



**SAN JUAN COUNTY  
MARINE RESOURCES COMMITTEE &  
SALMON CITIZEN ADVISORY GROUP**

**MRC Annual Retreat  
December 1, 2022  
UW Friday Harbor Labs Commons  
620 University Rd, Friday Harbor, WA 98250**

**Agenda**

8:45 AM	<b>Meet and Greet</b>
9:00 AM	<b>Convene Meeting:</b> <i>Christina Koons, MRC Chair</i> <b>Coast Salish Acknowledgement</b> <i>Let us acknowledge we reside on the ancestral lands and waters of the Coast Salish people who have called this place home since time immemorial and let us honor inherent, aboriginal and treaty rights that have been passed down from generation to generation.</i>
9:05 AM	<b>Member Updates and Public Comment</b>
9:10 AM	<b>Approve November Meeting Minutes</b>
9:15 AM	<b>MRC Business Items:</b> <ul style="list-style-type: none"> <li>Review of letter for Council consideration from MRC Oil Spill Prevention Subcommittee</li> </ul>
<b>Session 1 Finalizing the MSA Plan Facilitated by Frances Robertson</b>	
9:30 AM	Review of MSA Strategic Actions <ul style="list-style-type: none"> <li>MRC Members will break out into 4 separate groups to discuss and review 2 key objectives from the MSA Plan per group. The goal is the session is to get group approval from the MRC on the key objectives and note anything that is missing, but to not attempt to rewrite the key objectives at this stage in the process.</li> <li>10 minute break</li> <li>Report-out from the breakout groups and group discussion</li> <li>Wrap-up</li> </ul>
12:30 PM	<b>Adjourn Session 1</b>
12:30 PM	<b>Working Lunch (Opportunity for MRC Networking and debrief from morning session)</b>
<b>Session 2 MRC Planning Facilitated by County Staff</b>	
1:00 PM	Quick Recap of 2022 MRC Accomplishments – <i>Sam Whitridge</i>
1:15 PM	MRC Work Plan for 2023- <i>MRC Staff</i> <i>Projects and work areas, Deadlines and key dates</i> <ol style="list-style-type: none"> <li>PFSS</li> <li>Derelict Vessel Prevention Program</li> <li>Eelgrass Protection</li> <li>False Bay</li> <li>Oil Spill Prevention</li> </ol>

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	6. Salmon Recovery 7. Other projects of interest for 2023
2:15 PM	MRC Subcommittees- <i>MRC Staff and Subcommittee Leads</i> <ul style="list-style-type: none"><li>• Review of Subcommittees identified for 2022 and status update</li><li>• Discussion of Staff vs. Committee Member roles in managing subcommittees</li><li>• Planning for subcommittee work going forward</li></ul>
3:15 PM	MRC Member Recruitment <ul style="list-style-type: none"><li>• Desired expertise/interests</li><li>• Desired geographic/island representation</li><li>• How to engage new and diverse audiences in the MRC and in our collective work?</li></ul>
4:00 pm	<b>Adjourn Session 2 and the Retreat</b>

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**SAN JUAN COUNTY  
MARINE RESOURCES COMMITTEE &  
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December 1, 2022

MRC Retreat meeting minutes

**MRC, CAG and LIO Committee Members in Attendance:** Matt Arata, Megan Dethier, Jeff Dyer, Kailey Genther, Phil Green, Christina Koons, Adam Parrott, Lovel Pratt, Laura Jo Severson

**Ex-officio, County support staff and members of the public:** Tyler Davis, Marta Green, Frances Robertson, Tina Whitman, Sam Whitridge, Jeff Whitty

9:03 AM **Convene Meeting, Coast Salish Acknowledgement**

*Christina Koons*

Meeting in person at the FHL Commons. *Let us acknowledge we reside on the ancestral lands and waters of the Coast Salish people who have called this place home since time immemorial and let us honor inherent, aboriginal and treaty rights that have been passed down from generation to generation.*

9:04 AM Introductions around the room, participants introduce themselves and say what island they're from

9:09 AM **Approve November Meeting Minutes**

*MRC members*

MOTION: Megan moves to approve the minutes, Phil seconds. All in favor, none opposed, minutes are approved.

9:10 AM **MRC Business Items**

*Christina Koons*

- Review of letter for Council consideration from MRC Oil Spill Prevention Sub- committee

Christina has not yet heard a reply from Council but there were no specific actions requested.

Sam: and second letter by Lovel. next steps? Draft letter was sent. Are we ready to move forward and approve?

Lovel: members of subcommittee to go at citizen access to ask that Council submit the requested legislation to 40<sup>th</sup> District representatives

Christina: shall we convene again as a subcommittee to go forward with those plans? Anyone opposed?

- Everyone says "go for it" - Subcommittee will get together at lunch

Marta: I specifically asked Ecology for reports of those first few days. Did you get those or shall I ask a third time?

Lovel: no and there was a presentation at the NW Area Committee meeting but not those details

Christina: previous minutes say we're going to request that from Brendan

Frankie: Council meeting next week is on Lopez, it's Jamie's last meeting. Jeff, can you attend? It's Tuesday Dec. 6<sup>th</sup>

**Session 1: Finalizing the MSA Plan**

*Frances Robertson*

9:18 AM Review of MSA Strategic Actions

We'll review strategic actions, these strategies/actions aim to protect, build, conserve County marine resources.

9:30 AM MRC Members break out into separate groups to discuss and review key objectives from the MSA Plan.

11 AM short break

11:13 AM Report-out from the breakout groups and group discussion

Sam is recording on this virtual jamboard, we'll send link around and it'll be editable if we want to add anything

#1 Climate Resilience

Tina/Megan/Christina

-discussed challenge with monitoring of where the data go and who's looking at it, limitations. Could MRC provide volunteers toward existing monitoring programs?

- First two rows, Mussel and king tide storm surge monitoring are big priorities; We want to add more component to the storm surge/king tide monitoring

- General tone for the whole page about climate change as something that may happen in future but we want stronger language throughout – it “is” happening or “will” happen, “is expected to” – for the whole page

- High importance: incentives for property owners, but it'll be expensive. Also managed retreat of roads

- On managed retreat of infrastructure, for Key Result: habitat restoration opportunity. Need bigger financial lift, this will be expensive, complex, long but also very important

-> Promote *protection* of natural functioning... and then policy and regulatory for the other part

- Getting a more informed public to be more supportive of things like the road levy. Discussed why it failed, talked about tying in more education and outreach about how roads won't be business as usual going forward.

Megan: let's ensure this report makes reference to the Friends' report on the roads and shoreline

Regarding incentives: shore friendly program, and promote more of NW Straits free technical shoreline advice

Christina: about those first two monitoring projects, what role does MRC play in mussel monitoring? And where do those data go and where are results? If we're doing it, how can we learn more about broader context?

Frankie: It's an ongoing sound-wise effort. Data were summarized in State of the Salish sea report. That project looks at water quality, it's low-hanging fruit for the MRC to help. Doesn't require funding, just a few man-hours.

Similar to storm surge monitoring, began last year and needs to get more organized, designate who's going where.

Challenge is that actual highest tide is often associated with a storm, not always same as predicted highest tide.

Megan: monitoring data often don't get collected, but these photos can be used as a communication tool

## #2 Oil Spill Prevention

- that term “advocate” could be problematic with federal funding. Maybe alternative wording could be, support – provide data, white papers, etc. that Council can act on

- In third row, specific to IOSA. This is a 10 year+ plan and future role of IOSA is uncertain. Suggest more inclusive language e.g., “Primary response contractor(s), such as IOSA ... etc.” We want more robust spill response dedicated presence here. Now it's US Ecology and Towboat US that are the primary response contractors, and IOSA's role is less well-defined.

ACTION ITEM: Lovel is sending that wording to Sam

Lovel: also from Brendan's talk, addressing the small spills of concern around marinas and fueling stations needs to be added.

- In the second row refers to the emergency response towing vessel (ERTV). Make clear we don't mean moving the one from Neah Bay, we're talking about a new asset, an additional ERTV. And this isn't to justify additional projects or vessel traffic, this is to address existing traffic and risk. ACTION ITEM: Marta will draft new language

## #3 Protect Aquatic Vegetation

- this action is more about communicating what researchers already know. Not all MRC's responsibility, can be more about highlighting other research e.g., NW Straits kelp report. foster understanding of connectedness of kelp.

- this is about policy, not just public outreach e.g., more informed dock permitting

Stressors on aquatic vegetation: water quality parameters (temp, turbidity), shading, anchoring, dirty stormwater

Phil: at kelp working group hosted by NW Straits, an expert gave a great talk showing connections between kelp and stressors. Would be great to get a talk like that in front of County Council

Christina Minney, Cindy wolf, and Jane Fuller – all very environmentally friendly. Will they come to our meetings?

Action: have council members come to meetings for a kelp talk or bring one to them.

## #4 Enhance Nearshore Food Webs

- *Protection of tidelands* Question: why is protection the only criteria here and not also policy?

- if there's no regulatory teeth, voluntary actions rarely work, even nonvoluntary ones often don't work

- this is specifically about protecting nearshore parcels, focused on tidelands. buoys and anchor out, etc.

Phil: this is largely more of the same as what we're doing, like grant program for buoys, looking at regulatory actions that can be put into place. These locations need to be a layer on the digital chart for boaters to see

Sam: so, the actions need to be buoys, acquisitions, but also the regulatory/enforcement

- The "who" should do that is DNR. How can we show them that need is urgent? Need to invest in more regulators/enforcers? Continue to support Land Bank, SJPT with protection/acquisitions

- *Expand Shore Friendly program* an outreach program to shoreline landowners, preventing soft shore armoring

- If Friends is already doing that, maybe they need more support from MRC to help expand?

ACTION ITEM: ask Tina what their capacity is for that and how it's going

#### #5 Reduce Human Impacts

- General Discussion of the fantasy of setting a carrying capacity for the island, creative ways to stem tourism

- *Derelict fishing gear*, this could be a boater education piece.

Phil: with enforcement, what if county could fund a WDFW position based here? Could we lobby for that?

Laura: many people here donating to causes, if we need someone to do this we could look at how to fund this

- *Green Crab monitoring* program continues – it's a Sea grant project, important to continue recording numbers

- *False Bay ulva monitoring* – it's a deliverable in our work plan grant going forward. What's capacity for MRC

members to go out and do surveys if not an intern? Quadrat with a mat density

- *Spartina monitoring* – Reed cord grass. Sam is not aware of any program

- *Beach and marine debris*:- get more kids and school groups' involvement GICU

Still planning to have Seabin next season. Too stormy in the winter. It's more outreach/awareness than actual impact, good to collect and show what was captured. BUT need someone to lead/organize it

ACTION ITEM: can we reach out to Amy who organized this in the past? Get a hold of her Facebook page

- *Visitor outreach* at False Bay isn't a deliverable in the coming year. Too hard to get boots on the ground. We don't think much of signage or brochures, so maybe locals that care in person are the best way to achieve real outreach?

Aside from False Bay – Argyle lagoon, Parks Bay? Partnership with visitors' bureau to link to MRC website?

Kailey: Reach out to Visitors Bureau ask them to highlight us, show what we do.

#### #6 Improve Regulatory Compliance - Group didn't discuss, Frankie will work with Brooke on this

#### #7 Ensure Shoreline Functioning

Problem: no row that says 'reduce the demand for shoreline armoring', i.e., not build in first place.

- First row, to create incentives – need to add education/outreach as one of the criteria. Much of discussion connected back to the regulatory

- "Remove shoreline armoring" could be "Remove or Redesign" and still reduce impacts

Christina: we also discussed compliance tracking of the permit itself, that also links back to objective #6 compliance

#### #8 Reduce Vessel Impacts

- 'Create a SRKW forage area' and reduce vessel activity – it's one of our highest priorities. Relevance beyond SJC

- Highlight two rows on the bottom, "Protect sensitive habitats from recreation" combine with "protect sensitive nearshore habitats". We discussed the anchor-out eelgrass project as part of this.

- in terms of Key Result of Monitoring, it's about what the report can do to address next steps. Marta had some great wordsmithing ideas to better identify the key result, further steps

- with derelict vessels, we feel prevention is the highest priority (above removal) to avoid all the cost and damaging impacts of removal. But also situations when specific derelict vessel removal are a high-priority emergency

(Tyler is making some small notes to remove redundancy)

- For monitoring key results, adding verbiage of "improved understanding"

ACTION ITEM: Lovel will send specific edits to Sam

Lovel: and we identified protecting sensitive habitats as a high priority

## #9 Upgrade Marine Infrastructure

Frankie: creosote infrastructure project is already happening. But in some cases may be appropriate to do an age study, look at if removal is always best solution. We'll need to consider ownership of some structures in future. Sometimes it's also a more accessible option to put 'jackets' around pilings

*County and marine infrastructure upgrades:* discussed expanding to create outreach, look at options for upgrading

*Barge Landing Inventory:* we ranked this high, due to high volume. Are barge trips or ferry space more efficient?

Currently identifying buoys around the county for density study – buoys are permitted but few are up to spec.

- There is currently no tracking system for mooring buoys. We're considering adding in a strategy where Key Result is creating tracking system for mooring buoys or working with Tribes to create framework which DNR can adopt, maybe a tag to show accomplished annual maintenance. Having the tracking system is critical

*Addressing unauthorized and derelict buoys:* Need to establish process for removing buoys, creating and implementing that system will be a Key Result. That has a greater impact than just here in SJC.

*Creating and managing a public mooring buoy system,* needing to balance mooring buoys needs for tourists/visitors and seasonal residents/workers. Almost need categories of mooring buoys in certain areas

*Establish incentives to minimize installation...:* we ranked as low. Single family docks aren't getting permitted now.

*Expanding pumpout facilities and compliance:* ranked as high. Seattle yacht club and Warbass rely on the Port

Adam: In the summer the pumpout boat can do 30-40 boats max. Not enough infrastructure in busy season.

- This partly falls into communication and outreach, but also activating a 'marine services' group by bringing together local working marinas, docks, towboat US, for a round table to identify the issues as a group and how to readdress those. E.g., help identify funding sources or contacts for broken infrastructure

- Further discussion of current situation with pumping out

## #10 Partner Coordination

Frankie: this is a catch all that touches on many of the others we've discussed, County office is continuing to work on all of these. E.g., EPIC, MMW and ongoing PFSS, Catch more crab, etc.

ACTION ITEM: specifically add in "Tribes" to that first Coordination and collaboration action

12:27      Wrap-up

*Sam Whitridge*

This will be a semi-working lunch. Subcommittees, touch base then provide brief update summary in afternoon

12:28      New MRC Logo

*Tyler Davis*

We decided on the logo, but different ideas about the text. Tyler will put 4 ideas up there, please vote

12:30 PM    **Adjourn Session 1**

Working Lunch (Opportunity for MRC Networking and debrief from morning session)

### **Session 2: MRC Planning**

*County Staff*

1:16 PM    Quick Recap of 2022 MRC Accomplishments

*Sam Whitridge*

- MSA plan – identified and categorized new & emerging threats, strategic actions, drafted final chapters
- PFSS – adopt-a-beach program, beach clean-up events, partnership with Youth Conservation Corps., Seabin.
- Derelict Vessel Program – tagged vessels and submitted 3 vessels to the NW Straits derelict vessel working group, reestablish derelict vessel database
- Vessel Compliance Monitoring of buoys in Odlin and supporting maintenance, Installation of anchor out buoys planned for places among Orcas, SJI, and Lopez now in permitting. Added a new monitoring site in Blind Bay
- False Bay intern did ulva monitoring – MRC members did visitor outreach, conducted over 50 visitor surveys
- salmon recovery – updated local salmon recovery strategy, approved over \$2million in recent grant round

- restructuring of the marine program team, more efficient to have staff work across programs

Question about timing of available money:

Sam: SRFB funding can be available immediately, then nearly 2/3 comes from PSAR funds needs to be appropriated by legislature. Projects are approved but money can't be awarded until July 1, 2023. And reminder, the North Shore acquisition for which a large part of money will come from PSAR, won't know for sure until April/May 2023

1:36 PM Framing out Workplan for 2023

*Sam Whitridge*

Discuss what we want to accomplish. In January Sam will bring a mapped-out workplan for general approval.

What are deliverables, required projects, and what do we want to work on aside from grant deliverables?

Subcommittees status: What additional support is needed? Identify leads and participants, provide updates.

1:38 PM MRC Subcommittees

*MRC Staff and Subcommittee Leads*

some context: It has been falling on staff to organize different committees and meetings but it's too much with all that needs to happen for the grant. Important to identify member leads willing to work to get the group together. And, it's the ethos of the MRC that it's meant to be a citizen-driven group.

- Review of Subcommittees identified for 2022 and status update

#### 1. Outreach & Education Subcommittee

Jeff takes the lead for this committee, wants to put climate change as a theme. Kailey and Beth are participants. Pema is willing to help. Adam volunteers. Jeff. Other subcommittees can funnel outreach items through this one  
Matt: other committees should be required to submit something to this subcommittee

#### 2. PFSS

Karin is the lead. Laura Jo is a participant. Adam volunteers, largely because of Seabin

#### 3. Derelict Vessel Prevention Program

Adam is the lead, Marta is like a satellite staff. MRC has a role because we have \$12K invested

Marta: in the next year we want to formalize system, like procedures for maintaining the database. We'd like to have surveys in new places, like Fisherman's Bay. Jeff, we hope you can keep your eye out on Lopez. Christina, we hope you can keep an eye out on Orcas. We have a full plate focusing on east side of SJI and on west side of Shaw. Current penalties are not enough to disincentivize.

#### 4. Eelgrass Protection

- Beth is the identified Lead? that made a lot of sense in her role with Jenjay and with Odlin

#### 5. False Bay Monitoring and Outreach

Megan: I'll speak to the status monitoring but not the outreach. Wendel hired part time to do all these elements but also taking a new job with WDFW, so his term with FHL is ending. We've done the last of sampling

Sam: we don't have anything planned for 2023 for either intern or outreach

Megan: so this committee may run its course in the next 6 months

#### 6. Salmon Recovery

Sam: this was about the chapter update, this committee has run its course. No longer need an active salmon recovery committee, we'll just continue as the CAG and we still have the TAG doing technical aspects of that work

Jeff: we have 10-year goals and 50-year goals. Should subcommittee meet once a year to check on their progress?

Level: agree, that would be great for the whole CAG to do

Sam: we do have that adaptive management goal. I could roll up that information annually and package/present

#### 7. Tribal partnerships

- Patti is the lead on that. All agree this is important.

Sam: we recognize the need for more tribal engagement. But this committee hasn't been so active

Level: like education/outreach, this is something all committees should keep in mind with their work

#### 8. Oil Spill Prevention and Response Preparedness

- Level is the lead, this is a great subcommittee. We had several meetings this year. Matt is joining

For our purpose/responsibility we reference our support for MSA objective #2 the oil spill prevention and response preparedness, and as needed for current events like were' doing right now recommending that the County Council reach out to legislators in the 40<sup>th</sup> district regarding lessons learned from Aleutian Isle

#### 9. Cattle Point Interpretative Center

Tyler: this is a subcommittee with an 'asterix', depends on LTAC funds, presentation about that next Monday

Megan: there has been correspondence with DNR to recover some of the text/art/signage developed in the past.

#### 10. MSA Update

Hope this will end after the MSA revision. We'll discuss carrying that forward with the work plan.

Level: it seems like the draft was a heavy lift. But then the outreach and engagement are a whole other thing

Sam: there will be the MMW, then we plan to bring it to council in January or February

Frankie: I'll work on wrapping up in Jan and then give to Council. MMW in March. That's a good time to let agencies know what we care about locally. There's interest from the terrestrial managers workshop to combine, 2<sup>nd</sup> or last week of March on Orcas Island. That will be like 2020 workshop, we'll look at these key objective areas.

That was all the active committees. It would be a good idea to crossmatch actions from this morning's discussion with existing subcommittees to see which subcommittees are already working on certain actions

ACION ITEM: Frankie will delegate that to Sam or Tyler

Sam: and we should have regular report-outs from subcommittees at meetings

- Discussion of Staff vs. Committee Member roles in managing subcommittees

This is the capacity issue. Staff can drive project elements but need MRC committee members on deliverables

Megan: The years like this when the MRC did a lot was almost entirely due to staff being the backbone. That's how work gets done even if members are involved. THANK YOU to staff for helping this group to be useful

Phil: and interns are also incredibly helpful. Support for the staff to move certain things forward.

Q: will there be an intern this summer?

There could be funding for it, but an intern needs oversight and also a targeted project

2:15 PM MRC Work Plan for 2023

*MRC Staff*

We'll spend remaining time reviewing workplan. Sam will put it together and present in Jan. High level overview:

*Projects and work areas, Deadlines and key dates*

1. MSA plan, just talked about this (presenting to Council, MMW)
2. PFSS (adopt a beach, mentoring high school students, etc.)
3. Derelict Vessel Prevention Program (continue with marine patrols, database, and community outreach)
4. Eelgrass Protection (Vessel monitoring at anchor out sites, community outreach, installation of buoys, assessment of new sites)

Frankie: we need more consistent vessel monitoring at these sites for next year. Vessel compliance monitoring will be combined with the towed underwater surveys with DNR. For sites without buoys it continues to be a baseline of vessel monitoring, and once buoys go in we track compliance and look at effects.

Phil: are there plans for Bell Point monitoring?

Frankie: that's a good question for Tina, Tina has plans for that site

Jeff: at Odlin, could current Park staff person help monitor?

ACTION ITEM: that's a good idea, Frankie will contact Joe about that

Phil: reminder, I'll be rotating off no more vessel monitoring after June

Frankie: maybe Yuki can help. She's doing her own surveys, paddleboard based. Maybe we can help

5. False Bay (ulva sampling will continue into 2023 but not planning visitor surveys now)

Frankie: there may not be enough work there to fuel an internship. Karin has expressed interest.

Megan: I don't know if it's worth it based on data collected by Wendel last summer and summer before

And who has the visitor survey data? ACTION ITEM: Frankie can send survey data to Wendel

Frankie: if it turns out that ulva is not worth the effort, that's a result and we can check that off as completed

Those five were deliverables in the grant, Any more ideas...?

- Other identified MRC efforts: Oil Spill Prevention legislative outreach

- in terms of more small-scale spills: within county framework to enact ordinances, something on the policy side?

- look at what other parts of country are already doing to work on this problem, launch as a region-wide project

- side discussion of the minke necropsy that happened at the end of the summer, how she was struck etc.

2:38 PM Additional Projects of Interest

- Oil spill stuff, cattle point interpretative, etc.

- we keep returning to this communication/outreach theme, an important issue identified across actions

Megan: some of that is being done by Friends and other groups

2:50 PM MRC Member Recruitment

Should discuss what type of people we want, considering many of these projects driven by one individual

members' passion. We've already searched for Ivan's and Carl's positions. Consider what expertise we need

We have a post on the website, not on Facebook yet. Would be good to put out a call in local papers

Christina: folks in the marine world in economic development. The whale watch world. The tourism industry

Phil: would be good to have both commercial and recreational fishers represented. It's good to have the ports

represented. And I think it's so important to have someone from the Labs as officiant of the biological preserves

Christina: I think that outer island perspective is important. It's so SJI heavy, it's great we can also meet on Zoom

Sam: the new commitment is to meet in person four times a year

ACTION ITEM: Sam can put together flyers for Christina to distribute

Lovel: we should definitely get more members from Orcas, Lopez, Shaw

Bulletin board on Shaw, PO on Waldron (Lovel knows someone there), local publication – Lopez Rocks

-advertise on the ferry, interisland

Jeff: can you reach out to commissioners at Lopez and Orcas at Port Commissions?

Frankie: we need to go through transparent application and review process. In the past we've had an executive committee to help with review process, Council member liaison will help (don't yet know who that's going to be)

Christina: do we have ways to onboard new members? feedback from new members about what it was?

Adam: I like the whole process. This year I spent a lot of time observing to see what was going on.

Frankie: we have a membership handbook I compiled that needs to be updated periodically

ACTION ITEM: Adam can re-read that and get back to staff now with new insight

Sam: we have received an application or two. It would make sense to do a few interviews at once

3:05 PM Wrap up

Frankie: in April we'll put together next 2-year grant for MRC. February meeting will be about prioritizing projects to wrap into the proposal. They can be new projects or long-running. There will need to be long term funds

dedicated to Odlin anchor out. We don't currently have anything bird-related

Tyler: pigeon guillemot network and the seabird survey. Yesterday in PSAR meeting with marbled murrelets, it came up that there was a big data gap right in our county in terms of their presence across seasons

Phil: I thought Forest Service did it? Tyler: yes historically, but not recently

Phil: Oystercatchers have come up as a keystone species in the intertidal. That and the surveys Tyler mentioned could clearly be taken on. Monitoring birds as a sign of health in the ecosystem

Phil discusses some history of bird surveys done on SJI, protocol for the survey. Some new Audubon staff.

ACTION ITEM: Phil and Tyler will discuss that protocol, Tyler will look for more feedback on this

3:15 PM **Adjourn Session 2 and the Retreat**