



Application for Mayor of Missoula

*PLEASE NOTE: ALL APPLICATIONS ARE ATTACHED TO THE COUNCIL AGENDA AND ARE PUBLISHED ON THE CITY WEBSITE.

Applications are due August 26, 2022 by 12:00 PM

Please submit your completed application and attachments (resume, etc.) via email: cityclerk@ci.missoula.mt.us, or deliver it in person to the security desk at City Hall, addressed to:

Martha L. Rehbein, CMC, Legislative Services Director/City Clerk
City Clerk Office
435 Ryman
Missoula, MT 59802

The City Clerk office will confirm receipt of applications. Applicants are welcome to contact the City Clerk's office to verify receipt of application: 406-552-6078.

*Late applications will NOT be accepted.

1. APPLICANT INFORMATION	
1.1 Name: Giles C. Thelen	1.2 Email: giles@nativeyards.com
1.3 Daytime Phone: 406.543.2532	1.4 Alternate phone:
1.5 Street Address: 1023 Elm Street Missoula, MT 59802	1.6 Mailing address (if different than street address):
1.7 What ward do you live in? Ward One	1.8 How long immediately prior to today's date have you been a resident of the City of Missoula? 22 years and 2months (since May 31, 1996)
1.9 What is your current occupation? Business Owner	1.10 Where are you currently employed? Native Yards, Inc

2. QUALIFICATIONS

2.1 Are you 21 years of age or older? Yes	2.2 Are you a qualified elector registered to vote in Missoula County? Yes
2.3 Have you been a resident for at least 2 years preceding the appointment to office of the City of Missoula or an area that has been annexed by the city? Yes	2.4 Have you resided in the State of Montana for at least 3 years? Yes

3. QUESTIONS

3.1 Serving as Mayor requires a full time commitment including presiding at Monday night Council meetings and other periodic morning, evening, and weekend appearances. Would you be able to fulfill these obligations? Yes
3.2 State your current and previous organizational affiliations, including political organizations. Member of the Montana Native Plant Society since 2001 o Panelist for MNPS Presents! April 2022 as a Native Plant landscape expert. View discussion here: https://youtu.be/x3UY2fllnMw 2009 – present International Editorial Board Journal of Plant Development ISSN 2065-3158 Based in Iasi, Romania. 2011 – present Affiliate, The University of Montana
3.3 State your relevant activities in the community which would prove useful to serving as Mayor. Volunteer member of the Mount Jumbo Advisory Committee, now Conservation Lands Advisory Committee (since 2011); chairman from Feb 2004- Feb 2022 Conservation Lands Technical Working Group - Invited position. One of seven 'technical experts' for Conservation Lands in Missoula 2015 Missoula 2018 Volunteer of the Year Triathlon Director/Owner of the Grizzly Triathlon 1999-2019 Judge for district and regional science fairs, Spring 1997 - 2018 Volunteer for community plant installations (Spruce St. railroad garden 2010, Van Buren St. plantings 2016), as well as donations of plants and labor since 2012 for other projects)
3.4 State your relevant work and lived experience which would prove useful to serving as Mayor. 2005-present Naive Yards, Inc Missoula, MT • Founded and developed business working towards five goals: 1) promote native plants in the Inland Northwest through native plant landscaping and design, 2) Wildland management and restoration, 3) native plant propagation, 4) native seed rescuing and storage 5) research for cutting edge plant management tools • Business has increased its revenue every year since inception (until Covid) • Started the Mount Jumbo Nursery in 2021, to promote native plant diversity through seeds, transplants, and plugs. • Promoted a general understanding of native plants, identifying rare and common native species, as well as unwanted plants in hundreds of different conditions and environments. • One of three consultants approved to work on the Giant Fork Superfund site through the Natural Resource Damage Program in the Department of Justice for the State of Montana. Completed restoration work at the Mike Horse Dam site, as well other projects. • Work with private landowners to inventory and map native and exotic weeds on their property, up to 6 acres. • Promote important plant communities for private landowners by developing and implementing management plans for their long term success. Also develop long term (10 year increments) plans for weed management and property stewardship • Weed management. Using the few tools available to us in the toolbox (mechanical, chemical, hand), we manage and control weeds for clients, as well as promote native plant establishment through plugs and seeding. • Invasive Plant surveys and mapping for The Nature Conservancy in the Little Red Hills, MT, 2015. RESEARCH EXPERIENCE: 2000-2011 The University of Montana Missoula, MT Research Specialist Supervisor: Dr. Regan Callaway • In charge of Plant Ecology Lab, which included overseeing 4-8 undergraduate students and assisting 4-8 graduate students and visiting faculty and researchers in their research projects. • Primary goal was to determine why invasive plants, specifically Centaurea spp., are so virulent. Also work on many other research topics related to plant ecology, mainly plant-plant and plant-soil interactions • Plan, coordinate, conduct, and complete extensive field, greenhouse, and genetic experiments involving many species of native plants competing with different invasive species. This included travel to foreign countries where the invading plants originated to collect soil and seed samples for greenhouse experiments. • Wrote grants and peer reviewed papers. Provided data analysis and was the primary organizer for over 23 major studies, each of which lasted for several field seasons. Managed several conservation projects, as well as an amateur research for the duration including all budgeting and LTR decisions as well as collecting all samples for the lab and more than a dozen other researchers.
3.5 State your educational background, listing institutions, degrees, certificates, areas of study, and dates received. 1996-1999 The University of Montana MS, Organismal Biology and Ecology Thesis title: Heterozygosity and Fitness in Rainbow Trout: Marker Loci or Chromosomal Segments? 1989-1994 University of Oregon Bachelor of Science, Biology 1986-1989 Lincoln High School Portland, OR

3.6 Why do you want to serve as Mayor?

I have a unique skill set relevant to environmental and social issues that are appropriate for the job of Mayor for Missoula. I am eager to apply these skills to maintain the momentum that John Engen generated. Also, I think it would be appropriate for a plant guy to lead the Garden City!

3.7 What is your understanding of the Mayor's general role in leading Missoula?

The Mayor of Missoula, can be likened to the captain of an ocean-going vessel; it is large, requires a substantial, trusted crew to keep it moving in the right direction, and, at times, requires a huge output of energy by the whole crew working in concert with one another to make it through. Having integrity and relying on your team are essential to being a great leader, at all levels.

3.8 What is your understanding of the Mayor's legal responsibilities and obligations in leading Missoula?

Above all else, the Mayor has a fiduciary responsibility to the citizens and needs to lead with a [public] servant's heart. Every decision will be made with the people of the community's best interests and well-being in mind. Integrity is vital, as are empathy and compassion.

3.9 What is your understanding of the Mayor's cultural and social leadership role in leading Missoula?

The Mayor needs to appreciate the history of place and the importance of clean air and water for the health of the people. All the previous peoples who used this region need to be respected and honored, as well as the philosophies that guid(ed) them.

3.10 Describe your leadership philosophy and style to lead during a crisis.

I strongly believe a trusted team is key for strong leadership, with clear understanding of roles, responsibilities, and chain of command. Maintaining transparent communication, being a strong voice, and leading with integrity and confidence are essential in a leadership role, both during a normal and crisis times. As a small business owner, there are weekly crises that come in different shades of intensity and that require a toolkit that includes customer service, professionalism, and patience. As a race director, I have a decades-long track records of managing frantic race day mini-crises that need immediate attention. The approach of being calm, firm, and delegate with purpose under all conditions is what I can bring to the position.

3.11 Explain the taxation structure for local government, listing all main revenue sources and the law that applies to each, and discuss opportunities and limitations on those revenue sources.

The main revenue sources for Missoula are property taxes (33%), Intergovernmental Revenue (38%), Operating Grants (12%), and Charges for Services (16%). There are laws limiting the tax rate for property taxes, as well as how the money can be used. Generating revenue is crucial for a thriving community, but it is not about deciding how much revenue we want; it is about basing the budget on what we know we are going to receive and making it work within that budget. Adjusting for inflation is a major challenge (labor plus cost of materials), as well as adapting to structural imbalances that come with large inputs and expenditures, as we are seeing currently. Adding a tourism tax in the future would be a way for a thriving community like Missoula could relieve some of the burden we have on our property taxes.

3.12 What are the most pressing issues Missoula will face in the next few years? List a total of five, explain why they are of importance, and rank them in order of importance (1 being most important). How would you address these issues?

- 1) housing; to many people, not enough high paying jobs or affordable housing for working class;
- 2) homelessness; provide basic needs in a controlled environment;
- 3) infrastructure; replacing old units, updating what we can, and preparing for the future and new technologies;
- 4) food security; promote locally based foods for our community;
- 5) environment/aesthetics, namely clean air and water to ensure community well-being and celebrations of our unique landscapes in western Montana.

3.13 Who are the leaders of the executive branch of City of Missoula government that report to the Mayor and how would you approach working with these leaders and their staff?

The Mayor directly oversees the Chief Administrative Officer (Dale Bickell); the Fire Chief (Jeff Brandt), the City Attorney (Jim Nugent), the Police Chief (Jaeson White), the Finance Director (Leigh Griffing), the City Clerk (Martha Rehbein), the IT Director (Carl Horton), the Development Services Official Aaron Bowman, the Vehicle Fleet Manager Scot Colwell, the Facilities Maintenance Manager Matt Lawson, the Parks and Recreation Director Donna Gaukler, the Human Resources Director Angela Simonson, the Public Works and Mobility Director Jeremy Keene, and the Community Planning, Development, and Innovation Director Eran Pehan. These leaders and their staff each promote a crucial role in Missoula being a thriving and vibrant community, and, as Mayor, I would meet and listen to each person and determine what they need to achieve success in their roles

4. CERTIFICATION

I certify that the information contained in my application is true and correct in every respect and that I meet all the statutory qualifications to be appointed as the Mayor of the City of Missoula.

Sign Here

Date here (use the arrow to drop down calendar)

Giles Thelen

Digitally signed by Giles Thelen
DN: cn=Giles Thelen, o=The Grizzly Triathlon,
ou, email=giles@nativeyards.com, c=US
Date: 2022.08.26 10:43:16 -06'00'

8/25/22

City Clerk Staff

From: Marty Rehbein
Sent: Friday, August 26, 2022 11:24 AM
To: Giles -; City Clerk Inbound
Subject: RE: Mayor Application

Giles

Thank you for your interest in serving as Mayor. This e-mail is confirmation that we've received your application.

Marty Rehbein | (She/Her)
Legislative Services Director/City Clerk
City Clerk Office
406-552-6078 | rehbeinm@ci.missoula.mt.us



From: Giles - <giles@nativeyards.com>
Sent: Friday, August 26, 2022 10:55 AM
To: City Clerk Inbound <CityClerk@ci.missoula.mt.us>
Subject: Mayor Application

Martha,

Please find my application and cv attached. Please confirm this was received if possible.

Thank you!

Giles Thelen
406.543.2532 (land)

City Clerk Staff

From: Giles - <giles@nativeyards.com>
Sent: Friday, August 26, 2022 10:55 AM
To: City Clerk Inbound
Subject: Mayor Application
Attachments: Mayor Application G. Thelen.pdf; Giles Cassidy Thelen CV 2022b.docx

Martha,

Please find my application and cv attached. Please confirm this was received if possible.

Thank you!

Giles Thelen
406.543.2532 (land)

GILES CASSIDY THELEN
NATIVE YARDS, INC
1023 ELM ST
MISSOULA, MT 59802
TELEPHONE: (406) 543-2532
GILES@NATIVEYARDS.COM

EDUCATION:

1996-1999 The University of Montana MS, Organismal Biology and Ecology
Thesis title: Heterozygosity and Fitness in Rainbow Trout: Marker Loci or Chromosomal
Segments?

1989-1994 University of Oregon Bachelor of Science, Biology

Courses:

- | | | | | |
|--------|----------------------------|----------|----------|-----------|
| • 1993 | Mycology | BIOL 432 | Grade B | 3 credits |
| • 1996 | Conservation Genetics | BIOL 480 | Grade: A | 3 credits |
| • 1997 | Principles of Physiology | BIOL 435 | Grade B | 3 credits |
| • 1997 | Statistical Methods | MATH 344 | Grade B | 3 credits |
| • 1997 | Frontiers in Con. Genetics | WBIO 575 | Grade P | 2 credits |
| • 1997 | Freshwater Ecology | BIOL 366 | Grade A | 5 credits |
| • 1997 | Conserv Wildlife Pop | WBIO 470 | Grade B | 3 credits |
| • 1998 | Statistical Methods | MATH 345 | Grade B | 3 credits |
| • 2003 | Plant Biogeography | BIOL 495 | Grade P | 3 credits |
| • 2004 | Rocky Mountain Flora | BIOL 335 | Grade P | 4 credits |

PROFESSIONAL EXPERIENCE (*at least 40 hours per week since 2000)

2005-present **Native Yards, Inc** **Missoula, MT**

- Founded and developed business working towards five goals: 1) promote native plants in the inland Northwest through native plant landscaping and design, 2) Wildland management and restoration, 3) native plant propagation, 4) native sod rescuing and storage 5) research for cutting edge plant management tools
- Business has increased it's revenue every year since inception (until Covid)
- Started the Mount Jumbo Nursery in 2021, to promote native plant diversity through seeds, transplants, and plugs.
- Promoted a general understanding of native plants, identifying rare and common native species, as well as unwanted plants in hundreds of different conditions and environments.
- One of three contractors approved to work on the Clark Fork Superfund site through the Natural Resource Damage Program in the Department of Justice for the State of Montana. Completed restoration work at the Mike Horse Dam site, as well other projects.
- Work with private landowners to inventory and map native and exotic weeds on their property, up to 5 acres.
- Promote important plant communities for private landowners by developing and implementing management plans for their long term success. Also develop long term (10 year increments) plans for weed management and property stewardship

- Weed management. Using the few tools available to us in the toolbox (mechanical, chemical, hand), we manage and control weeds for clients, as well as promote native plant establishment through plugs and seeding.
- Invasive Plant surveys and mapping for The Nature Conservancy in the Little Red Hills, MT, 2015.

2009 – present **International Editorial Board**
Journal of Plant Development ISSN 2065-3158 Based in Iasi, Romania.

2011 – present **Affiliate, The University of Montana**

RESEARCH EXPERIENCE:

2000-2011 The University of Montana Missoula, MT

Research Specialist Supervisor: Dr. Ragan Callaway

- In charge of Plant Ecology Lab, which included overseeing 4-6 undergraduate students and assisting 4-8 graduate students and visiting faculty and researchers in their research projects.
 - Primary goal was to determine why invasive plants, specifically *Centaurea* spp., are so virulent. Also work on many other research topics related to plant ecology, mainly plant-plant and plant-soil interactions
- Plan, coordinate, conduct, and complete extensive field, greenhouse, and genetic experiments involving many species of native plants competing with different invasive species. This included travel to foreign countries where the invading plants originated to collect soil and seed samples for greenhouse experiments.
- Wrote grants and peer reviewed papers. Provided data analysis and was the primary organizer for over 23 major studies, each of which lasted for several field seasons.
- Managed several overlapping six-figure grants (as well as smaller ones) for the duration, including all budgeting and HR decisions, as well as ordering all supplies for the lab and more than a dozen active researchers.
- Extensive field work included evaluating and monitoring many types of plant communities, including sensitive and rare plant communities.

HONORS, AWARDS, AND ACHIEVEMENTS:

- Missoula 2018 Volunteer of the Year
- Triathlon Director/Owner of the Grizzly Triathlon 1999-2019
 - largest indoor triathlon in USA (475 racers)
 - Oversaw a budget of ~\$40,000
- Judge for district and regional science fairs, Spring 1997 - 2018
- Member of the Montana Native Plant Society since 2001
 - Panelist for *MNPS Presents!* April 2022 as a Native Plant landscape expert. View discussion here: <https://youtu.be/x3UY2fInMw>
- Volunteer member of the Mount Jumbo Advisory Committee, now Conservation Lands Advisory Committee (since 2002); chairman from Feb 2004- Feb 2022

- Since 2007 and with locally renowned botanist Peter Lesica, I have been part of a small group Monitoring Trend of Invasive Species and Native Indicator Species in Cushion Plant Communities on Mount Jumbo, Missoula County for the City of Missoula.
- Conservation Lands Technical Working Group - Invited position. One of seven 'technical experts' for Conservation Lands in Missoula 2015
- Runner-up for best student speaker, Coastwide Salmonid Genetics Meeting Missoula, MT 2-4th June, 1999

PUBLICATIONS:

- Pearson, D.E, M. Vallient, C. Carlson, G.C. Thelen, Y. K. Ortega, J. L. Orrock, and M. D. Madsen. 2018. Spicing up restoration: can chili peppers improve restoration seeding by reducing seed predation? *Restoration Ecology* 0: 1-7.
- He W-M, D. Montesinos, G.C. Thelen, and R.M. Callaway. 2012. Growth and competitive effects of *Centaurea stoebe* populations in response to simulated nitrogen deposition. *PLoS ONE* 7(4): e36257.
- Callaway, R.M., U. Schaffner, G.C. Thelen, A. Khamraev, T. Juginisov and J.L. Maron. 2012. Impact of *Acroptilon repens* on co-occurring native plants is greater in the invader's non-native range. *Biological Invasions* 14:1143-1155.
- Besaw, L. M., G. C. Thelen, S. Sutherland, K. Metlen, and R. M. Callaway. 2011. Disturbance, resource pulses and invasion: short-term shifts in competitive effects, not growth responses, favour exotic annuals. *Journal of Applied Ecology*: 48:998–1006..
- He, W., G. C. Thelen, W. M. Ridenour, and R. M. Callaway. 2010. Is there a risk to living large? Large size correlates with reduced growth when stressed for knapweed populations *Biological Invasions* 12:3591–3598.
- Thelen, G.C. and K.J. Dixon. 2009. Native Sod Rescue — A Viable Business Model (Montana). *Ecological Restoration* 27:127-129.
- Pollock, J.L., R.M. Callaway, G.C. Thelen and W.E. Holben. 2009. Catechin—metal interactions as a mechanism for conditional allelopathy by the invasive plant, *Centaurea maculosa*. *Journal of Ecology* 97:1234-1242.
- Thorpe, A.S., G.C. Thelen, A. Diaconu and R.M. Callaway. 2009. Root exudate is allelopathic in invaded community but not in native community: field evidence for the novel weapons hypothesis. *Journal of Ecology* 97:641-645.
- He, W., Feng, Y., Ridenour, W.M, Thelen, G.C., Pollock, J.L., Diaconu, A. and Callaway, R.M. 2009. Novel weapons and invasion: biogeographic differences in the competitive effects of *Centaurea maculosa* and its root exudate (\pm)-catechin. *Oecologia* 159:103-115.
- Callaway, R.M., D. Cipollini, K. Barto, G.C. Thelen, S.G. Hallett, D. Prati, K. Stinson, and J.Klironomos. 2008. Novel weapons: invasive plant suppresses fungal mutualists in America but not in its native Europe. *Ecology* 89:1043-1055.
- Perry, L.G. G.C. Thelen, W.M. Ridenour, R.M. Callaway, M.W. Paschke, and J.M. Vivanco. 2007. Concentrations of the Allelochemical (\pm)-Catechin in *Centaurea maculosa* Soils. *Journal of Chemical Ecology* 33:2337-2344.
- Stinson, K.A., S.A. Campbell, J.R. Powell, B.E. Wolfe, R.M. Callaway, G.C. Thelen, S.G. Hallett, D. Prati and J.N. Klironomos. 2006. Invasive plant suppresses the growth of native tree seedlings by disrupting belowground mutualisms. *Public Library of Science* 4:727-731. (Listed by Discovery Magazine as one of 2006's most important discoveries).
- Weir, T.L., H.P. Bais, V.J. Stull, R.M. Callaway, G.C. Thelen, W.M. Ridenour, S. Bhamidi, F.R. Stermitz and J.M. Vivanco. 2006. *Oxalate contributes to the resistance of Gaillardia grandiflora and Lupinus sericeus to a phytotoxin produced by Centaurea maculosa*. *Planta* 223:785-795.

- Perry, L.G. G.C. Thelen, W.M. Ridenour, T.L. Weir, R.M. Callaway, M.W. Paschke, and J.M. Vivanco. 2005. Dual role for an allelochemical: (\pm)-catechin from *Centaurea maculosa* root exudates regulates conspecific seedling establishment. *Journal of Ecology* 93:1126-1135.
- Thelen, G.C., J.M. Vivanco, B. Newingham, W. Good, H.P. Bais, P. Landres, A. Caesar, and R.M. Callaway. 2005. Insect herbivory stimulates allelopathic exudation by an invasive plant and the suppression of natives. *Ecology Letters* 8:209-217.
- Callaway, R. M., G. C. Thelen, S. Barth, P.W. Ramsey, and J.E. Gannon. 2004. Soil fungi alter interactions between the invader *Centaurea maculosa* and North American natives. *Ecology* 85(4):1062-1071.
- Vivanco, J., H. Bias, F. Stermitz, G. Thelen, R. Callaway. 2004. Biogeographical variation in community response to root allelochemistry: novel weapons and exotic invasion. *Ecology Letters* 7: 285-292.
- Callaway, R. M., G. C. Thelen, A. Rodriguez, and W.E. Holben. 2004. Soil biota and exotic plant invasions. *Nature* 427:731-733.
- Thelen, G. C. and F. W. Allendorf. 2001. Heterozygosity-Fitness correlations in rainbow trout: effects of allozyme loci or associative overdominance? *Evolution* 55(6):1180-1187.

PHOTO CREDITS:

2009. *Ecological Restoration Journal* 27:128.
2006. The University of Montana's Vision 2006: page 26-29.
2004. The University of Montana's Research View 6(4): page 1.
2004. *Frontiers in Ecology and Environment* 2(8): page 440.
2004. *Smithsonian* December 2004: page 33.

PUBLIC RELATIONS:

"Interview with an expert" on the "Pulse of Western Montana" public affairs program from the Missoula radio group, Fall 2005.

Panelist for *MNPS Presents!* April 2022 as a Native Plant landscape expert. View discussion here: <https://youtu.be/x3UY2fInMw>

PROFESSIONAL PRESENTATIONS:

- Promoting natives: combining current research with management.* Invasive species in Natural Areas conference. Coeur d'Alene, ID Oct 25th, 2010
- Community Ecology and Invasions.* **Moderator** Invasive Species in Natural Areas conference. Missoula, MT March 2008
- Plant Issues in the Missoula Valley.* The National Exchange Club. Missoula, MT December 4th, 2008.
- Insect herbivory stimulates allelopathic exudation by an invasive and the suppression of natives.* Ecology Society of America, 89th annual meeting. Portland, Oregon. 2-6 August, 2005.
- 2004 *The Black Sea Region: Birthplace of Western US Exotic Plants.* Caspian Region Interest Group, The Mike and Maureen Mansfield International Center, Missoula, MT. May 4th, 2004.
- Centaurea invasion: the effects of allelopathy, herbivory, and evolution.* Invited speaker (Dr. Chris Lortie, host). University of Nevada, Reno. April 1st, 2004.
- Centaurea invasion: the effects of allelopathy, herbivory, and evolution.* Invited speaker (Dr.

John McKay, host). University of California, Davis. March 29th, 2004.

Heterozygosity-Fitness correlations in rainbow trout: effects of allozyme loci or associative overdominance? Society for Conservation Biology, 14th Annual Meeting. University of Montana, Missoula, MT. 10-12 June 2000.

Heterozygosity-Fitness correlations in rainbow trout: effects of allozyme loci or associative overdominance? Coastwide Salmonid Genetics Meeting. University of Montana, Missoula, Montana 2-4 June, 1999.

Heterozygosity-Fitness correlations in rainbow trout: effects of allozyme loci or associative overdominance? Organismal Biology and Ecology seminar series January 27th 1999.

Genetics: an overview of allozyme and microsatellite techniques. The UM Wild Trout and Salmon Genetics Lab and the MT Fish, Wildlife, and Parks information meeting. February 24-25, 1999.