

United States Department of Interior

Fish and Wildlife Service

*July 13, 1976

ENDANGERED AND THREATENED SPECIES

RECOVERY TEAM AND PLANNING GUIDELINES

The Endangered Species Act of 1973 (P.L. 93-205) directs the Secretary of the Interior and the Secretary of Commerce, in cooperation with the States and other Federal entities, to carry out a national program for the "conservation" of species of fish, wildlife and plants facing extinction. As a rough index, the Secretary of Commerce is responsible for all marine species except birds and the Secretary of the Interior for all birds and terrestrial species. Sea turtles are a joint responsibility. The Secretary of the Interior delegated his responsibilities under the Act to the U.S. Fish and Wildlife Service and the Secretary of Commerce to the National Marine Fisheries Service. Sections 2(c) and 7 of the Act direct all Federal Agencies to utilize their authorities to protect and restore Endangered and Threatened species and their habitats. The importance of State participation and cooperation in restoration programs is noted in Sections 4(b) and 6. These guidelines lay out the procedures selected by the Fish and Wildlife Service to implement coordinated recovery programs for specified domestic Threatened and Endangered Species that come under its jurisdiction.

*(This is an update of Guidelines issued May 20, 1975.)

Bill Irvine
from
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Prior to passage of the Endangered Species Act of 1973, many organizations including the Bureau of Land Management, Forest Service, Soil Conservation Service, Department of Defense, the States, foreign governments and a host of national and international conservation organizations conducted independent Endangered and Threatened species programs. Many of these programs were not adequately coordinated or were needlessly duplicative. Recovery plans and teams provide a means to combine varied programs of such organizations into single, effective, efficient concentrated efforts which will eventually lead to qualifying certain species for removal from lists of Endangered or Threatened species or relisting from Endangered to Threatened status. This is always the ultimate goal, although for many, the immediate goal will be to prevent extinction which would otherwise occur very soon. When plan objectives have been met, the recovery team can be abolished and the the plan considered terminated. Plans and teams are a "vehicle" to accomplish objectives and are not an end but act as a "catalyst" to this overall effort. For species whose recovery does not involve a multi-agency effort, recovery efforts do not necessarily involve appointment of a Recovery Team.

Recovery Plans:

A recovery plan is a guide that justifies, delineates and schedules those actions required for securing or restoring an Endangered or Threatened species as a viable self-sustaining member of its ecosystem. It is suggested that a typical plan be built around a step-by-step outline of problems or

limiting factors contributing to animals' Endangered or Threatened status which must be overcome. Actions necessary for meeting these factors should be identified, divided into specific assignments, and placed in suggested time frames and priority sequences for handling by those organizations and individuals participating in the plan's implementation. The approach is basically a problem identification and resolution procedure. Each plan will be updated as needed to incorporate new facts, techniques, and objectives. There will be no final version of a plan until the plan's prime objective has been met, unless efforts are unsuccessful and the species become extinct. The basic objective is to create a situation in which the animal is no longer Endangered or Threatened by man, and can assume a natural role in its ecosystem with assurance that measures will continue to prevent it from reverting to Endangered or Threatened status. It is granted that there are exceptions with regard to those species which are in such critical condition or whose reproductive potential is so low that present goals must, at best, be confined to reversing downward trends, e.g., red wolf, Puerto Rican parrot and California condor.

Although a separate plan for Endangered and Threatened species requiring coordinated actions is generally contemplated, there are many instances where one plan will suffice for a group of Endangered or Threatened species occupying a common ecosystem and suffering the same or similar problems. There are also instances where it is advantageous to split a widespread species into populations and provide separate plans for each population.

The length and complexity of each recovery plan will vary in accordance with the complexity of problems facing the species, its geographical distribution and number of organizations involved. A brief plan may be all that is necessary for a program consisting of the simple removal of a threat to a vulnerable species whose population has always been limited and whose status has not yet changed. On the other hand, a rather complex and lengthy plan may be necessary for a widespread species whose status or habitat has deteriorated badly through a combination of factors, and whose recovery will entail numerous actions by many organizations.

Hopefully, a recovery plan that is acceptable to each recovery team member and cooperating agency concerned can result. This is not always possible because of conflicting views, interests and responsibilities of the individuals and agencies involved. No attempt is, therefore, made to require each team member and cooperating agency to sign plans. Letters of comment and concurrence as to their respective responsibilities are sought by Regional Directors from affected or cooperating agencies and placed in the appendix of the plans before they are submitted to the Director for approval. It is acknowledged that agencies cannot commit funds in advance, but they can indicate intent on a basis of anticipated funding.

In recognition of a need for flexibility, a rigid format for recovery plans is not intended. However, some continuity is needed. To achieve this, three parts and an appendix to each plan are suggested.

Part 1 is introductory and "sets the stage." It contains pertinent background material on the animal's (or animals') habitat requirements, population limiting factors, and past and current distribution, status, and conservation efforts.

Part 2 tells what must be done and how - by outlining limiting factors followed by measures or actions necessary to meet the factors. This can be stated in terms of objectives and subobjectives. This is typically built around a step-down outline.

Part 3 covers implementation. It delineates organizational or agency assignments, priorities, and funding required for the actions described in part 2. Since plans will be continually updated, part 3 need not extend past a 3-year period; but must be updated annually to maintain a 3-year assignment and funding schedule.

The Appendix should include substantiating or documentary material as might be required and letters of comment or concurrence on the plan from cooperating and affected agencies and organizations.

Recovery Teams:

For many Endangered or Threatened species being handled or coordinated by the Fish and Wildlife Service, groups of three to seven people known as recovery teams, play the key role in preparing and overseeing (this means "coordinate" as opposed to "direct") implementation

of recovery plans following their approval. Exceptions may occur for (1) species of extremely localized distribution which need only habitat protection and (2) species whose needs are so simple that no team is needed. Recovery teams can be formed, at the discretion of a State, for species residing entirely within a State and being handled by a State. Conditions for State handling of a species are covered in a subsequent section.

Selection and Appointment of Teams: Members of Fish and Wildlife Service appointed teams are selected according to: (1) agency or organization responsibilities for the species, (2) expertise with respect to the species; (3) current personal involvement with the species, and (4) the individual's knowledge of his agencies' responsibilities and capabilities. Ordinarily, they consist of agency employees, but may also include professionals from academia or conservation organizations who are actively engaged in research or management efforts on the subject species. Recovery teams thus consist of on-the-ground professionals who carry the greatest responsibilities and expertise with respect to the animal concerned. One member of each team serves as team leader. Teams may also include consultants who offer special expertise; but have no responsibilities with respect to the conduct of team business. In addition, they may include observers from interested conservation organizations. Consultants and observers are in addition to the three to seven members.

In most cases, recovery team leaders, members and consultants are nominated by Regional Directors in consultation with the States, other cooperating organizations and the Office of Endangered Species. Exceptions may occur for foreign representation on teams for species that reside partially outside the U.S. Regional Directors are requested to submit letters to the Director confirming availability of their nominees to serve on teams. Since teams are directly responsible for preparing and coordinating the implementation of recovery plans, it is imperative that team members and leaders be selected with utmost care. Potential nominees should be fully informed by Regional Directors or staffs of the implications of team membership such as costs and workload.

Public announcements on the final selection of recovery team leaders, members and consultants are made by the Director, unless delegated to the Regional Director. A joint simultaneous announcement of a recovery team appointment by the Service and a State wildlife agency director can be provided for, where appropriate and requested. This is especially appropriate for species for which States play important roles. Close coordination between the Assistant Director for Public Affairs and Public Affairs Officers in Regional Offices is essential for this purpose.

Species selections for this effort are made by the Program Manager for Federal Assistance, and transmitted to appropriate Regional Directors through program advices. Selections are made in accordance with species priorities, need for coordination of on-going activities, land acquisition needs and availability of funds. Regional staffs are consulted on this. Two or more regions which share a species in common must work closely,

and in such cases, one region is assigned as the lead region. The Program Manager also establishes schedules in program advices denoting due dates for nomination of new teams, submittal of plans, and progress reports.

The Director and Program Manager maintain overall guidance of the recovery team effort through final selection of teams and replacements, removal of team members, approval of plans and program advices and major changes thereto. Requests for team membership changes from the field will be channelled through the Regional Director.

Team Operations: The Service exercises its direction over teams through the following procedures, which provide the necessary Department oversight as required by the Act:

- (1) By the appointment and replacement of team members;
- (2) By its authority to approve initial recovery plans and their subsequent amendments; and
- (3) By instructions to Service representatives on the teams.

Teams meet as frequently as necessary for matters such as preparing plans, subsequent revisions, and overseeing their implementation. At least one scheduled annual meeting is essential for this purpose and to update budget estimates. It is recognized that much of the business of a team takes place within the content of recovery plans but supported by written communication and dialogue among members. It should not be overlooked that the best team decisions are made with members interacting in person, and that meetings, on a regular or called basis, are a means to accomplish

this. Although an annual meeting and annual report is the minimum desired to keep all cooperating parties informed, experience with teams to date indicates the desirability of each team preparing minutes of each meeting and distributing them to all cooperating parties and affected States and agencies. Reports on accomplishments, such as inventory work, often is presented at team meetings and becomes a part of the minutes. A copy of such minutes should also be sent to each Regional Office concerned. These offices need current population and distribution information for planning purposes and to answer inquiries from writers, conservation groups, agencies and others. Regional Offices are responsible for forwarding a copy of team minutes to the Endangered Species Program Manager in Washington.

It must be emphasized that a free flow of information and recommendations to and from recovery teams is highly desirable. Any individual (including Fish and Wildlife Service employees) should feel free to communicate personal thoughts or ideas concerning the recovery of a species directly to a recovery team leader or any team member. Communications should flow freely between recovery teams and any party with whom there is need to communicate. Fish and Wildlife Service members of recovery teams will represent the Service and may receive direction and instructions regarding Service positions, relative to the species concerned, from the Regional Director or his designated representative. However, Fish and Wildlife Service team members will receive direction concerning their other team responsibilities from the team leader and should contribute their best professional skills. Service letterhead and franked envelopes should

not be used for team business nor should Fish and Wildlife Service participation be acknowledged by having the Service name appear on team stationery as a sponsor. The above is advisable since teams do not necessarily express Fish and Wildlife Service policy or positions. Official Fish and Wildlife Service written communications to a team are directed to the team leader with a copy to the Service representative, if any. Species which occur in more than one Service region pose potential communication problems. On program advices, for species occurring in more than one region, one region is designated to take the lead. The lead region must contact cooperating regions to determine who can best handle contacts with the State or States or other organizations that lie outside the lead region. The lead region will keep the other concerned regions fully informed.

Although the Director may appoint official consultants to a team, team leaders and Regional Directors should feel free to bring in special consultants as required. Representatives from conservation organizations or interested citizens may want their views considered or their views may be sought by teams. Such persons may be designated as observers by a team leader and should be notified of meetings as required. Teams should welcome such participation, as it will avoid misunderstandings with conservation or other organizations and enable such groups to relate to plans and help support them. Observers will, however, meet their own expenses.

Although salary, per diem, and travel costs associated with recovery team activities are normally borne by the members' employing agencies, routine business expenses of the team as a whole are borne by the team,

which is provided an account by the Regional Director. Travel expenses of consultants on team business, clerical and drafting services, supplies, printing costs and other special services are examples of such expenses. Endangered species program funds for meeting team expenses are identified and allocated to Regional Directors in program advices.

It should be apparent from the above that recovery teams are autonomous units. Financing of routine team business can be handled between the team leader and Regional Director through a memorandum of agreement, a sample copy of which comprises appendix 1. The agreement is designed as a master agreement that can remain in force as long as it is needed. As soon as it is determined that funds are available for the next fiscal year, the Regional Director must notify the team leader in writing stating the exact amount available to support the team. If the team leader is divested of his duties as "team leader," a new agreement must be prepared and signed by the Regional Director and newly appointed team leader. The task of overseeing the operation of recovery teams is, therefore, borne by the Regional Director, who should feel free to recommend changes as might be needed.

Recovery teams, in addition to their roles with recovery plans, may serve in advisory capacities to the Regional Directors or to the Director on biological matters pertaining to their assigned species. Examples include providing recommendations on determination of "critical habitat"

and issuance of permits "to take." Such requests will be answered by the team through correspondence apart from recovery plans. The terms "critical habitat" or "determine critical habitat" will not be used in recovery plans to avoid confusion with the formal, legal determination of "critical habitat" called for by Section 7 of the Endangered Species Act and described in the Federal Register. Use of the term "critical habitat" in a director approved plan prior to the legal determination of "critical habitat" could also be construed to mean director approval of "critical habitat" as described in the plan. Habitat which a recovery team considers essential or necessary for maintenance or restoration of their assigned species can be referred to in a plan as "essential or "necessary." The teams, at their discretion may also respond to biological consultation requests from other agencies, but not at the expense of planning responsibilities.

Processing Recovery Plans: A team's initial planning role ends with transmittal of a recovery plan draft to the Regional Director. Drafts are prepared with a view toward what is biologically practical and feasible for the species.

Teams do not consider soci-economic or political restraints which are not within their purview or expertise. Before a draft is transmitted to the Regional Director, teams may send drafts to appropriate individuals in or out of agencies for technical review or input.

The term technical review means for the most part biological or ecological review. This is the area for which the teams are responsible. However, land acquisition and economic concerns may be partially addressed in a recovery plan by the teams. With regard to realty considerations, a team may indicate, if it has sufficient knowledge, tracts which should be considered for acquisition. However, they will not contact landowners or enter into appraisal or negotiating activities since these activities are the responsibility of the Federal or State Agencies involved and could adversely affect later attempts to acquire the land. With regard to economic considerations, a team should indicate, if it has sufficient knowledge, cost estimates of biological recovery actions recommended in the plan. However, they will not address possible economic effects of recovery actions on the local economy or contact local officials or business men whose activities might be economically affected by implementation of the plan. In short, teams should address biological considerations and leave political, sociological, economic, acquisition and media relation concerns to the Federal and State participating agencies which have the responsibility for coordination in such areas. The agencies will handle the non-biological concerns after the teams have officially transmitted their completed draft plans to the Fish and Wildlife Service Regional Director, and the Regional Director has distributed the plans to participating agencies.

Once a draft is officially submitted to a Regional Director by the team and the Regional Director deems it satisfactory for further review, he transmits it to all cooperating organizations for official review and comment. These organizations should specifically be requested to review and approve of actions identified as their respective responsibilities in the plan. Bureau of Outdoor Recreation Regional Offices should be among the reviewers if land acquisition using LWCF monies is proposed.

Following receipt of comments the Regional Director may elect to return the draft plan to the team for refinement as needed. However, resolution of any conflicts in the draft with political or socio-economic considerations rest with the Regional Director. When satisfied with a draft plan, the Regional Director submits it to the Director for approval.

Draft plan covers must be clearly marked, by the teams, "DRAFT, SUBJECT TO REVIEW AND CHANGE," or with similar language until approved. Appendix 3 comprises suggested wording for a disclaimer sheet to be incorporated in each plan until approved.

Implementing Recovery Plans: The recovery plan culminates in a "job list" to be assigned to cooperating parties for action. These jobs can be one-time actions, such as purchase of a tract of land or closing an area to off-road vehicles; or continuing operations such as management of a refuge or law enforcement. Cooperating parties each have their own funding procedures. Recovery plans, as they are approved, become the basis for Fish and Wildlife Service Endangered species restoration programming, including research, law enforcement and land acquisition.

Summary of Responsibilities for Species Not Handled by Exclusively a State:

Regional Directors will:

1. Take emergency action before selection of a team, if required.
2. In consultation with Office of Endangered Species, States and/or other key organizations nominate recovery team members, the team leader, consultants and as needs arise, replacements required by transfers, resignations, unsatisfactory service, etc.
3. Assist recovery team by providing technical assistance, counsel, funding, and other assistance as needed to expedite preparation of the plan.
4. Review recovery team's plan - draft recommend changes, return to the team for further work, or accept.
5. Submit draft plan to all cooperators requesting comment or concurrence.
6. If satisfactory, submit draft to Washington Office with cooperators' comments attached.
7. Assist in carrying out operational programs.
8. Review and act on major changes in plan using steps 2-6 above.
9. Allot Service funds identified in program advices.
10. Review progress of plan implementation annually.
11. Prepare NEPA documents as needed for actions proposed by FWS at Regional level to implement plan.
12. Recommend critical habitat.

Recovery teams will take into account any previous plans, current efforts, and:

1. Call any emergency situation facing the species to the Regional Director's attention even before preparation or acceptance of a plan.
2. Draft, refine, and maintain a recovery plan utilizing their expertise, counsel and review from all informed and participating persons, and submit the plan to the appropriate Regional Director. A team can go outside its group in selecting an individual to draft a plan, but normally an individual or individuals who are on the team will prepare the plan.
3. Oversee (coordinate) implementation of the plan through responsible agencies.
4. Keep the plan current through revisions as required.
5. Recommend to the Regional Director major changes in the plan. Minor changes will be a team responsibility.
6. Keep all cooperating parties informed of amendments to or changes in the plan and other actions.
7. Review and coordinate progress being made by all cooperating parties.
8. Report to all cooperating parties annually (more often, if necessary as requested) emergencies, problems, needs, progress etc.

9. Submit annually, at a time designated by the Regional Director, to conform to Service and cooperators budget submission schedules, an update of part 3 of the plan for budgeting purposes.
10. Be represented at agency, interagency, or other meetings on the species concerned.
11. Maintain and distribute minutes of team meetings.
12. Serve as a consultant to Regional Director on biological aspects of the species, i.e., critical habitat, permits, etc.

The Director and Program Manager for Endangered species will:

1. Develop, circulate, and maintain schedules for drafting and processing plans.
2. Provide guidelines and training aids through written materials and workshops on methods for drafting plans.
3. Announce selections and replacements for recovery teams.
4. Review, accept, or return for changes, plans and major changes in plans to Regional Directors.
5. Identify actions for Service implementation in plans, and budget for them according to priorities and availability of funds.
6. Allocate funds for team operation and plan implementation through program advices.
7. Determine critical habitat on behalf of the Secretary of Interior.

States and other cooperators should:

1. Provide key leadership through membership on recovery teams.
2. Provide counsel throughout plan development and implementation.
3. Review and comment on plans.
4. Be principal implementors of plans for most resident species.

Recovery Operations Handled Exclusively by a State:

The use of programs designed and implemented by the States, subject to Service review, are an option to the procedures described heretofore under the following circumstances:

1. The species involved resides entirely within one State; and
2. The State qualifies under the Act to "conserve" the species and has expressed a desire to "take the lead" for the species.

We foresee two situations qualifying a State:

- a. Under a cooperative agreement consummated by authority of Section 6 of the Act; or
- b. In the absence of a cooperative agreement, the Service can accept a letter from the State to the appropriate Regional Director expressing a desire to conduct a program for the subject species. The letter should in addition (i) recognize the overall responsibility of the Service toward the species, including the requirement for periodic review of the State's program for the subject species at no greater than annual

intervals; and (ii) show that the State has the authority, intent, and capability to carry out a "conservation" program for the species. The State already may have an acceptable ongoing program for the subject species.

For those species residing entirely within a State, Regional Directors should, therefore, ascertain the State's interest and qualifications toward conducting the recovery operation before nominating a Service team. If it appears they can undertake or already have an acceptable qualifying program, they should request appropriate changes in program advices for those species. If State action does not occur within a reasonable period or is not satisfactory, the species then will be considered for Service action.

A State conducted program for a given species may or may not involve a Recovery Team. The means selected by a State to administer a recovery program is optional, and it is possible that the State may exercise complete control over the recovery process. However, the Service has the responsibility under the Act to periodically review the State's program and take corrective action if needed. Every possible effort will be extended to encourage States to handle on their own Endangered species that qualify under the above.

The discussion of recovery plan procedures is subject to change. Experience will show need for modifications to fit the wide variation in circumstances surrounding each Endangered and Threatened species. As cooperative agreements are formulated with the States, we can also anticipate possible procedural changes.

APPENDIX 1 - Sample Memorandum of Agreement Between the U.S. Fish and Wildlife Service and the Leader - Condor Recovery Team

APPENDIX 2 - What a Recovery Team is and not - what a Recovery Team Does and Does Not Do.

APPENDIX 3 - Sample Statement to be inserted into draft plans.

SAMPLE

MEMORANDUM OF AGREEMENT
BETWEEN
THE U.S. FISH AND WILDLIFE SERVICE
AND
THE LEADER --CONDOR RECOVERY TEAM

WHEREAS, the Director, U.S. Fish and Wildlife Service, has been delegated authority by the Secretary of Interior (Departmental Manual Part 242) to carry out the Endangered Species Act of 1973; and further, the Regional Directors and Alaska Area Director have received certain responsibilities by virtue of delegations of authority, program advices, and memoranda of guidance concerning species Recovery Team operations, and;

WHEREAS, leaders of Recovery Teams have been appointed by the Director of the Service for the purpose of directing Recovery Teams for planning, coordinating and implementation of species recovery efforts.

NOW THEREFORE, it is mutually agreed that:

The U.S. Fish and Wildlife Service will make available an estimated amount of \$_____ each fiscal year in support of the Condor Recovery Team.

This amount will include the usual cost of administration of the teams, such as envelopes, stamps, clerical services, reproduction, etc. State and Federal organizations are expected to normally defray the salaries, travel and per diem of team members belonging to those organizations.

An exemption may be made where State employees have out-of-State travel

problems. Members from universities may require reimbursement for travel. Consultant fees can include travel costs and such fees as shall be determined in advance by the team leader.

The team leader will submit all vouchers and bills on a monthly basis to the Regional Director. The team leader will supply minutes and plans to the Regional Director and cooperating parties as prescribed by Service guidelines on Recovery Team operations.

Funds are not presently available for support of the Recovery Team beyond the current fiscal year. The Service's obligation hereunder is contingent upon the availability of funds, to be appropriated by Congress, from which payment for the purposes of this agreement can be made.

This agreement may be terminated by either party upon written request to the other party at least ninety (90) calendar days prior to the proposed termination date.

No member of or delegate to Congress or resident commissioner shall be admitted to any share or part of this agreement or to any benefit that may arise therefrom, but this provision shall not be construed to extend to this agreement if made with a corporation for its general benefit.

Equal Employment Opportunity Clause, Form 3-176 (copy attached) is hereby made a part of this agreement.

In witness whereof, the parties hereto have executed this Memorandum of agreement as of the day and year of last signature date indicated below:

Condor Recovery Team

U.S. Fish and Wildlife Service

By: _____

By: _____

Title: Team Leader

Title: Regional Director

Date: _____

Date: _____

WHAT A RECOVERY TEAM IS AND IS NOT --
WHAT A RECOVERY TEAM DOES AND DOES NOT --

I. Planning

A Recovery Team Does:

-- Draft a Recovery Plan based upon all available biological information.

-- Solicit technical input for the Recovery Plan from acknowledged experts through distribution of plan drafts if necessary. It must be clear (at this stage) that the Recovery Plan represents the teams' concepts and views and does not necessarily represent the views of the FWS or any other agency. Further, it must be recognized that this is a draft plan and subject to change.

-- After the team is satisfied with the plan, it is sent to the Regional Director who will continue the review and revision and when satisfied with the draft will send it to the Director for acceptance and signature or rejection with cause.

-- Oversee (this means "coordinate" as opposed to "direct") implementation of the Recovery Plan following its approval.

A Recovery Team Does Not:

-- Distribute draft plans for other than technical input. The Regional Director will obtain cooperating agency views and responses whether Federal, State, or private.

-- Have the responsibility to implement recovery actions. This remains the job of the individual cooperating agencies. The team will report implementation progress and problems to the Director through the Regional Director. FWS will have the responsibility for resolving problems or differences of opinion with cooperating agencies if they occur.

II. Consultation

A Recovery Team Does:

-- Call to the Regional Director's attention any actions that come to its attention which the team judges to be adverse to the species.

-- On request, and if the team is willing, act as a consultant to the Director or Regional Director (FWS) on ecological or other biological aspects of Fish and Wildlife Service responsibilities toward the species such as: designation of critical habitat and issuance of permits "to take".

-- Act as a consultant, as requested, to other participating agencies on ecological or other biological matters pertaining to the assigned species if, and only if, the team is willing to do so. But if the team provides such consultation it represents the team's views and not the views of concerned team members' agencies.

A Recovery Team Does Not:

-- Act as an official consulting group to anyone on socio-economic, political, or administrative issues.

-- Determine Critical Habitat in the context of Section 7 of the Endangered Species Act. This is the responsibility of the Secretary of the Interior and he or his designee will make the final determination. The team may be requested or may volunteer to recommend critical habitat designations to the FWS.

-- Determine the current status of species that the team feels should be changed. The team may recommend needed changes to FWS the same as anyone else. But the team does not represent the FWS or any other cooperating agency in its recommendations.

-- Call to the attention of offending parties actions it judges to be adverse to the species. This is the responsibility of the Secretary of the Interior or his designee only. The team should call these issues to the attention of the Director, FWS, through the Regional Director.

III. Relations with Conservation Groups, Legislators, the Public, News Media, Non-participating Organizations, etc.

A Recovery Team Does:

-- Through team minutes or by inviting observers to team meetings, keep interested parties informed of its activities, as advisable. This is discretionary with the team but recommended where practical or possible.

-- When outside contacts occur:

- (1) Clearly delineate its mission as an autonomous planning body which develops a biological recovery plan and, after it is approved, oversees (coordinates) its implementation.
- (2) State its relationship to the Fish and Wildlife Service as the agency that appointed the team and will eventually approve the plan.

A Recovery Team Does Not:

-- Act through the news media, conservation organizations, State or Federal legislators, or other parties to influence agency decisions; or in any way act as a pressure group for a particular point of view. This does not preclude normal information and education activities outlined in an approved Recovery Plan

IV. General

A Recovery Team Does Not:

- Attempt to divest government agencies of their responsibilities toward the assigned species.
- Serve as a negotiating body or in any way act as an activist group to weigh socio-economic, political, or administrative factors against biological factors.
- Represent itself as speaking for any agency.

- Prepare Environmental Impact Statements, conduct major studies or accept other responsibilities outside its consulting-planning roles unless it chooses to do so on its own free will and volition and then only if its recovery plan responsibilities are taken care of first.
- Solicit funds through political pressure. Teams may call to the attention of participating organizations funding needs.
- Precipitate, instigate, or in any voluntary way become involved in legal issues or court actions.
- Pressure cooperating agencies to accept the team's viewpoint on any particular issue.
- Represent itself as a National or International leader or director of an endangered species program. This is the role of the Departments of Interior and Commerce alone.
- Take any action or represent any concept that would adversely affect its professional integrity and standing in the scientific community.