**July 28, 2022, 6:02 p.m. – 8:00 p.m.**

**The Bread Board, Falls City**

**Attendees**

Board Members: Jackson Stalley, Karin Stutzman, George Grosch, Nick Hazelton, Britton Castor, Dave Ehlers

Guests: Brian Hammond

Staff: Kristen Larson, Maya Cook

**Minutes:** Maya Cook

**CALL TO ORDER – Britton Castor**

Introductions

June 9, 2022 Minutes – Correction: Dave Ehlers’ attendance wasn’t noted on the minutes. **Approved** with correction to reflect Dave Ehlers was present.

Committee Announcements (*opportunity for announcements not otherwise on the agenda*): None.

Public Comments*:* None.

Mission Moments:

* Karin is picking tansy from pastures every morning
* Britton has a lot of ash trees & she’s worried about impacts of discovery of Emerald Ash Borer (EAB)
* George came to help volunteer with beaver survey mailing & had a great time
* Kristen & Amanda did knotweed survey paddle on Little Luckiamute. 3rd attempt because previous 2 had too much water. Saw a lot of beaver activity in lower reach.
* Everyone is appreciating rivers

**Executive Committee – George Grosch**

* Personnel policy changes in the packet for action. Proposed action – approve revised personnel policy.
	+ Since last Board discussion, increased minimum hours requirement to 18 and over based on feedback from insurance agent regarding state minimums.
	+ Most changes were lawyer-recommended from 2020 review.
	+ More changes coming then we’ll have a final legal evaluation, then final draft will be presented again, hopefully by end of year.
	+ Revised personnel policy **approved by consensus**
* Kristen’s annual review will start in September and is her 10th anniversary with the LWC. She will produce a self-evaluation for Board review. Google survey forthcoming. Board will have opportunity to meet privately to discuss, followed by formal review, then FC & EC for recommendations & salary. Feedback appreciated.

**EDI Statement Drafting, Process and Next Steps – Britton Castor**

Video & NPR clip looking at hidden inequality

* Looking at individual roles & journey through self-awareness
* Antiracism work is hard. We didn’t create the system we benefit from
* Just like we’re trying to restore environmental degradation in the watershed that has historical context.
* Defensiveness is an opportunity to confront that internally & evaluate what that’s about
* Without metrics to define progress, maybe it’s performative.
* Progress is never-ending.
* What does a diverse WC look like?
	+ Most of WC engagement is landowners on rivers, a very small subset.
* Some limitations of video: didn’t look at many intersectional issues, mostly economic.
* Poverty crosses race line, should we be sensitive to alienating poor white stakeholders?
	+ Maybe focus on providing inclusive access
	+ Diversity is also economic diversity.
		- Our mission defines landowners as primary stakeholders. Not inclusive to non-landowner community. What else are we signaling that we are unaware of?
		- Lots of people don’t know much about nonprofits and volunteering on boards.
* Look at what earns and what breaks trust
	+ Get involved in schools, libraries, immigrant organizations.
	+ Have nature walks in Spanish, do things in town. Bird watches right at Colonia Amistad?
	+ Projects on timber grounds, landowner property. Get down to backyard & balcony level.
		- OHA money was to look at what are people interested in for urban watershed issues, but proposal was not funded. Still want to do that kind of engagement.
			* Fiesta Communidad could be a good chance to survey more diverse stakeholders. Need time to develop appropriately.
	+ If we’re doing youth & schools, we need to take time, build long term plan, staff up, etc.
* Can have short, medium, & long term goals
* Manageable bites: Look through website for “blind” spots, comb through policies
* We can’t overpromise or underperform or we lose trust

**Oregon Conservation Strategy (OCS) Overview – Kristen Larson**

* Summary handout provided in the meeting.
* George noted, his interest in this topic was to better understand where LWC’s priorities aligned with the state’s priorities and how this may help us compete for funding that is guided by the OCS.

**Finance Committee & Treasurer Report – George Grosch**

* Spending right now, but cash-wise we’re solid & doing better than budget targets.
* Council credit card currently $2500 limit, but with staff growth and shared grants, we’re maxing it out more than once a month. Recommend going up to $5000 limit. No balance carried, receipts are managed, purchases pre-discussed, etc.
* Kristen & Maya will report back to FC and EC what options we have with our credit union. Recommendations forthcoming from the committees for a potential future Board action.

**Executive Director Update – Kristen Larson**

Other guests came to discuss EAB. Vicki Avery, Sloan Aagard, & Ole Bergman

* EAB recently discovered in OR. Has the potential to drive the extinction of all Oregon Ash. Larvae feed on cambium & girdle the tree, ultimately killing it, and move on to the next.
* Ash is unique – has no substitute in the riparian system for its ecological services
* Where do we see LWC’s role? EAB will affect communities in a lot of different ways over time
	+ Dave: Small Woodland Association LOs are concerned, especially those with a lot of ash. People are looking at alders, cottonwood, etc. Migratory songbirds spend a lot of time in the ash canopy, eat a lot of insects that feed there.
		- Penn State trial plots showed high susceptibility & damage rate for Oregon ash.
	+ At Small Farm Social, Kristen learned that olive trees are also affected. Working with SWCDs, counties, towns, etc.
	+ Hard to get grant money now for potential emergency response in the future.
	+ Karin: ODA wants people to photograph & report, to help understand where it is
		- Currently only injectable insecticide approved, but working on spray control
		- OSU master gardeners are doing a class on it – **Maya look into when & how people can participate**
	+ Right now it’s mostly information & referral. If people see useful resources, share so we can pass them on.
	+ Public question: will clearing a range of trees around an infected one prevent spread at all?
	+ Look for bore holes, lots of suckers at the bottom, shiny green insects, sick trees, etc.
	+ Clackamas SWCD has had people start mapping ash trees wherever they see them.
* Can we promote native natural predators? woodpeckers, sapsuckers, flickers, parasitic wasps? Good questions. Staff working with partners and pulling together resources – will look into these questions.

Monthly Report Highlights and New News:

* OWEB added $17,000 to current capacity grant for SWCDs & WCs because revenues are up. Next biennium should expect a similar level. From $131k/2yrs -> $148k/2yrs
* Maya has been here for 2 months. Seasonal staff (Field Technicians) Tygh & Aiden just started beaver surveys for the next 2 months. Both through New Beginnings for Tribal Students programming through OSU with mentoring.
* FRC decided we’re ready to bring back fall thank you event for major donors. We’ll need 1-2 board members to come along. Looking to walk & talk on Cliff Hall’s old property (now KVCT)
* Next big priority for Kristen is new PM to replace J.P.
* TA grant was #1, so we should get funded in October.
* NOAA fish passage project led by MRWC - LWC included a couple of projects and outreach / project development time.
* ODOT will deal with perch & velocity barrier on Plunkett Creek at Kings Valley Highway.
* Upper Maxfield: our portion of large wood placement project to be implemented in October; Starker Forests just completed the work on their section.
* Kristen tabled at Small Farm Social at Chemeketa. Nice to be doing events & meeting people again.

**Topics for Future Consideration/Additional Comments**

None.