

**ATTACHMENT C**  
**STATEMENT OF QUALIFICATIONS (SOQ)**  
 (Revised Pursuant to Addendum No. 1, August 12, 2016)

<b>Section 1: ADR Provider Contact Information &amp; Languages</b>			
Last Name	Plummer	First Name	Emily
Company Name	Donna Silverberg Consulting		
Business Address	812 SW Washington Street, Suite 525		
City	Portland	State	Oregon
Zip Code	97205	Phone 1	503-248-4703
E-mail	emily@dsconsult.co		
Web Site	<a href="http://www.mediate.com/dsconsulting">http://www.mediate.com/dsconsulting</a>		
Languages Spoken	English	Fax #	503-721-0623
<b>Section 2: Provider Overview</b>			
<p>The following Section provides a brief overview of the provider's experience and qualifications</p> <p>Emily has nearly eight years of mediation experience, both as an interpersonal conflict mediator and group facilitator for conflicts ranging from foreclosure and agricultural mediation to intergovernmental conflict resolution and consensus processes. Since 2012, she has worked on a variety of public policy facilitation processes, assisting with project planning, strategy, conflict resolution and consensus building, facilitation, mediation, communications and documentation. She is practiced in working with technical staff, managers and executives within County, State, Federal, and Tribal governments. Emily's practice focuses mostly on natural resource management and public policy issues, as well as workplace, public health, and human services.</p> <p>Additionally, Emily spent five years working as a community mediator and mediation coordinator, through which she helped neighbors, families, co-workers and local governments engage in constructive dialogue and issue resolution.</p> <p>Emily holds a Bachelors of Arts in Environmental Studies and a Masters of Science in Conflict Resolution. As a result of both professional and educational experiences, Emily brings a depth of knowledge and understanding about conflict, its effective management, and interest-based problem solving. Additionally, Emily has a unique understanding of ecological systems and natural resource management practices from years of experience working as a Watershed Resource Technician for various watershed groups.</p>			

<b>Section 3 Services Offered and Rate</b>			
Type of Service Key Person Desires to Offer & is Qualified to Offer	ADR Provider Billing Rate per hour	Support Staff Billing Rate Per Hour (Rate/Title)	The following items, if checked, are expenses that may be passed through at cost to the agency (See Price Agreement for details):
<input checked="" type="checkbox"/> <b>1. A <u>Mediation General Practitioner</u></b> is an impartial third party who assists two or more parties in reaching a mutually acceptable resolution to a controversy. These Practitioners have broad mediation experience and skills and are able to adapt mediation to a wide variety of circumstances, including workplace disputes.	125.00	50.00 to 75.00 (range) Administrative Assistant	Copy/print charges <input checked="" type="checkbox"/> Facility Use/ Rental Fees
<b>2. A <u>Facilitation General Practitioner</u></b> is an expert at helping large groups work effectively towards a desired objective. These Practitioners have sufficiently broad experience and skills so as to be able to design and facilitate a large group process to achieve variety of goals or objectives.	125.00	50.00 to 75.00 (range) Administrative Assistant	Copy/print charges Facility Use/Rental Fees
<input checked="" type="checkbox"/> <b>3. A <u>Public Policy Facilitator</u></b> is an expert at helping governmental entities and diverse stakeholders reach agreement on controversial public policies or public projects, often within a complex legal, political or regulatory context. These providers are experienced at assessing, designing, convening and facilitating collaborative processes.	125.00	75.00 Support Staff 00.00 Staff Title 00.00 Staff Title 00.00 Staff Title 00.00 Staff Title 00.00 Staff Title	<input checked="" type="checkbox"/> Copy/print charges <input checked="" type="checkbox"/> Facility Use/Rental Fees
<input type="checkbox"/> <b>4. A <u>Public Involvement Practitioner</u></b> is an expert at helping governmental entities engage the public on public issues or projects. These providers are able to design and implement an appropriate public involvement process from projects that seek to inform or educate the public to projects that allow for greater public involvement via consultation or collaboration.	00.00	00.00 Staff Title 00.00 Staff Title 00.00 Staff Title 00.00 Staff Title 00.00 Staff Title 00.00 Staff Title 00.00 Staff Title 00.00 Staff Title	<input type="checkbox"/> Copy/print charges <input type="checkbox"/> Facility rental fees <input type="checkbox"/> Mail or bulk email fees <input type="checkbox"/> Telephone charges <input type="checkbox"/> Website hosting, online software or online services fees <input type="checkbox"/> Video production services <input type="checkbox"/> Other Subcontractors

<b>Section 4A: Does the Provider charge travel expenses to provide services in your area?</b>		
<b>County or County Area</b>	<b>Available to work in this area without charging travel expenses.</b>	<b>Available to work in this area but will charge travel expenses</b>
1 Clatsop, Columbia, Tillamook -- Counties	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2 Washington, Multnomah -- Counties	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3 Polk, Marion, Yamhill -- Counties	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4 Lincoln, Benton, Linn -- Counties	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5 Lane -- County	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6 Douglas -- County	<input type="checkbox"/>	<input checked="" type="checkbox"/>
7 Coos, Curry -- Counties	<input type="checkbox"/>	<input checked="" type="checkbox"/>
8 Josephine, Jackson -- Counties	<input type="checkbox"/>	<input checked="" type="checkbox"/>
9 Hood River, Wasco, Sherman, Gilliam, Wheeler	<input checked="" type="checkbox"/>	<input type="checkbox"/>
10 Jefferson, Crook, Deschutes -- Counties	<input type="checkbox"/>	<input checked="" type="checkbox"/>
11 Lake, Klamath -- Counties	<input type="checkbox"/>	<input checked="" type="checkbox"/>
12 Morrow, Umatilla - Counties	<input type="checkbox"/>	<input checked="" type="checkbox"/>
13 Wallowa, Union, Grant, Baker -- Counties	<input type="checkbox"/>	<input checked="" type="checkbox"/>
14 Harney, Malheur -- Counties	<input type="checkbox"/>	<input checked="" type="checkbox"/>
15 Clackamas -- County	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><b>Section 4B: Hourly Travel Charges.</b> <i>If, in addition to allowable travel expenses, the Provider will charge for travel time and the travel time of administrative assistants or staff, or both, the hourly travel rate for Proposer and each of Proposer's administrative assistant and staff must be identified here.:</i></p>		
<p>Travel expenses are \$62.50/hour for the Proposer and \$37.50/hour for administrative staff.</p>		

**Section 5: Standards the Provider Subscribes to and Licenses Held**

- Oregon Mediation Association Core Standards of Mediation Practice, April 23, 2005  
(<http://www.mediate.com/oma/pg61.cfm> )
- Association for Conflict Resolution, Model Standards of Conduct for Mediators, 2005 revisions.  
[http://www.imis100us2.com/acr/ACR/Resources/Model\\_Standards/ACR/Resources/Model\\_Standards.aspx?hkey=315fc2bd-2cac-422b-82bf-b3160b6a1b08](http://www.imis100us2.com/acr/ACR/Resources/Model_Standards/ACR/Resources/Model_Standards.aspx?hkey=315fc2bd-2cac-422b-82bf-b3160b6a1b08)
- Model Standards of Practice for Family and Divorce Mediation  
[http://www.imis100us2.com/acr/ACR/Resources/Model\\_Standards/ACR/Resources/Model\\_Standards.aspx?hkey=315fc2bd-2cac-422b-82bf-b3160b6a1b08](http://www.imis100us2.com/acr/ACR/Resources/Model_Standards/ACR/Resources/Model_Standards.aspx?hkey=315fc2bd-2cac-422b-82bf-b3160b6a1b08)
- International Association for Public Participation (IAP2), Code of Ethics for Public Participation Practitioners (See  
<http://www.iap2.org/displaycommon.cfm?an=1&subarticlenbr=8>)
- Other professional standards that the provider subscribes to:
- Oregon State Bar #
- Other professional licenses:

RFP DASPS 2599-16 – Alternative Dispute Resolution Services

<b>Section #6: Provider's Specialized Areas of Expertise</b>		
<i>Area of Expertise</i>	<i>Sub Specialty</i>	<i>Areas of expertise</i>
Business and Finance	General	<input type="checkbox"/>
	Investment and Finance	<input type="checkbox"/>
	Patents or Intellectual Property Rights	<input type="checkbox"/>
Civil Rights	Civil Rights	<input type="checkbox"/>
Consumer	All Types, Consumer-Merchant Disputes	<input type="checkbox"/>
	Assistive Technologies	<input type="checkbox"/>
	Vehicle Sales, Service or Repair	<input type="checkbox"/>
Cultural	Cross Cultural, Ethnicity, or Related Fields	<input type="checkbox"/>
Education	Education	<input type="checkbox"/>
	Special Education	<input type="checkbox"/>
Environmenta	Agricultural Exceptions (goal 2)	<input type="checkbox"/>
	Agriculture	<input checked="" type="checkbox"/>
	Air, Land and Water Quality	<input checked="" type="checkbox"/>
	Coastal	<input checked="" type="checkbox"/>
	Endangered Species or Wildlife	<input checked="" type="checkbox"/>
	Energy	<input type="checkbox"/>
	Forestry	<input checked="" type="checkbox"/>
	Hazardous Materials and Environmental	<input checked="" type="checkbox"/>
	Other Natural Resource Related	<input checked="" type="checkbox"/>
	Water Resources, Wetlands	<input checked="" type="checkbox"/>
Governmental and Regulatory	Government-to-Government (e.g., state-tribal)	<input checked="" type="checkbox"/>
	Professional Licensing	<input type="checkbox"/>
	Public Utilities	<input type="checkbox"/>
Human Services	Child Dependency and Permanency Planning (Adoption)	<input type="checkbox"/>
	Disability	<input checked="" type="checkbox"/>
	Family Services, including Service Plans	<input checked="" type="checkbox"/>
	Health Care	<input checked="" type="checkbox"/>
	Senior Services	<input type="checkbox"/>
	Social Services	<input checked="" type="checkbox"/>
	Vocational Rehabilitation	<input checked="" type="checkbox"/>
	Public Assistance - AFS	<input type="checkbox"/>
International	International	<input type="checkbox"/>
Labor and Employment	Collective Bargaining and Labor	<input type="checkbox"/>
	General Employment and Human Resources	<input type="checkbox"/>
	Workers' Compensation	<input type="checkbox"/>
	Workplace Interpersonal Disputes	<input checked="" type="checkbox"/>
Torts or Insurance Claims	Torts or Insurance Claims	<input type="checkbox"/>
Transportation, Housing and Land Use	Construction Industry & Contracts, Civil Engineering	<input type="checkbox"/>
	Eminent Domain	<input type="checkbox"/>
	General Planning	<input checked="" type="checkbox"/>
	Growth Management	<input checked="" type="checkbox"/>
	Housing	<input type="checkbox"/>
	Land Use	<input checked="" type="checkbox"/>
	Railroad	<input type="checkbox"/>
	Real Property	<input type="checkbox"/>
Siting Controversial Projects or Facilitates	<input type="checkbox"/>	

### **Section 7: Relevant Education and Training**

**Masters in Conflict Resolution, Portland State University (2013)**  
**Bachelors of Arts in Environmental Studies, University of Oregon (2006)**  
**Over 400 hours of conflict resolution, mediation and public participation training (April 2009 - present):**  
**Oregon Farmer Co-Existence Mediation Training (January 2016); Advanced Facilitation Training – DS Consulting (December 2013); Washington Department of Commerce Foreclosure Fairness Act Mediation Training (June 2011 & May 2013); Facilitating Collaborative Processes – Resolution Northwest (September 2012); Public Policy Facilitation, University of Oregon (February 2010); Washington Department of Fish & Wildlife Fish Passage Technician Training (May 2009); 40 Hour Basic Mediation Training (April 2009)**

### **Section 8: Relevant Training Conducted by the Provider**

**Co-Trainer for Oregon Department of Human Services LEAN Team Team Building & Communication Skills Training (October 2015)**  
**Co-Trainer for Oregon Department of Human Services Beaverton Vocational Rehabilitation In-Service Learning (October 2014)**  
**Co-Trainer for Oregon Department of Human Services In-Service Training "Leadership from Any Seat" (August 2014)**  
**Mediation Coach for Six Rivers Mediation 40 hour Basic Mediation Training (October 2015)**  
**Co-Trainer for Six Rivers Mediation 40 hour Basic Mediation Training (2011 and 2012)**  
**Conflict Coaching for Mediators - Six Rivers Mediation Continuing Education (2012)**

### **Section 9: Workplace Mediation Experience**

**Over 135 hours of workplace mediation since 2008.**

**November 2008-November 2013 : Provided mediation case development and mediation services through Six Rivers Community Mediation on seven workplace cases, totaling over 31 hours of mediation experience.**

**June 2012- present: Provided case development and mediation services through DS Consulting on two long-term workplace mediation cases, totaling 104 hours of mediation experience. Both of these cases included multiple parties, ranging from 5 to 10 people per mediation session. The parties worked for state and federal government agencies and had years of conflict and conflict avoidance to work with each other to overcome. Mediations focused on identifying tangible steps towards rebuilding trust and demonstrating respect, improving workplace communication and conflict resolution processes, and creating reflective processes and tools to help measure the group's success in working together as a team.**

### **Section 10: Litigation Settlement Related Experience**

N/A

### **Section 11: Overall Mediation Experience**

Over 400 hours of mediation since 2008.

November 2008-November 2013 : Provided mediation case development and mediation services through Six Rivers Community Mediation. These cases included community (juvenile victim-offender, business, neighbor to neighbor - 55+hours), family/divorce (98 hours), workplace (see above), foreclosure mediation for the Washington Department of Commerce (52 hours) and agricultural disputes between the U.S. Department of Agriculture and agricultural producers (24+ hours). Additionally, provided conflict coaching for clients in preparation for mediation and in cases where the other party was not interested in coming to the table for mediation.

June 2012- present: Provide mediation services through DS Consulting. Cases consist predominantly of informal and formal mediations conducted in conjunction with larger public policy facilitated processes in order to address interpersonal issues and workplace conflict resolution (see above). Clients include county, state, federal, and tribal government representatives. These cases often seek to repair longstanding conflicts rising from miscommunication, and compromised trust and respect amongst professional colleagues. More than 200 hours of mediation experience.

### **Section 12: Facilitation Experience**

Over 1,300 hours of facilitation (general and public policy) experience since 2008:

Hood River Forest Collaborative - Facilitate approximately 25 person group, including 13 organizations, county, state, federal and tribal sovereigns. This project is a consensus based process aimed at providing recommendations to the regional U.S. Forest Service Forest Supervisor regarding forest management in the Hood River Ranger District. Efforts include coordination, agenda planning, meeting and sub-group facilitation, designing communication, conflict resolution and data tracking processes, and providing written record of group deliberations and decisions. 130 hours.

Columbia River Technical Management Team - Year End Review - Facilitate group of approximately 40 representatives of 15 state, federal and tribal government agencies in an annual technical, operational, and relational review of the collaborative process. Efforts include planning for, designing, and facilitating multiple scientific presentations, individual and group exercises aimed at capturing the lessons learned, and identifying ways to improve the next year of collaborative coordination of the Federal Columbia River Power System. Over 20 hours.

**Toledo Chamber of Commerce - Facilitated the Toledo Chamber of Commerce's 2015 strategic planning effort. This project focused on helping the Chamber clarify their purpose, objectives, short and long-term goals, as well as redefine the roles of the Board of Directors and Chamber Director. The full-day session was designed from the needs and desires identified in assessment interviews with each of the participants, and utilized conflict management, decision making and consensus processes. Report drafted. Approximately 15 hours.**

**Oregon Watershed Enhancement Boards' Long-term Investment Strategy Public Listening Sessions - Facilitated small group public listening sessions as part of the facilitation team assisting OWEB. Efforts included helping ensure that information was communicated to the public in an easily digestible manner, and that the public had opportunity to provide input on various aspects of OWEB's long-term strategy. Topics included project funding and prioritization, evaluation and monitoring, and watershed planning across Oregon. Approximately 60 hours.**

**Hood River Corridor Assessment - Assessed the feasibility, need and potential outcomes of a facilitated collaborative process aimed at resolving local land-use issues. Efforts included conducting one-on-one and group needs-assessments and stakeholder interviews, identifying potential conflicts, clarifying and tracking issues, and drafting the final case assessment report. The project focused on how to collaboratively manage and plan ecological restoration, recreation, and community connectivity actions along a newly acquired section of land in the Hood River Valley. Participants included City government, land-use and recreation organizations. Over 80 hours.**

### **Section 13: Public Policy Facilitation Experience**

**Over 1,300 hours of public policy facilitation experience since 2012.**

**June 2012 - present: Provide public policy facilitation services through DS Consulting, including work on more than nine, long-term public policy facilitations. Examples of these cases are provided above and below:**

**Columbia River Regional Implementation Oversight Group – Technical Management Team - Facilitate 15-member agency team (state, federal and tribal) focused on collaboratively managing the Federal Columbia River Power System, within the parameters of biological opinions and the Endangered Species Act. Provide weekly meeting facilitation, mediation and individual coaching, process guidance, planning, and documentation; additionally assist with consensus building and conflict resolution at the group and interpersonal level, as well as annual, full-day review of lessons learned. Over 430 hours.**

**Willamette River Hatchery Genetic Management Plans - Facilitate manager and technical teams made up of Oregon's Department of Fish and Wildlife and three federal agencies. Efforts consisted of process design, agenda development, communication support, conflict resolution, facilitation, coaching and meeting logistic coordination. Additional efforts included providing official documentation of meetings and agreements. Over 100 hours.**



**Willamette Action Team for Ecosystem Restoration – Research, Management and Evaluation (RM&E) Team - Facilitate a combination of 10 agencies from state, federal, and tribal governments on the WATER RM & E Team as they work to: prioritize projects for FY 2017; clarify and improve group operating processes; resolve longstanding issues; and build trust. Responsibilities include preparing for and facilitating meetings, assisting with conflict resolution strategy, and process design. Additionally, provide facilitation support for the Steering Team, including conducting assessment interviews, coordination, agenda and meeting material development, meeting support and summaries for the lead facilitator. Over 25 hours.**

**Oregon Consensus/Bureau of Land Management's Resource Management Plans for Western Oregon – Cooperating Agency Advisory Group, ESA Consultation Solicitor and Manager Team, ESA Consultation Technical Team - Facilitate smaller workgroups and technical teams, and support the Lead Facilitator in a county, state, federal, and tribal collaborative process which included NEPA planning and ESA Consultation aimed at revising the Bureau of Land Management's Resource Management Plans for Western Oregon. Provided assistance with process planning, work group and technical team facilitation, coordination and process documentation, communication, conflict identification and resolution. Also assisted with public outreach efforts including development of outreach materials, small group facilitation, note taking and report writing. Over 415 hours.**

#### **Section 14: Experience as a Public Involvement Practitioner**

**Resource Management Plan for Western Oregon Public Outreach - Worked with DS Consulting, Oregon Consensus and the U.S. Bureau of Land Management's project team to assist with process design, material development, communication strategies, and implementation of a multi-phased public outreach effort. Outreach events were held in communities throughout Western Oregon. During the outreach sessions, my services included facilitating small group question and answer sessions, gathering public input, conflict resolution, and setting a respectful tone focused on sharing information, gathering input, and fostering relationships. Over 340 hours.**

**Section 15: Qualifying Cases**

*(Must also be documented with a "Qualifying Case Form" found in Exhibit 2 to Attachment C)*

**A. Facilitation General Practitioner**

Yes, I wish to provide this type of ADR Service and I meet the Facilitation General Practitioner minimum qualifications. I have been a principle professional facilitator in at least five facilitation projects ("cases") involving a governmental entity. These cases are documented on separate "Qualifying Case Forms" as case #1; 2; 3; 4; and 5; and I have at least 200 hours of facilitation experience, as documented in Section 11 of the SOQ.

**B. Public Policy Facilitator**

Yes, I wish to provide this type of ADR Service and I meet the following the Public Policy Facilitator minimum qualification:

Option 1 – I am a "Senior Level Neutral Public Policy Consensus Services Practitioner" in the Oregon Consensus Program Network <http://www.orconsensus.pdx.edu/mediators.php> or

Option 2 – I have been a Public Policy Facilitator in at least (3) successful collaborative public policy projects ("cases"). Each of these cases are documented on a separate "Qualifying Case Form" as #6; 7; and 8; and each project involved at least one governmental entity; at least four distinct parties; had a consensus or agreement-seeking component; and involved at least 40 hours of professional facilitator time.

**C. Public Involvement Practitioner**

Yes, I wish to provide this type of ADR Service and I meet the Public Involvement Practitioner minimum qualifications. I have been a Public Involvement Practitioner in at least (3) successful public involvement projects ("cases"). These cases are documented on separate "Qualifying Case Forms" as case #    ;    ; and    ; and each involved at least one governmental entity and at least 40 professional project hours.

## Exhibit 2 to Attachment C **Qualifying Case Form**

*(Reproduce this form as needed for each case or project you are documenting. See Exhibit 1 to Attachment C for instructions)*

<b>Case or Project name</b>	Technical Management Team Year End Review				
<b>Case #:</b> <i>Number your cases consecutively</i>	1	<b>Year you began this case:</b>	2012	<b># of parties in this case/ project:</b>	50

**(Check all that apply) Category of ADR experience that applies to this case or project.**

- |                                     |                                       |
|-------------------------------------|---------------------------------------|
| <input checked="" type="checkbox"/> | #2. Facilitation General Practitioner |
| <input type="checkbox"/>            | #3. Public Policy Facilitator         |
| <input type="checkbox"/>            | #4. Public Involvement Practitioner   |

**Case Contact (someone who can verify your role in this matter, including their contact information)**

Lisa Wright  
 U.S. Army Corps of Engineers  
 Lisa.S.Wright@usace.army.mil  
 503-808-3943

**Case Description (below)**

Since 1998, DS Consulting has facilitated a team of six federal agencies, four states (including Oregon) and thirteen tribal government representatives which manages the Columbia/Snake River system to meet the region's power, irrigation and other riverine resource needs while assuring protection of numerous affected species listed under the Endangered Species Act. Each year the team conducts a comprehensive full-day review of relevant technical and scientific information and team operations during that year. After joining DS Consulting in 2012, I first provided facilitation support to this review; then, in 2014 I became lead facilitator of the session.

Tasks included: Interviewed team members to determine most useful approaches, needed resources and information, and proposed key presenters at the meeting. Designed an approach and prepared an agenda for team approval. Helped prepare presenters to be most effective with their contributions. Facilitated multiple presentations, critical responses, and individual and group exercises aimed at capturing the lessons learned over the last year's collaborative coordination of the Federal Columbia River Power System.

## Exhibit 2 to Attachment C Qualifying Case Form

*(Reproduce this form as needed for each case or project you are documenting. See Exhibit 1 to Attachment C for instructions)*

<b>Case or Project name</b>	Hood River Forest Collaborative				
<b>Case #:</b> <i>Number your cases consecutively</i>	2	<b>Year you began this case:</b>	2016	<b># of parties in this case/project:</b>	~150
<b>(Check all that apply) Category of ADR experience that applies to this case or project.</b>					
<input checked="" type="checkbox"/>	#2. Facilitation General Practitioner				
<input type="checkbox"/>	#3. Public Policy Facilitator				
<input type="checkbox"/>	#4. Public Involvement Practitioner				
<b>Case Contact (someone who can verify your role in this matter, including their contact information)</b>					
Cindy Thieman Hood River Watershed Group cindy@hoodriverswcd.org 541-386-6063					
<b>Case Description (below)</b>					
Lead facilitator working with the Hood River Forest Collaborative, to facilitate a multi-stakeholder consensus-based process aimed at providing recommendations regarding forest management to the USFS Hood River Ranger District. Efforts include formalizing collaborative structure and processes, group coordination, agenda planning, meeting and sub-group facilitation, designing communication, conflict resolution and data tracking processes, and providing written record of group deliberations and decisions. Participants range from tribal, state and county governments, to environmental organizations, timber industry, and community groups. More than 130 hours in 2016.					

## Exhibit 2 to Attachment C **Qualifying Case Form**

*(Reproduce this form as needed for each case or project you are documenting. See Exhibit 1 to Attachment C for instructions)*

<b>Case or Project name</b>	Hood River Corridor Assessment				
<b>Case #:</b> <i>Number your cases consecutively</i>	3	<b>Year you began this case:</b>	2013	<b># of parties in this case/ project:</b>	24
<b>(Check all that apply) Category of ADR experience that applies to this case or project.</b>					
<input checked="" type="checkbox"/>	#2. Facilitation General Practitioner				
<input type="checkbox"/>	#3. Public Policy Facilitator				
<input type="checkbox"/>	#4. Public Involvement Practitioner				
<b>Case Contact (someone who can verify your role in this matter, including their contact information)</b>					
Michael Mills Oregon Solutions michael.p.mills@pdx.edu 503.725.9971					

### Case Description (below)

Worked with a member of the Oregon Solutions team to assess the feasibility, need and potential outcomes of a facilitated collaborative process aimed at resolving local land-use issues. My efforts included: conducting one-on-one and group needs assessments and stakeholder interviews; identifying potential conflicts; clarifying and tracking issues; and drafting the final case assessment report. The case focused on how to collaboratively manage and plan ecological restoration, recreation, and community connectivity actions along a newly acquired section of land in the Hood River Valley. Participants included City government, land-use and recreation organizations. This project represented over 77 hours of professional time.

## Exhibit 2 to Attachment C **Qualifying Case Form**

*(Reproduce this form as needed for each case or project you are documenting. See Exhibit 1 to Attachment C for instructions)*

<b>Case or Project name</b>	OR Watershed Enhancement Board Strategic Plan				
<b>Case #: Number your cases consecutively</b>	4	<b>Year you began this case:</b>	2014	<b># of parties in this case/ project:</b>	30

**(Check all that apply) Category of ADR experience that applies to this case or project.**

<input checked="" type="checkbox"/>	<b>#2. Facilitation General Practitioner</b>
<input type="checkbox"/>	<b>#3. Public Policy Facilitator</b>
<input type="checkbox"/>	<b>#4. Public Involvement Practitioner</b>

**Case Contact (someone who can verify your role in this matter, including their contact information)**

Donna Silverberg  
DS Consulting  
donna@dsconsult.co  
503-248-4307

**Case Description (below)**

Facilitated a number of small group public listening sessions as part of the process to develop the Oregon Watershed Enhancement Board's Long-term Investment Strategy. Was part of a team which helped OWEB conduct a series of public meetings to explain the objectives of the Investment Strategy, criteria for adoption, and then elicited public comments on the possible strategy. Developed procedures and systems designed to ensure that information was communicated to the public in an understandable manner. Implemented meeting agendas and protocols assuring meaningful public input on various aspects of OWEB's long-term strategy, including project funding and prioritization, evaluation and monitoring, and systems for effective watershed planning across Oregon.

This project represented 60 hours of professional time.

## Exhibit 2 to Attachment C **Qualifying Case Form**

*(Reproduce this form as needed for each case or project you are documenting. See Exhibit 1 to Attachment C for instructions)*

<b>Case or Project name</b>	Toledo Chamber of Commerce				
<b>Case #:</b> <i>Number your cases consecutively</i>	5	<b>Year you began this case:</b>	2016	<b># of parties in this case/ project:</b>	8

<b>(Check all that apply) Category of ADR experience that applies to this case or project.</b>	
<input checked="" type="checkbox"/>	<b>#2. Facilitation General Practitioner</b>
<input type="checkbox"/>	<b>#3. Public Policy Facilitator</b>
<input type="checkbox"/>	<b>#4. Public Involvement Practitioner</b>

**Case Contact (someone who can verify your role in this matter, including their contact information)**

Belinda Goody  
 Toledo Chamber of Commerce  
 director@toledooregon.org  
 541 336-3183

**Case Description (below)**

Facilitated a one-day, comprehensive strategic planning process for the Toledo Oregon Chamber of Commerce. This process was designed to help the Chamber clarify their purpose, objectives, and short and long-term goals, as well as redefine the roles of the Board of Directors and Chamber Director. Assessment interviews with each participant preceded the full-day session, and helped clarify Chamber needs and member aspirations. The session utilized conflict management, decision making and consensus processes. A final report summarized the day's discussions; identified key points of agreement; highlighted action items; identified responsible parties; and set timelines.

This project was completed in 15 hours to support the group's budget needs.

## Exhibit 2 to Attachment C **Qualifying Case Form**

*(Reproduce this form as needed for each case or project you are documenting. See Exhibit 1 to Attachment C for instructions)*

<b>Case or Project name</b>	Columbia River Technical Management Team				
<b>Case #:</b> <i>Number your cases consecutively</i>	6	<b>Year you began this case:</b>	2012	<b># of parties in this case/ project:</b>	50

**(Check all that apply) Category of ADR experience that applies to this case or project.**

- #2. Facilitation General Practitioner
- #3. Public Policy Facilitator
- #4. Public Involvement Practitioner

**Case Contact (someone who can verify your role in this matter, including their contact information)**

Doug Baus  
 U.S. Army Corps of Engineers  
 douglas.m.baus@usace.army.mil  
 503-808-2995

**Case Description (below)**

In 2012 I began providing staff support, and since 2013 I have been lead facilitator, of an ongoing fifteen agency team of federal, state, and tribal governmental entities. This team focuses on collaboratively managing the Federal Columbia River Power System within the parameters of biological opinions and the federal Endangered Species Act. I provide weekly meeting planning and facilitation services and, working with my technical support, oversee the accurate documentation of conversation and action items. Additionally, I provide regular process guidance and individual coaching to support the effectiveness of the team, and I assist with consensus building and conflict resolution at the group and interpersonal level.

This project represents more than 400 hours of professional time, from 2013 to 2016. The project is ongoing.



## Exhibit 2 to Attachment C

# Qualifying Case Form

*(Reproduce this form as needed for each case or project you are documenting. See Exhibit 1 to Attachment C for instructions)*

<b>Case or Project name</b>	Hatchery Genetic Management Plans				
<b>Case #:</b> <i>Number your cases consecutively</i>	7	<b>Year you began this case:</b>	2015	<b># of parties in this case/project:</b>	13

**(Check all that apply) Category of ADR experience that applies to this case or project.**

<input type="checkbox"/>	#2. Facilitation General Practitioner
<input checked="" type="checkbox"/>	#3. Public Policy Facilitator
<input type="checkbox"/>	#4. Public Involvement Practitioner

**Case Contact (someone who can verify your role in this matter, including their contact information)**

Bruce McIntosh  
 Oregon Department of Fish & Wildlife  
 Bruce.A.McIntosh@state.or.us  
 541-757-4263

**Case Description (below)**

We were brought in July 2015 to help Oregon’s Department of Fish and Wildlife and federal agencies negotiate completion of a Hatchery Genetic Management Plan (HGMP) for the McKenzie River. Working as a co-facilitator on this project, we helped the group reach agreement on the document which enabled them to move forward.

The project then was extended to focus on three additional, more complicated plans. I facilitated manager and technical level teams made up of representatives from ODFW and the three federal agencies (fisheries, hatchery, and hydropower management agencies). My work has included: process design; agenda development; communication support; conflict resolution; meeting facilitation; coaching and meeting logistic coordination. Additionally, I have provided the official documentation of meetings and agreements, and worked with the federal agency responsible for crafting the final plans to incorporate changes. The effort concluded with consensus reached on all four of the plans in August 2016. More than 100 hours spent on this project.

## Exhibit 2 to Attachment C Qualifying Case Form

*(Reproduce this form as needed for each case or project you are documenting. See Exhibit 1 to Attachment C for instructions)*

<b>Case or Project name</b>	Willamette Action Team Ecosystem Restoration				
<b>Case #:</b> <i>Number your cases consecutively</i>	8	<b>Year you began this case:</b>	2016	<b># of parties in this case/ project:</b>	10

**(Check all that apply) Category of ADR experience that applies to this case or project.**

<input type="checkbox"/>	#2. Facilitation General Practitioner
<input checked="" type="checkbox"/>	#3. Public Policy Facilitator
<input type="checkbox"/>	#4. Public Involvement Practitioner

**Case Contact (someone who can verify your role in this matter, including their contact information)**

Bernadette Graham-Hudson  
 Oregon Department of Fish and Wildlife  
 bernadette.n.graham-hudson@state.or.us  
 971-673-1134

**Case Description (below)**

This project involves facilitating a group of ten representatives from state (Oregon), federal, and tribal governments who comprise the WATER's Research, Management and Evaluation Team. As facilitator, I help the governments work to: prioritize projects for FY 2017; clarify and improve group operating processes; resolve longstanding issues; and build trust. Responsibilities include preparing for and facilitating meetings, assisting with conflict resolution strategies, and team process design.

Additional work on this project includes providing facilitation support for the next level up in the process: the WATER Steering Team. This work includes conducting assessment interviews, coordination with the facilitation team, meeting logistics, agenda and meeting material development, meeting support and drafting summaries for the lead facilitator.