



Annie Kilburg

Associate

PROFILE

Annie Kilburg has over 10 years of experience providing mediation and facilitation services and support for dispute-resolution processes for government and consulting entities. Annie has worked effectively on natural resource and environmental policy projects in collaboration with diverse stakeholders and tribal, federal and state representatives to facilitate neutral third-party dialogue and conflict resolution. Annie is an expert in organization, facilitation and project management. She provides opportunities for groups to efficiently collaborate to resolve issues and develop mutually acceptable solutions.

EXPERTISE

- Multi-party Facilitation
- Mediation
- Conflict Management & Resolution
- Training
- Collaborative Process Design

CONFERENCES & PUBLICATIONS

- Northwest Hydroelectric Association (NWhA) Conference, Moderator, Portland, OR, 2017
- "Conflict Management Program for the Rose City Rollers", Author, 2014

EDUCATION

2014	2014	2006
<i>M.S. Conflict Resolution</i>	<i>Certificate in Professional Mediation</i>	<i>B.A. Political Science</i>
Portland State University	Portland State University	Hawai'i Pacific University

EXPERIENCE

Pelton Round Butte (PRB) Fish Committee (FC) Facilitation, 2018

- Teamed with Portland General Electric's Pelton Round Butte (PRB) Fish Committee's (FC) project leads to provide process support to facilitate the PRB FC monthly meetings.
- PGE and the Tribes co-manage the PRB hydropower project and other members of the FC include local, state, federal, and non-governmental organizations.

Joint Stormwater Infrastructure Advisory Group (JSIAG) Facilitation & Project Management, 2017-2018

- Served as project manager, coordinated technical support and facilitated quarterly meetings for the Joint Stormwater Infrastructure Advisory Group (JSIAG) who collaborated to implement a Joint Stormwater Infrastructure Framework on a project-by-project basis, including developing and implementing annual work plans for finding mutually beneficial solutions to issues of multi-jurisdictional significance. Members included: the Multnomah County Drainage District (MCDD) No. 1, Peninsula Drainage District Nos. 1 and 2, the Bureau of Environmental Services (BES), City of Portland, and the Port of Portland.

King County Customer Assistance Program Wastewater Treatment Division (WTD) Stakeholder Engagement & Facilitation, 2017-2018

- Worked with a technical team to lead stakeholder engagement, facilitation, and development of process tools to assist King County in evaluating, developing, and recommending potential options for customer assistance programs. The focus point of these recommendations was the previously implemented capacity charge associated with transitioning from septic to sewer systems by the Wastewater Treatment Division (WTD) in King County.
- This project aimed at better serving WTD's low-income customers while addressing housing affordability by evaluating quantity and quality, making recommendations, and implementing one or more changes to WTD's capacity charge policies to address affordability challenges.

CONTACT



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Portland, OR

PREVIOUS WORK EXPERIENCE

Kearns & West
Facilitator/Senior Associate
Portland, OR (2014-2018)

Multnomah County Court
Mediator
Portland, OR (2011-2014)

Sports Conflict Institute
Practitioner
Portland, OR (2014)

Law Firms located in Hawaii and Oregon
Legal Manager/Paralegal
Honolulu, HI and Portland, OR
(2007-2014)

EXPERIENCE continued

Multnomah County Drainage District (MCDD) Levels of Service Stakeholder Outreach & Facilitation, 2017-2018

- Led stakeholder outreach and board meeting presentation for the Multnomah County Drainage District (MCDD) No. 1, Peninsula Drainage District Nos. 1 and 2, and Sandy Drainage Improvement Company (the districts).
- Provided stakeholder outreach and neutral third-party facilitation services to the districts to gain an understanding of experiences and expectations of landowners and other stakeholders regarding the assessment of the service levels that the districts provide.
- Conducted a series of key interviews with stakeholder groups and teamed to present findings to the board to inform the direction of their final assessment policies going forward.

Federal Emergency Management Agency (FEMA) Region IX Resilience Training, 2017-2018

- Teamed to develop and facilitate a resilience training for Region IX FEMA staff to share deployment and re-entry experiences with the Region IX Mitigation team to recognize and normalize disaster experiences; brainstorm how to use the experiences to improve the work environment; move goals outlined in the strategic plan forward; learn from, build on, and leverage disaster experiences; and learn about support resources for deployment-related stress and impacts.
- Developed training modules including two individual activities focused on active listening skills and communication approaches.

East Multnomah Soil and Water Conservation District (EMSWCD) Strategic Planning Retreat Facilitation, 2017

- Supported the preparation for, facilitation, and follow-up of a three-day Strategic Planning Retreat for the East Multnomah Soil and Water Conservation District (EMSWCD).
- The EMSWCD revised its five-year strategic plan during a three-day meeting with its board members and staff to discuss and confirm its vision and mission, specific goals related to the mission, and to evaluate the success of the organization's programs towards achieving its objectives.
- Worked to provide thoughtful insight to the planning process and leading up to the retreat, valuable and effective support for facilitation to navigate difficult conversations and make program and budgeting decisions, and a deliverable providing an overview of key points made and action items resulting from the retreat.

Marine Fisheries Advisory Committee (MAFAC) Columbia Basin Partnership (CBP) Task Force Facilitation, 2016-2018

- Supported the facilitation and strategic process design for a special task force under the National Oceanic and Atmospheric Administration's (NOAA) Federal Advisory Committee Act (FACA) Marine Fisheries Advisory Committee (MAFAC) Task Force: Columbia Basin Partnership (CBP) Task Force.
- The process involved coordinating efforts and facilitating dialogue between NOAA Fisheries, state and tribal representatives, and stakeholders to develop recommendations for salmon and steelhead recovery goals throughout the basin.

EXPERIENCE continued

Harbor Seals Approach Guidelines Working Group Facilitation, 2016-2017

- Worked with the National Marine Fisheries Service Alaska Region to develop a Harbor Seals Approach Guidelines Working Group to discuss the best practices for the operation of vessels in Alaskan glacial fjords used by harbor seals.
- Teamed to develop an interview instrument and conducted targeted stakeholder interviews about the Alaska Harbor Seal Approach Guidelines and the impacts and interests of stakeholders on this topic.
- The meetings focused on the latest science on harbor seal disturbances, the potential for developing improved partnerships, and coordination to address best practices for harbor seal and marine wildlife viewing.

Environmental Protection Agency's (EPA) Long-Distance Engagement Guidebook and Training, 2016-2017

- Led the process support and development of the Environmental Protection Agency's (EPA) Long-Distance Engagement Guidebook for Superfund sites.
- Supported facilitating a training for EPA's Region 3 Community Involvement Coordinators (CICs) and Remedial Project Managers (RPMs), aiming to help CICs and RPMs learn about each other's experiences with long-distance engagement efforts; why, when, and how to implement effective options in their Superfund work; and to understand and develop social media and webinar products for their outreach and engagement activities.

West Coast Regional Planning Body (RPB) Communications & Engagement Plan & Facilitation, 2016

- Worked with the West Coast Regional Planning Body's (WCRPB) Executive Secretariat Group to develop a Communications & Engagement (C&E) Plan for the WCRPB.
- Teamed to develop an interview instrument and conducted targeted stakeholder interviews with WCRPB members, state agencies, coastal communities, tribes, and ocean interest groups to inform and develop C&E activity recommendations.
- Presented recommendations to the WCRPB and the public at their annual meeting and used the feedback gathered to revise and finalize the C&E Plan.

Bureau of Ocean and Energy Management (BOEM) Hawaii Intergovernmental Renewable Energy Task Force and Public Involvement, 2016

- Provided BOEM with project management for their Hawaii Intergovernmental Renewable Energy Task Force and public involvement meetings to promote planning and coordination, and to facilitate effective and efficient review of requests for commercial and research leases.
- Members of the Task Force include representatives of Federal, state and local government agencies, and offices who regularly engage with members of the Native Hawaiian community.
- Facilitated and assisted with logistics and planning discussions for the Task Force and other community meetings with BOEM, community organizers, and facilitators located in Hawaii.

Bureau of Land Management (BLM) Planning 2.0 Initiative, Proposed Planning Rule Facilitation, 2016

- Provided the BLM Washington Office Branch of Planning and the National Environmental Policy Act (NEPA) process design, technical support, and facilitation services for two public engagement webinars and one public meeting related to the release of BLM's Proposed Rule to amend existing regulations that establish the procedures used to prepare, revise, or amend land use plans pursuant to the Federal Land Policy and Management Act (FLPMA).
- Worked with BLM's Project Teams to plan and design the webinar format, manage collaborative technology, and facilitate the events including live questions from participants and subject matter expert responses.
- Teamed to assist with outreach, and review and input on presentation content to encourage participant engagement; facilitated breakout groups as needed.

Bureau of Land Management (BLM) Sage-Grouse Implementation Training Facilitation, 2016

- Led the facilitation for the Oregon and Washington Sage-Grouse Implementation Training for BLM.
- The training was a two-day meeting that used scenario-based examples throughout the region to facilitate dialogue between BLM's Oregon State Office and its region's offices on various aspects of the implementation for Sage-Grouse land use planning.

Bureau of Land Management (BLM) Sage Grouse Public Meetings Facilitation, 2016

- Supported the process design and facilitation support to engage external stakeholders and discuss how the Greater Sage-grouse Plan Implementation Strategy would impact on-the-ground actions, hear concerns and discuss next steps for public engagement.
- Worked with BLM's Project Teams to provide workshops in three different states. In September 2015, BLM and the U.S. Forest Service various states.

EXPERIENCE continued

Oregon Agricultural Heritage Program (OAHP) Work Group Facilitation, 2016

- Provided strategic project management and supported neutral third-party facilitation for the Oregon Agricultural Heritage Program (OAHP) Work Group.
- Governor Brown's office convened the work group with landowners, tribal governments, agencies, and interested organizations to identify voluntary tools to help landowners maintain working farms and ranches while providing incentives and support for conservation benefits on those lands.
- The work group included staff from the Governor's office, state agencies, and representatives of the farming, ranching, conservation, and land trust communities.
- The Oregon State Legislature passed the OAHP in 2017 to help address challenges including providing voluntary incentives to farmers and ranchers to support practices that maintain or enhance both agriculture and natural resources such as fish and wildlife on agricultural lands.

Columbia Basin Partnership (CBP) Convening Facilitation, 2015-2016

- Supported strategic process advice and third-party neutral facilitation team to assist the Columbia Basin Partnership (CBP) in developing clear goals, objectives, timelines, and milestones, as well as adopting strategies to unanticipated circumstances as they arose to support NOAA for the CBP.
- Supported the facilitation of a Sovereigns Group meeting, informational workshops, and design process for the CBP Task Force efforts. The CBP consisted of sovereigns and stakeholders throughout the Columbia Basin and in the states of Washington, Oregon, Idaho and Montana – which lead to the creation of the MAFAC CBP Task Force.

West Coast Ocean Partnership (WCOP), 2015-2016

- Provided coordination and facilitation of break-out groups for the West Coast Ocean Partnership (WCOP) Strategic Planning Meeting.
- Helped to develop project team goals, priorities, and process design for the two-day meeting including: providing neutral facilitation; clarifying team roles and responsibilities; documenting the meeting; facilitating creative solutions; developing the structure of ongoing communications between partners; and continuing to help transition the WCOP.
- Developed the outcomes of the WCOP Strategic Planning Meeting in the form of a meeting summary and a Strategic Framework document.
- The documents were vetted to potential partners as continued progress of the WCOP and support their ongoing work.

Department of Interior (DOI) Comprehensive Environmental Response Compensation, and Liability Act (CERCLA, aka Superfund) Initiative, 2015-2016

- Supported process design, consultation, facilitation, coordination and strategic guidance to DOI regarding the CERCLA Initiative.
- The Initiative focused on: building strategic prioritization of projects for funding and sequencing; identifying ways to streamline processes to improve business practices; identifying and implementing best management practices; and enhancing the management of projects.

Powerdale Hydroelectric Water Right Mediation, 2015

- Supported facilitation and coordination for parties working to settle litigation regarding a water rights statute, as well as issues related to irrigation, agriculture, and Endangered Species Act (ESA) listed species.
- The participants in the mediation included tribal representatives, state and federal agencies, an irrigation district and one environmental non-governmental organization (NGO).

Oregon Housing Forum Facilitation, 2015

- Facilitated breakout sessions to discuss past and future housing goals, barriers to success, assets, and information needs in the Portland Metro area.
- Worked with diverse groups and assured representatives from various sectors with opposing viewpoints to listen to each other, guiding participants to communicate values rather than positions.

Bridge Creek Pipeline Appeal Mediation, 2015

- Coordinated and supported mediation for parties working to settle litigation regarding an appeal of a National Environmental Policy Act (NEPA) process related to federal lands and a water supply pipeline for a municipality in Central Oregon.
- The participants in the mediation included local and federal agencies, an irrigation district and environmental NGOs.

EXPERIENCE continued

Willamette Water Governance Group (WGG) Facilitation, 2014-2018

- Provided coordination and supported the facilitation efforts of seven entities that composed the Willamette Governance Group (WGG).
- The WGG developed an intergovernmental agreement that defined a regional Willamette Water Supply System, defining ownership, governance, stewardship, management, operations, and the expansion of the system.

Tillamook People's Utility District (PUD) Transmission Project Citizen Advisory Group (CAG) and Public Workshops Facilitation, 2014-2017

- Supported process design, consultation, and facilitation as neutral support to the Tillamook PUD as it explored possible routes for a transmission line from Tillamook to Oceanside, Oregon.
- Supported early-stage public engagement and ongoing process guidance, including facilitating a citizen advisory group (CAG).
- The CAG members were stakeholders that represented landowners; business, agricultural, and non-governmental interests; citizens at large; the city; the county; and the Tillamook PUD.
- Supported the facilitation of multiple public workshops, and a field trip to look at siting options on the ground. The CAG presented an overview of the process and CAG recommendations at a board meeting.

West Coast Ocean Summit (WCOS) Facilitation, 2014-2016

- The West Coast Ocean Summit (WCOS) brought together West Coast Tribes, representatives from the Governors' offices of California, Oregon, and Washington and state and federal agencies to share ocean health priorities and discuss regional ocean coordination and collaboration opportunities.
- Provided process design services to develop the Summit and neutral facilitation to support the two-day event.
- Supported facilitation team to assist Summit participants in achieving unprecedented collaborative work for west coast ocean management, including developing a shared understanding of common priorities, documenting issues of mutual importance, creating strategies for identifying opportunities for coordination and overcoming challenges, and developing mechanisms for ongoing dialogue among federal and state agencies and tribes in the region.
- Summarized the Summit content and outcomes into a report.

Willamette Special Investment Partnership (SIP), 2014-2015

- Supported process design, consultation, and the facilitation process for the Oregon Watershed Enhancement Board (OWEB), providing neutral support to a multi-party planning and strategic development watershed-based process in the Willamette River Basin.
- Stakeholders included state, federal, local, and local representatives.

Swan Island-North Portland Air Quality Forum, 2014

- Supported facilitation and neutral process design for the Swan Island-North Portland Air Quality Forum.
- The Forum was a formed group that was borne out of an Oregon Solutions project requested by Oregon House Speaker Tina Kotek to improve communication between the residential and industrial neighbors of Swan Island to address complaints about odors.
- Forum members worked collaboratively on local clear air issues, with technical assistance from the Oregon Department of Environmental Quality (ODEQ).

Federal Emergency Management Agency (FEMA) Federal Flood Risk Management Standard (FFRMS) Public Listening Sessions Facilitation, 2014

- Provided facilitation and coordination services to support FEMA in providing public listening sessions for input on the Floodplain Management Guidelines to help guide agencies on the implementation of Executive Order 11988, consistent with a new Federal Flood Risk Management Standard (FFRMS).
- Facilitated public listening session breakout groups with federal agency representatives and members of the public to discuss topics on critical actions and managing flood risk using natural approaches.