.wa.gov

Depending on the level of interest, candidates may be invited for an online interview.

Candidates Notified: Jan. 15, 2025. Quarterly REC meetings are expected to begin in early 2025.

Criteria: Candidates will be reviewed and selected by Regional Management Teams based on the following criteria.

- Interest in engaging and advising on fish, wildlife, and ecosystem issues in Washington related to WDFW's mission and legal mandate, particularly local and regional topics.
- Experience collaborating respectfully with people who may have different or conflicting backgrounds, perspectives, interests, or priorities.
- Commitment to attending at least six meetings lasting three hours each over the two-year appointment. Meetings will be held quarterly with a hybrid in-person/virtual format.
- Community connectivity and representation; candidate strives to share their identified community's perspectives as objectively as possible, while acknowledging that one person cannot represent a whole group.
- Ability to communicate about WDFW issues and work with their community, audience, or peers, including reporting out on REC priorities and outcomes as appropriate.
- Willingness to learn and openness to new information and differences in ideas.
- Displays high connectivity to their identified community, with a deep understanding of community issues and a strong ability to represent diverse community perspectives effectively.

REC candidates may be interested individuals or affiliated representatives of clubs, groups, businesses, associations, or other non-governmental organizations. Official representatives of government agencies and recognized tribal governments are subject to separate government-to-government consultation. These entities may engage with the REC but will not be considered for membership as there are other opportunities and obligations for intergovernmental coordination.

Reimbursements and Compensation

People serving on WDFW advisory groups (including RECs), who are not otherwise compensated for their participation, may be eligible to receive compensation.

Advisory group members may self-attest that they are eligible for compensation if they align with one of the following:

- A person has direct personal experience in the subject matter being addressed in the advisory group **OR**
- A person is an individual whose income is not more than 400% of the federal poverty level, adjusted for family size.

WDFW is following [guidelines from the Office of Equity](#) for advisory group compensation and reimbursements. Refer to the table below for details on compensation and reimbursement rates.

Compensation rates for ongoing participation	
Up to and including one hour	\$45
More than one hour and equal to two hours	\$90
More than two hours and equal to three hours	\$135
More than three hours and equal to four hours	\$180
Anything over four hours	\$200
Compensation rates for one-time engagement activities	
Up to and including one hour	\$25
Up to four hours or less	\$100
Anything over four hours	\$200

Reimbursement rates

- **Childcare:** Up to \$25 per hour for the first child and up to \$50 per 24-hour cycle for each additional child.
- **Adult care:** Up to \$34 per hour for the first adult and up to \$50 per 23-hour cycle for each additional adult.
- **Lodging, meals, and mileage:** The most current rates are available on the [Office of Financial Management's website](#). These rates are updated in accordance with the [US General Services Administration](#).

Regional Engagement Committee Application

Name/Preferred Name: _____ Pronouns: _____

Email: _____ Phone: _____

Physical Address: _____

Mailing Address: _____

Primary Language: _____

Please limit your responses to not exceed 250 words for each question.

1. Why do you want to be a member of the Washington Department of Fish and Wildlife's Regional Engagement Committee for **North Central Washington** or **North Puget Sound** region?

2. Describe your community involvement experience and interest. Please list any community organizations or groups you are affiliated with that you believe contribute to your qualifications.

6. To ensure that the Regional Engagement Committees are accessible to individuals with diverse abilities and varying family needs, WDFW is committed to offering hybrid meetings and providing special accommodation whenever possible. However, WDFW retains the option to hold in-person meetings once per year. REC members may also request meetings be held in person where appropriate. If selected to participate, please indicate your availability by specifying the times of day you can meet:

Availability	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Morning (8 a.m. – 12 p.m.)						
Afternoon (12 – 5 p.m.)						
Evening (5 – 8 p.m.)						

7. References and/or a short interview may help WDFW ensure that Regional Engagement Committee candidates are a good fit by verifying their relevant knowledge, experience, and ability to work with those who have differing interests. This short process will help align the applicant’s expertise with WDFW’s needs so committee members can contribute effectively to the Department’s conservation and recreation goals. It also ensures that committee members uphold WDFW’s values, such as inclusion, collaboration, and respect by bringing diverse perspectives to the decision-making process.

We will only call references and ask for a short interview if you are a finalist.

- a. Are you willing to participate in a 30-minute phone/online interview regarding your application?
Yes No
- b. Please provide the names, emails, and phone numbers of up to three references (personal or professional) who can speak about your experience and character.

Reference 1

Name: _____ Phone number: _____

Email: _____ Relationship: _____

Reference 2

Name: _____ Phone number: _____

Email: _____ Relationship: _____

Reference 3

Name: _____ Phone number: _____

Email: _____ Relationship: _____



8. Is there anything else you'd like us to know as we consider your application?