The Ad-hoc Puget Sound Steelhead Advisory Group developed the following ground rules and provided permission to the facilitator to enforce them as necessary to increase the effectiveness of the group.

1) We can create a better future by working collaboratively:
   a. There is no team in FY.
   b. Focus on our mission and what is being discussed, not the person.
   c. Provide members the flexibility to explore ideas from a new perspective.
   d. Avoid placing blame (“if only...”).
   e. Create win-win solutions where possible.
   f. Work to find solutions that everyone can live with.

2) Mutual respect is critical to our success:
   a. Respect other member’s perspectives and experiences.
   b. Listen and let the other person finish speaking – be patient
   c. No projectiles – literally and figuratively.
   d. Try to see both sides - put yourself in the other person’s shoes.

3) Each of us provides valuable perspectives:
   a. Provide everyone with an opportunity to express their views.
   b. There is no bad idea when we are brainstorming.

4) Meeting time is valuable:
   a. Distribute the agenda and materials prior to the meeting.
   b. Arrive at the meeting on time.
   c. Stay focused on the current agenda topic.
   d. Express your thoughts concisely and as thoughtfully as possible.
   e. Come to the meeting prepared.

5) Science provides a foundation for sustainable management:
   a. Provide access to key scientific information and uncertainties.

6) Anyone can call for a break.

7) At the end of each meeting, capture 3-7 key messages for discussion with stakeholders who are not members of the advisory group.

8) {Address in the future – agreement on products and deliverables of the group}