

Tim Campbell

A&H Board Chair

Pendleton



Oregon Department of Fish and Wildlife

Interest Form For Access & Habitat Board

Describe why you are interested in serving on the Access and Habitat Board. Provide information on your experience and background that supports your interest. Please include participation in any

organization, board, or commission. Please attach separate sheet(s) if necessary. Your application will be evaluated using the following criteria

Statement of Interest

- 1) Experience and knowledge of hunting *or* knowledge and breadth of experience in the agriculture or forestry industries.

Please see attached document

- 2) Involvement in sportsman/hunter/conservation organizations *or* experience with fish & wildlife resource management issues.

- 3) Leadership in sportsman/hunter/conservation organizations *or* involvement in agriculture or forest industry organizations.

- 1) I am a lifelong Oregon resident and have utilized the opportunity to hunt/fish since I was legal to do so. I would describe myself as someone who fits in the average demographic, meaning I utilize resources available to find opportunities to hunt - Public Land, asking people I know for permission, A&H properties, etc. I apply annually, often do not draw, am frustrated when this occurs, but respect the process. I was fortunate enough to raise a daughter who loved the outdoors as much as I do. I had the opportunity to accompany her through the successful completion of Hunter's Education and shared many "firsts" with her as she was able to harvest her first deer, elk, experience many unsuccessful hunts, etc. that included both the highs and lows of hunting on both Private and Public Land. I have also had the opportunity to take other youth hunting when they did not have a parent/guardian to do so. I attempt to stay current on topics related to hunting, the hunting industry - both good and bad, technological advancements, and those that threaten my opportunity to do so. While experiencing my share of successful hunts, I now find myself not measuring success solely by punching my tag, but rather the experience, being outdoors, the company of friends on hunts, etc. A concept that many years ago, I found hard to believe when I heard others discuss. I consider myself both a consumer and steward of natural resources in Oregon
- 2) I am a Life Member of the Rocky Mountain Elk Foundation (RMEF) and a member of the Oregon Hunters Association. I have been asked to be a "hunter" representative in forums sponsored by the Umatilla National Forest on two occasions. I have supported other organizations like Ducks Unlimited via donations or attendance at fundraising events.
- 3) I was the Chapter Chair for the Pendleton Chapter of the RMEF for 10 years. I successfully led this group in various fundraising events (banquets), community events, etc. During my tenure, I led this group past the \$1 million milestone for funds raised by the chapter. In addition to successful annual banquet fundraising events, presence at large community events (Pendleton Round Up week PBR events), etc., during my tenure, the chapter had three successful youth events – Eastern Oregon Youth Outdoor Skill Day – drawing hundreds of attendees from across Oregon and SE Washington. My responsibilities included grant submission to RMEF for funding, seeking donations from well-known industry entities (Vortex, Leupold, ALPS OutdoorZ, Les Schwab, etc.) through relationships fostered or created over many years, in addition to many local sponsors and donors, and Elkhorn Media as an event partner and publicity entity. In addition, I coordinated content of the events, including displays, interactive learning stations, and short seminars. Seminars were conducted by local entities such as ODF&W, Umatilla County Search and Rescue, Oregon State Police, St. Anthony Hospital, local experts, etc. These seminars included exposure to A&H property opportunities, gun safety, what to do if you become lost, demonstrations by the OSP Wildlife Division



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- 4) Leadership and experience on *or* with councils, boards, commission, and legislature.

- 5) Experience working with and/or representing the public.

- 6) Ability/interest in working collaboratively with others.

- 7) Participation in the Access and Habitat program.

canine(s), hydration, trail camera techniques, elk calling, BB gun range, bow range, animal identification, track identification, what to put in your pack, etc.

I am currently a member of the Oregon State Leadership Team for Oregon RMEF where I work to connect agencies (ODF&W, USFS, etc.) and volunteers. Through this position, I coordinate, plan, recruit volunteers, and participate in 2-3 annual local NE Oregon work party events where volunteers can put boots on the ground. These events include multiple buck and pole fence construction projects with the Umatilla National Forest staff on multiple districts and ODF&W staff, fence removal, thinning projects, planting projects, etc. On the Bridge Creek Wildlife Area alone, near Ukiah, OR, through my efforts and coordination, well over 2000 volunteer hours have occurred with Pendleton ODF&W staff – averaging two project weekends per year, and usually one additional project weekend with Umatilla National Forest Staff. I have been heavily involved in many volunteer opportunities on the Minam acquisition project either as an invitee on tours for the multiple phases or through volunteering to help other events on the project that were for specific invitees, a recent BMEI tour of the project, etc. In addition, I have assisted ODF&W staff in annual project weekends on the Minam and am involved in working with STIHL and their participation on each of the annual project weekends on the Minam and nearby A&H Bear Creek property, including the 2026 event weekend.

- 4) I joined the East Region: Northeast Council of the Oregon A&H a number of years ago and am the current Chair.
- 5) As mentioned previously, through various RMEF events, I have worked with the public. As an active RMEF volunteer, where I feel I am a representative of the public, the interests of sportsman/women, and outdoor enthusiasts, I have been asked to participate in and have been interviewed for various promotional clips that have been used in various videos.
- 6) My “day job” is predominantly comprised of working collaboratively with others. I am a member of the management team for a large organization comprised of three independent companies with staff in four states and an employee count of over 1100 staff members. On a daily basis, I work with entry level employees, trained professionals, and healthcare providers as well as hundreds of vendor contacts to deliver a high-quality product. I am trained in various quality improvement models, negotiation techniques, contract creation and management, teambuilding, and I manage staff members. Much of my time is spent building consensus of team members by providing opportunities to provide input and the implementation of solutions in the best interest of the organization. I have built relationships and collaborated with many entities through my involvement in RMEF as previously referenced.

- 7) I was an A&H Northeast Council member and am the current Northeast Council Chair. While Pendleton RMEF Chapter Chair, we were “awarded” statewide tags to auction at our event, so I became familiar with that aspect of the program. I currently utilize several current A&H properties while recreating in NE Oregon. I have helped coordinate volunteer activities on current Bear Creek A&H property in NE Oregon. I am a huge proponent of the A&H program and promote it to friends and family who are not aware of the program. In the previously mentioned youth events, I worked to include a presentation by ODF&W on the A&H program to youth attendees and their parents. I helped recruit two current members of the A&H Northeast Council members by sharing information about current openings and A&H program. Lastly, I have participated in touring local A&H properties that are/were enlisted in the program.

- 8) In Oregon, access is sometimes key to being able to recreate. Personally, I have built long term relationships with landowners for access to hunt. Sometimes, this includes volunteering to help with off-season projects on their property, i.e. fixing fence damaged by elk, clearing roads, etc. I understand that the actions of some are detrimental to others. I respect a landowner’s choice to limit access to their property but work to improve the perception of hunters. I have successfully fostered a relationship with the Pendleton ODF&W staff, through numerous transitions of staff, on 9 years of projects on the Bridge Creek Wildlife Area.

Summary: As my current A&H term is nearing completion, I would welcome the opportunity to continue to be part of the A&H program at the State level. I have enjoyed being part of the NE Council, the people I have met, opportunities I have enjoyed through the relationships built, etc.



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- 8) Ability to foster positive relations between landowners, and ODFW.

You may use additional page for your statement of interest if needed.

References (optional)

Name	Phone Number	E-mail
Jon Paustian	541-786-4694	jon.a.paustian@odfw.oregon.gov
Terry Reynolds	██████████	████████████████████
Darin Nelson	██████████	████████████████████
Shawn Halsey	██████████	████████████████████

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Oregon Department of Fish and Wildlife

ATTN: Travis Schultz, A&H Coordinator
4043 Fairview Industrial Dr SE
Salem, OR 97302
Tel: (503) 947-6087
Fax: (503) 947-6330
Travis.R.Schultz@ODFW.Oregon.gov

If applying for a **Landowner Representative** position, please mail or fax application to one of the following agencies:

For Farm and Land Ranch Owners/Managers

Oregon Department of Agriculture
ATTN: Isaak Stapleton
Natural Resource Director
635 Capitol St NE
Salem, OR 97301-2532
Tel: (503) 986-4713

For Forest Landowners/Managers

Oregon Department of Forestry
ATTN: Kate Skinner, Acting State Forester
2600 State Street
Salem, OR 97301
Tel: (503) 945-7200
Fax: (503) 945-7212



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Nicholas Callero

A&H Board Chair

Milwaukie



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Oregon Department of Fish and Wildlife Interest Form for Access & Habitat Board Chair- Nic Callero

-Addendum

- 1) I'm a lifelong Oregonian with more than 30 years of hunting and fishing experience, primarily in the mid- and northern Oregon Coast Range, across public O&C BLM and U.S. Forest Service lands as well as a myriad of private timber tracts. This experience has given me a strong understanding of the interconnected challenges that different landownership patterns present—not only from a management perspective, but also in terms of public access for recreationists. Over the past four years, I've had the privilege of serving on the board of the Access and Habitat Program as a Hunter Rep., an experience that has deepened my understanding of public-private partnerships across the state. Through this role, I've developed a strong appreciation for the relationship-building required to create outcomes that benefit both landowners and the hunting community.

I've spent extensive time in the mid- and north-coast travel management areas, as well as in Access and Habitat-funded areas on the northeast side of the state, including the Noregaard Travel Management Area in the Sled Springs Unit—where I harvested both my first mule deer and rocky mountain elk. My professional work closely complements this experience. As a Senior Officer with Pew, I am responsible for cultivating new policy initiatives across the West focused on addressing the biodiversity crisis. Many of the bills I have personally authored focus specifically on reducing terrestrial and aquatic fragmentation. In this role, I regularly engage with agricultural and forestry stakeholders.

I have led and contributed to numerous collaborative stakeholder processes aimed at developing practical, durable solutions to complex challenges across national forests, BLM lands and private land. My approach emphasizes meeting people where they are, building trust, and working toward shared, common-sense outcomes both at the state level and the federal level.

- 2) In addition to my role on the Access and Habitat Board, I recently concluded my service on the board of the Oregon Chapter of Backcountry Hunters and Anglers, where I had been actively involved since the organization's inception in the state. I am also a member of the Northwest Guides and Anglers Association and the Association of Northwest Steelheaders. My involvement with these groups has provided a well-rounded perspective on the habitat and management challenges facing Oregon, across both terrestrial and aquatic systems.

In my professional capacity, I work closely with state wildlife agencies across the Intermountain West, including Nevada, Montana, Idaho, and Utah, engaging directly with state ungulate biologists as well as coordinating closely with agency directors on legislation affecting wildlife, wildlife management, and agency funding to ensure our efforts remain complementary. This work keeps me deeply engaged in habitat and access issues throughout the region. While some challenges are unique to individual states, many reflect broader, cross-jurisdictional pressures. This regional lens informs my approach to conservation and policy work in Oregon. In several of these states, I have led efforts in close partnership with agency leadership to advance new administrative and legislative policies that benefit fish and wildlife.

- 3) In addition to my role on the Access and Habitat Board, I have proudly served as an active board member of Backcountry Hunters and Anglers for the past decade. In my role as a Senior Officer with The Pew Charitable Trusts, I help oversee significant grant funding to hunter, angler, and conservation organizations across the West. This includes close collaboration with partners such as the Theodore Roosevelt Conservation Partnership (TRCP), the Idaho, Montana, Nevada, and Utah Wildlife Federations, the Congressional Sportsmen's Foundation, the Rocky Mountain Elk Foundation, and the Mule Deer Foundation. Through this work, I engage directly with organizational leadership to advance targeted policy outcomes that support habitat conservation and benefit fish and wildlife populations throughout the region.
- 4) Over the past five years, I've authored more than a dozen pieces of legislation focused on reducing habitat fragmentation, improving water quality and quantity for fish and wildlife, and securing dedicated funding for habitat restoration, wildlife corridor initiatives, and wildlife crossing infrastructure. This work has also emphasized policy changes to ensure stronger coordination between departments of transportation and wildlife agencies on priority habitat connectivity projects. I also testify regularly before the legislative bodies in ID, MT, UT and NV in support of legislation I personally authored.

In addition to drafting policy, I've led comprehensive campaign efforts to advance these bills—identifying legislative champions, working closely with Governors' offices and agency leadership, and building strong coalitions with conservation organizations as well as hunter and angler groups. These coordinated efforts have been instrumental in moving key legislation across the finish line and into law.

- 5) Many of the hunter, angler, sporting, and conservation organizations I work with have strong, highly engaged membership bases. Effectively engaging these members is essential—not only for shaping organizational priorities, but also for building meaningful support around specific policy issues. In my work with Backcountry Hunters and Anglers, for example, member input directly informed the issues we pursued. Whether serving as a board member or helping lead coalitions, connecting with members and activating grassroots support has been central to advancing shared goals and achieving policy success.

Earlier in my career with the National Wildlife Federation, I traveled to counties across Oregon to present to local hunter and angler groups on the challenges facing fish and wildlife, while advocating for federal policy solutions. That experience provided a critical foundation for working with the public and engaging a wide diversity of perspectives across the state.

- 6) Over the past four years as a board member of the Access and Habitat Program, the most rewarding aspect of my service has been the opportunity to collaborate—not only with fellow board members and Oregon Department of Fish and Wildlife staff, but especially with the partners and landowners who make the program work on the ground. These relationships are the foundation of the program's success, and I'm deeply committed to continuing to strengthen them in the years ahead.



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At the same time, the challenges facing our state are significant. Habitat loss and fragmentation, climate pressures, and increasing wildfire impacts are deeply intertwined with growing access constraints that continue to shrink opportunities for public recreation. Addressing these issues will require sustained, collaborative effort across landowners, agencies, and the hunting and angling community. I'm committed to being part of that effort and helping drive practical, durable solutions.

- 7) Although I am not a grant recipient of the Access and Habitat Program, I have directly benefited from the partnerships it has fostered across the state—from the travel management areas in the mid- and upper Coast Range to private timber access partnerships in northeast Oregon—by accessing lands the program has helped keep open to the public. In my current role with The Pew Charitable Trusts, our team is regularly involved in DC advocating for specific programs in the Farm Bill that provide funding for the Access & Habitat Program. Our efforts focus on elevating success stories from across the West that demonstrate the value of these programs and the importance of their reauthorization and long-term support.
- 8) As mentioned above, the relationships I have cultivated from my current day job, previous work with the National Wildlife Federation, board engagement with Backcountry Hunters and Anglers and my previous 4 years on the A&H Board have been the most rewarding part of my tenure. It really does take a village and I hope my experience to date will continue to be a valuable asset to the Access and Habitat Program moving forward as Chair if I am so chosen.



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- 8) Ability to foster positive relations between landowners, and ODFW.

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References (optional)

Name	Phone Number	E-mail
Matt Skroch	[REDACTED]	[REDACTED]

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ATTN: Travis Schultz, A&H Coordinator
4043 Fairview Industrial Dr SE
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Jim Cloer

A&H Board Chair

McMinnville



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- 1) Experience and knowledge of hunting or knowledge and breadth of experience in the agriculture or forestry industries.
 - a. I am a native Oregonian and was raised by my grandparents on a farm outside of Junction City. At the age of 9 I was given my first BB gun and began hunting invasive ground squirrels and Starlings on our property. That same October, I found my passion for Mule deer as I was finally allowed to join our family and friends hunting camp in the mountains East of Lakeview, in the days of OTC tags.

My love for and addiction to hunting has only intensified and expanded. I started hunting Quail and Grouse in the coast range, along with the annual Muley trip, as soon as I turned 12. Then the Muley population tanked over a few years and I had to adapt to primarily Blacktail. Then the coast range Quail population tanked so I made the decision to stop hunting them until they, hopefully, make a recovery. Today, I am an avid hunter of Mule Deer, Blacktail Deer, Roosevelt Elk, Antelope, Black Bear, Cougar, Grouse, Turkeys and occasionally Geese.

I was a very avid traveler to central Oregon for varmints for a number of years, until two changes happened. First, most of the ranchers stopped allowing access. This appears to have been for two primary reasons: 1) the public not being respectful of the opportunity and the introduction of guided sage rat hunts which led to those properties being leased, and 2) I discovered Turkey and Black Bear hunting and, unfortunately, had to prioritize my hunting days.

I have been an avid hunter for more than 40 years and have harvested a number of game animals. Though I have been fairly successful, I have an ever-increasing desire to learn more about the game I love. Just this coming Spring, I am enrolled in a four-day seminar on Blacktail, Elk, Turkey, and Black Bear. I also

have two field days for learning more about locating core home areas of mature Blacktail bucks.

The farm I grew up on was 100 acres and we made our living selling various types of hay as well as beef. I now own a 10-acre property outside of McMinnville and am working with Yamhill County Small Woodlands Association, OSU Extension office, and the Yamhill County Soil and Water Conservation District to manage my land for two primary goals: conservation of Oregon White Oak trees and providing the best wildlife habitat I can for native species. These management objectives require thoughtful observation, research and planning of a multi-year project that includes selective tree harvest, watershed management, management of non-native flora and fauna and reintroduction of native plants, shrubs and wildflowers.

I am also one of two members on a Weyerhaeuser lease. I am the primary planner, driver, and implementer of managing that property to meet our goals in using it as a long-term hunting spot. This includes working with Weyerhaeuser on trespassing issues, managing trail cameras to keep track of population variation of game animals, installation/relocation/removal of blinds and tree stands, implementing tactics for nutrition through winters, and focusing on predator management. I also manage cooperative work with the neighboring property owners when their livestock breaks through fences and are on our lease property.

- 2) Involvement in sportsman/hunter/conservation organizations or experience with fish & wildlife resource management issues.
 - a. I am a member of Oregon Natural Desert Association, Oregon Hunters Association, Backcountry Hunters and Anglers, Blacktail Deer Foundation and Mule Deer Foundation. My wife and I volunteered for a weekend of flagging fences with ONDA for protection of Sage Grouse, I have attended numerous OHA meetings, and am a frequent flyer on writing my Oregon representatives on topics of protecting public lands from being sold off, investing in wildlife crossings, etc., and have been in contact with ODFW biologists when I see game animals that I suspect have disease or health issues.

- 3) Leadership in sportsman/hunter/conservation organizations or involvement in agriculture or forest industry organizations.
 - a. I am a leader in my own hunting communities, organizing annual events (like Wild Game Night where hunters come together to cook and share their bounties), leading lease property conservation, and always raising my voice in support of our beautiful public lands. This board position is a natural next step to further immerse myself in leadership positions where I can support the land and communities I love.

- 4) Leadership and experience on or with councils, boards, commission, and legislature.
 - a. I often reach out directly to my state representatives to voice my opinion on issues that directly relate to property rights, civil liberties, hunting rights, and advocacy. These communications have frequently been in cooperation with OHA and BHA and, while I believe them to be important and effective, leave me with a strong desire to have a more direct, hands-on role in the process.

- 5) Experience working with and/or representing the public.
 - a. I have attended protests and rallies for protection of civil liberties.
 - b. While I was attending college, I worked part time for the City of Eugene Parks and Recreation department as a host at park facilities that were rented spaces for private events (celebration parties, church group meetings, etc).
 - c. I don't have children of my own and take great pride in introducing people of all ages to shooting and/or hunting. Sometimes, volunteer work for outdoor projects allows me to be an advocate for hunting when working alongside nature lovers who don't understand why people hunt.

- 6) Ability/interest in working collaboratively with others.
 - a. My day job as a Development Engineer has allowed me to work successfully for many years in cross functional teams in order to design tools that meet the varying requirements of global customers.
 - b. My side business, Trekker Design and Manufacturing, allows me the opportunity to work collaboratively with other passionate members of the shooting and hunting communities throughout the world to design aftermarket magazines for firearms that no longer have commercially available parts. Many of the products I am developing result from discussing the needs of the community, frequently as one-on-one conversations with end users. The most rewarding part of this enterprise are the emails and phone calls I receive from folks who are sharing stories of firearms that have been passed down through generations and are



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now able to go afield again because of my products. Many of these conversations carry into discussions about regional hunting rights, access and advocacy.

7) Participation in the Access and Habitat program.

- a. I have participated with A&H as an end user and have been extremely grateful to do so! I have hunted Nature Conservancy property in the Desolation Unit and numerous timber company A&H properties in the Willamette Valley and coast range regions.

8) Ability to foster positive relations between landowners, and ODFW.

- a. Growing up with my grandparents on our farm taught me a great deal of respect for private property rights and the importance of their protections. Spending my life as an avid hunter and conservationist has given me a great deal of respect and admiration for those who are willing to share access to their property and the habitats they hold with members of the public. Witnessing the closure of multiple timber company properties and private ranch access to the public due to other users not appreciating the opportunity or respecting the landowners has fueled a desire in me to take a proactive role in continuing the tradition of conservation by rebuilding the good relationship/partnership between landowners and sportsmen.



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References (optional)

Name	Phone Number	E-mail
Clay Hammond	[REDACTED]	[REDACTED]
Eric Johnson	[REDACTED]	[REDACTED]
Amie Loop-Frison	[REDACTED]	[REDACTED]

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