



# Luckiamute Watershed Council Board Meeting

**October 13, 2022, 6:00 p.m. – 8:00 p.m. via Zoom**

## **Attendance**

**Board:** Karin Stutzman, Britton Castor, George Grosch, Jackson Stalley, Jay Tappen, Dave Ehlers, Scott Youngblood

**Staff:** Kristen Larson, Maya Cook

**Guests:** Judy Maule, Lauren Zatkos, Francisco Pickens, Ben Gorman

Minutes: Maya Cook

## **CALL TO ORDER – Karin Stutzman**

Introductions

September 8, 2022 Minutes (Attachment A) **APPROVED**

Committee Announcements:

- Fundraising Committee moved to second Tuesday of the month as standing meeting time (3pm)
- Education & Outreach: Sips 'n' Science registration for *Kalapuyans of the Willamette Valley* with David Lewis is up to 127! Most are attending via Zoom, but there is also an in-person watch party at Brew.

Guest:

Ben Gorman presented Central High School (CHS) Ash Creek Anthology edited by Creative Writing Club & funded by a grant from the Ash Creek Water Control District (ACWCD). Kristen did a watershed lesson and took the kids down to Ash Creek to show restoration work & help inspire their writing. It was recently published, with a dedication to LWC. Ben read an excellent student poem from the anthology.

## **Mission Moments**

Dave: J<sub>2</sub>E Tree Farm is getting ready to plant wet prairie along Alexander Rd, & also a butterfly corridor. Putting in a lot of new bulbs, plugs & bareroot plants, 50 pounds of native grass seed & 45 pounds of native wildflower mix.

George: met someone involved in Oregon Community Foundation interested in EDI projects & may be interested in funding us to do something.

Kristen:

- ODA new grant program to support water quality management plans. Mid-Willamette Beaver Partnership (MWBP) grant taking info gathered in surveys & habitat assessment data and modelling to develop management & engagement plans for ag-centric audiences. Grants for anything but implementation, so it's perfect. Quick turnaround to apply, but reviewed in a week & we were awarded – only Watershed Council among 7 SWCDs.
- Amanda sent pictures of beaver dam on N. Fork Pedee Creek. Aubrey sent photos of a dam the mainstem Luckiamute River under Wildwood bridge again this year (though it won't last the winter!).
- Stephen Beckham who did Sips 'n' Science talk last January has been corresponding with Dan Barnhardt who is a local history buff about the history of logging. Dan has found the site of a splash dam chute on his property with markings, cable scraps, etc. Kristen & Suzanne went to tour the property today to see it. Might be a good tour in the future.
- Major donor thank you event invitations out, please RSVP ASAP!

## **Executive Committee - EDI Statement (Attachment B) – Karin & Kristen**

Karin: a reminder of process so far – Board reviewed a draft at the Sept. meeting, provided feedback to staff.

Kristen: a good start, but still under revision process by staff before a new draft is shared with the Board.

Working on trimming and making changes per Board recommendation. Hopefully will have a draft for November meeting. It turns out Coalition of Communities of Color (CCC) doesn't do consulting for statement review. Looking at other consultant options, including Maria (or her recommendation).

- Dave called NAACP & spoke to Kerry, assistant to Linn-Benton president Jason Dorsett about our process & asked about them looking at our statement with perspective & recommendations. Also talked about the possibility of doing a talk for us or a group of WC's (4 of 5 of our Mid-Valley River Connections (MVR) WCs are in Linn-Benton), recommendations for additional training (we'd need more grants) – Scott Y. offered Oregon Parks and Rec Dept. (OPRD) to share costs.
- Also of note: NAACP's annual fundraiser for Letitia Carson Project coming soon. Letitia Carson Project homestead site is in the Luckiamute watershed in the Soap Creek area.

Great to see that we're finding new opportunities as we do this work!

### **Planning for Planning – Kristen Larson**

Kristen went through a short presentation to review background and work to date on the current LWC Strategic Plan (SP), which was developed throughout 2018 and adopted at the end of 2018, intended to cover 2019 – 2022.

Karin & Dave are the only Board members present for the last planning process. Hired a facilitator to guide the work (via Oregon Community Foundation and The Ford Family Foundation grants), did a targeted stakeholder & partner survey, built logic model for goals & breaking into 3 clusters (work of land managers/owners, community engagement, stormwater management in Ash Creek). Structure built around logic framework, with a heavy program focus and not much discussion on the organizational goals. It was a lot for just a few years' work. Had a "Team Retreat" in late 2019 to review the SP and recommend priorities to Board. Throughout 2020, the Board reviewed and revised the plan. Ranked, clustered, & reworked Internal Goals. Decided to focus on beaver work & get to stormwater later & extend to 2023. At that time, agreed that in 2023, there should be a good look at the plan and decision if this still works for the LWC, should be overhauled, or create a new SP.

We've made good progress and a lot has changed, both internally and externally - fundraising, MWBP, pandemic, wildfires, government & funding changes, agency changes (OWEB doubling in size), our changes due to EDI work, Board changes, staff has doubled. The world has also changed a lot and we may need to readjust. Now we want to ask the community what their priorities are and to inform development of an urban waters program. A lot of these transitions are internal & ongoing. A lot of balls in the air, all of which have a lot more work to do: stormwater management is only going to get more important, beaver work underway, water conservation projects not yet begun.

Not trying to plan anything tonight, just starting the conversation. Looking to really dig in around Fall 2023. Executive Committee discussed starting with a survey to the Board to find out what you want to get out of it, quad analysis, look at how we gather input from committees, community, trainings (climate change, EDI, etc.). Will take a lot of time, money, and conversations. Question for now for the Board to think about – what do you want out of an updated or new SP? What information do you need between now and then to help develop that? What do you want to learn from others (e.g., committee members, experts, community members, etc.)

### **Discussion**

Dave: we've done a lot of great work - don't let the perfect be the enemy of the good, let's keep doing what works.

Kristen: education piece will probably come into play & needs a bigger conversation. Community engagement & EDI almost needs its own sub action plan. Maybe it makes sense to just focus on that piece rather than

a whole new strategic plan. So much new funding aligns with our work, which is very exciting & we don't want to shift away from good work.

George: funding stream from agency grants looks stable, but that could change. Building into the community makes us more resilient as an organization and opens us up to new funding possibilities.

Britton: having stormwater projects helps make our work more visible to community where beavers & rural riparian work isn't seen by most.

Kristen: agree, there's little awareness of Ash Creek work – there are few access points.

### **Finance Committee (FC) & Treasurer Report – George Grosch**

July and August 2022 Financial Report (attachment B): **ADOPTED as presented.**

Overview: we're in a good place. Lots of outgoing money to pay contractors, lots of new expenses to pay employees & dealing with infrastructure expenses we didn't think of (new laptops for new employees, office equipment, software, etc.). Delays to reimbursement & also reimbursement-based grants right now – so though we're behind, we'll be catching up shortly. July was insurance renewal costs, PM laptop. ED empowered to spend within Board-approved budget categories. We may go over in Operations, so we may need to get Board approval to adjust budget if needed, Kristen and FC will track this.

Adjustment process: ED brings recommendation for adjustment to EC and/or FC, who will bring to Board for adoption.

Finance Committee Report to the Board (see attachment C):

George reviewed attachment C, summarizing the work and challenges of the FC over the last 1.5 years. Dan Farnworth & Judy Beebe are great citizen assets. Any time Board doesn't feel comfortable with something, ask for more information! Looking for new ways to explain what we do & how, Changes: payroll system, staff cost-of-living (COL) increases, considering joining Cascade Employers Association for help with HR management & pay equity analysis. Looking to diversify sources of revenue. 40-50 grants that Kristen has been managing and will be gradually shifting much of that maintenance work to Maya.

### **Executive Director Update (Attachment E) – Kristen Larson**

Monthly Activity Report/ Minutes Highlights

- S. Fork Pedee Upper Culvert Replacement: going along. Took about 2 weeks to remove roadbed & dewater site. Concrete to have gone in yesterday. Then the process of filling it back up & rewatering over the next week, then it will wrap up. At that point, Trask will move to large wood (LW) placement on Maxfield Creek.
  - Shared images from time lapse cam – currently taking hourly, but after project we'll do a daily shot to show the changes over the winter. Surprise: under original culvert was a bunch of giant logs laid parallel that had to be removed (broke a tooth on the excavator doing it), then finally dug down to bedrock.
- Discussion of cost-of-living adjustments for LWC staff: inflation has been hard on everyone. Unfortunately, it's not as simple as pulling from personnel budget, there are a bunch of grants woven into the calculation. Usually our reviews are based on date of hire, so raises are being distributed at various times of year. Also MRWC pays half of Aubrey's salary, so that involves a conversation with Holly. Kristen will develop a recommendation & share with Finance Committee before implementing.
- Kristen was recommended for Rules Advisory Committee (RAC) for developing OWEB's Climate Change criteria for grant review and would like to participate. Time commitment of "several meetings" that will revise and develop rules over the winter. Executive Committee in support; no objections at Board level.

### **Future Meetings:**

What are preferences for meeting locations, formats over the winter as it's cold & dark? We're willing to set up hybrid meetings if there is real interest & people will actually show up (setting up for nobody is a drag). Or we can also do zoom only.

- Britton suggests once a quarter in person as a reasonable way to see each other in person sometimes. Zoom is very convenient. At least a hybrid option encourages community to attend.

November: hybrid (**Kristen & Maya will identify a location**)

December & January: Zoom

### **7:30 Enter Executive Session: Executive Director Annual Review**

#### **7:50 End Executive Session: Executive Director Annual Review - George Grosch**

**Action:** Effective 10/1/2022, 9% raise for Kristen. **APPROVED by consensus.**

The Board expressed a commitment to a cost-of-living increase for staff.

- Discussed complications of pay allocations & support Kristen's decision.

The Board is happy with performance & relationship with the Executive Director and feel good about the open & friendly communication; they want Kristen to stay as long as she's willing. Board supports moving operations tasks off Kristen's plate (and out of her office) to increase capacity and improve work-life balance.

**Response:** Kristen appreciates the recognition and the role the Board plays, while respecting the staff/Board boundary (we're all very grateful for that). Adding staff adds complexity, so the ED role is constantly changing and growing. Balance is always a challenge.

**George will** write a summary & send to Kristen for personnel file.

### **Topics for Future Consideration**

November 10: Amanda will be presenting a pared down version of the 2021 monitoring data she presented to the PRC.

December 8: J.P. & Suzanne will update on beaver project developments (pending availability)

Other comments: would like to see more school collaboration like the Ash Creek Anthology

- He approached us & it was fun to talk to class. Always happy to do a one-off like that.
- Kristen has also presented to Henry Hughes' class at WOU
  - speaking of Henry, watch for announcements about the event in December at Spiritopia to launch his new poetry book.

### **Important dates coming up – please mark your calendars!**

<b>Day, Date</b>	<b>Time</b>	<b>Event</b>
Tuesday, October 18	6:30 – 8pm	Sips 'n' Science, via Zoom or at Brew Watch Party (RSVP)
Wednesday, October 19	1 – 2pm	Governance Committee (GC) meeting
Monday, October 24	3 – 5 pm	Executive Committee (EC) meeting*
Monday, October 31	4 – 5:30pm	Finance Committee (FC) meeting
Tuesday, November 1	1 – 2pm	EnO Committee
Wednesday, November 9	3 – 4:30pm	Fundraising Committee (FRC) meeting
<b>Thursday, November 10</b>	<b>6 – 8pm</b>	<b>LWC Board Meeting (Facilitator – Dave)</b>

\*EC meetings are flexible and subject to change depending on needs of upcoming Board meeting facilitator

### **Projects**

<i>Application Pending</i>	<i>Design &amp; Permits</i>	<i>Implementation</i>	<i>Maintenance &amp; Monitoring</i>	<i>Notes</i>
OWEB Technical Assistance for Project Development on behalf of MVRC (LWC is applicant) <sup>1</sup>		<b>REVEG:</b> LSNA Phases IV & V, MMT MW "LP3" Reveg & Fencing, Maxfield Creek Reveg, S. Fork Pedee, Upper Ritner RCG, J2E, Expand the Benefit Site 2 (Little Lucki)	<b>REVEG:</b> LSNA Phases I - III; Upper Luckiamute Phases I & II; Fencing/Reveg; Ash Creek; Expand the Benefit Site 1 (Luckiamute)	1 – Ranked #1 for funding. Expected award at Oct. 26-27 OWEB Board meeting
<del>National Fish &amp; Wildlife Foundation Five Star and Urban Waters (Ash Creek)<sup>2</sup>;</del> Reser Family Foundation (Ash Creek) <sup>3</sup>		<b>IN-STREAM:</b> Upper Maxfield Restoration, S. Fork Pedee Upper Culvert (BLM-led)	<b>Instream Projects:</b> Maxfield Creek Phase II, Side Channel, Bridge Piers Modification; Upper Price Creek, Wolf Creek, Upper Ritner, S. Fork Pedee, J2E, LSNA Ph. 4 (Floodplain Recxn), Upper Luckiamute Large Wood Placement	2 – Not funded. 3 – Funds received.
OWEB Good Neighbor (BLM) additional Temp. Monitoring funding <sup>4</sup>		Love Your Watershed Program (EnO committee)	OWEB TA - NetMap Modelling and Field Surveys & MW Culvert Assessment	4 – Application submitted.
OWEB Organizational Collaboration Grant (MWBP, Calapooia WC is applicant) <sup>5</sup>		OWEB TA + SE Proposals: Mid-Willamette Beaver Partnership		5 – Awarded at OWEB July 26-27 Board meeting. CWC working on grant agreement
Oregon Dept. of Agriculture (ODA) Agricultural Water Quality Support Grant (on behalf of LWC & MRWC, sub-cohort of MWBP)		Luckiamute Basin Knotweed Control		6 – Submitted Sept. 25 for development of ag-specific beaver restoration plans and stakeholder engagement; Funded (notice given Sept. 30)