

## Contact

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## Top Skills

Land Conservation

International Conservation Policy

Fundraising

# Glenn Pauley

Wyoming State Director, USDA Rural Development  
Cheyenne, Wyoming, United States

## Summary

My passion in helping rural communities to thrive. This includes supporting economic diversification and conserving the natural areas and amenities that often underlie their quality-of-life in the Rocky Mountain West. My expertise focuses on nonprofit management, economic development, strategic partnerships, communications, marketing, fundraising, governmental policy, and wildlife and natural resource conservation.

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## Experience

### USDA

#### Wyoming State Director

February 2022 - Present (1 year 7 months)

Casper, Wyoming, United States

Oversee loan and grant programs to advance the health and prosperity of Wyoming rural communities in the areas of:

- Community facilities such as hospitals, childcare, adult care, fire and police stations, homeless shelters, food pantries, and much more;
- Small business loans;
- Business viability analysis;
- Low-income housing (single and multi-family);
- Renewable energy, energy diversification, and energy efficiency;
- Telecommunication to expand broadband;
- Drinking water, sanitary sewer, solid waste and storm drainage facilities;
- Business value-added programs; and
- Business and strategic planning assistance.

Serve on the Interagency Working Group for Coal and Power Plant Communities.

Currently, there are 19 USDA Rural Development employees in Wyoming working in regional offices in Casper (Headquarters), Torrington, Sheridan, and Riverton.

In FY22, Wyoming USDA Rural Development did 758 loans and grants totaling over \$292 million.

## Wyoming Game and Fish Department

13 years 8 months

### Outreach Specialist

February 2019 - February 2022 (3 years 1 month)

Cheyenne, WY

- Overseeing business relations and sponsorships for Department programs including the Super Tag, Aquatic Invasive Species, and Brucellosis raffles; the Hunter Education Instructor recruitment program; and the Governor's 2020 Wildlife Conservation License Plate Challenge. Developed partnerships with over 55 local and national businesses.
- Marketing the Wyoming Super Tag hunting license raffles. The Super Tag has averaged a 16% increase in annual sales over the last four years. In 2020, Super Tag sales totaled over \$1.6 million, more than doubling projected revenue for the raffle at its establishment, and raising a total of \$6.8 million for wildlife conservation.
- Administering the Department's Volunteer Program including policy development, public outreach, interdivisional coordination, software development, and database management. Facilitated the transition from paper to electronic forms and database.

### Planning Coordinator

July 2008 - February 2019 (10 years 8 months)

Cheyenne, Wyoming, United States

- Oversaw development, implementation, and reporting on the Department's five-year strategic plan.
- Facilitated state and federal legislative coordination within the Department including identifying legislation impacting the Department, analyzing its implications for wildlife, and assisting with coordinating legislative testimony.
- Organized development, implementation, and reporting on Wyoming's State Wildlife Action Plan (SWAP) to conserve sensitive species and avoid listings under the Endangered Species Act.
- Responded to public inquiries and complaints about the Department sent to the Governor's Office.

## Wyoming Stock Growers Land Trust

Executive Director

2001 - 2008 (7 years)

## Cheyenne, WY

- Oversaw organizational administration, marketing, fundraising, and employee management for Wyoming's first statewide, locally-based land trust. WSGALT became one of the top 15 local land trusts in the nation in terms of acres conserved during my tenure.
- Supervised conservation easement acquisition and monitoring which included negotiating 34 conservation easements on over 80,000 acres of land.
- Served as political liaison - helped coordinate the 2005 passage of the Uniform Conservation Easement Act and the Wyoming Wildlife and Natural Resource Trust Fund.
- Served as WSGALT's representative and founding Board Chairman for the Partnership of Rangeland Trusts (PORT). PORT was established to leverage resources nationally for rangeland conservation. Helped with the passage of H.R. 4 in 2006 which increased tax incentives for conservation easements. Worked on revisions to the USDA's Farm and Ranchland Protection Program and Grasslands Reserve Program in the 2008 Farm Bill. PORT was successful in changing federal legislation to allow local land trusts to hold Grassland Reserve Program easements.
- Orchestrated all public communication and media strategies.
- Developed partnerships and coordinated the activities of three community chapters

## Southern Alberta Land Trust Society

Founding Executive Director

1997 - 2001 (4 years)

Alberta, Canada

- Established Alberta's first locally-based land trust and Canada's first rancher-driven habitat conservation organization.
- 2001 recipient of the Alberta Emerald Foundation's Award for Environmental Excellence for best nonprofit organization with an operating budget of under \$500,000.
- SALTS' educational materials received Wildlife Habitat Canada's national Countryside Canada Land Stewardship Award and the Canadian Wildlife Service funded publications that used SALTS as a model for similar community-based land trusts throughout Canada.

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## Education

University of Calgary

Masters of Environmental Science, Landowners Attitudes towards  
Conservation Easements · (May 1997)

University of Wyoming

Bachelor's of Science, Wildlife Conservation and Management · (May 1991)