



Luckiamute Watershed Council Board Meeting

August 10, 2023 6:00 p.m. – 8:00 p.m.

In-person: Happy Workers Club, 39328 Luckiamute Rd, Philomath OR

Minutes

Attendance:

Board: Britton Castor, Jay Tappen, Jackson Stalley, George Grosch, Nick Hazelton, Scott Youngblood

Staff: Suzanne Teller, Aubrey Cloud, Maya Cook, Kristen Larson

Guests: Evelyn Hukari, Carol Vierra, John Young, Cliff Barnhart, Emily Plec

CALL TO ORDER – Britton Castor

Introductions – Guests, Board Members, Staff

Minutes for June 8, 2023 meeting were APPROVED

Mission Moments

- Nick saw beaver activity & feed piles at his place on the mainstem Luckiamute.
- Benton SWCD tour of former Cliff & Gay Hall property (“Luckiamute Meadows”, now Kings Valley Community Trust (KVCT) property) this past Tuesday. 20+ attendees, multiple orgs represented. Lots of great community talk about phases, memories, meaning, etc over the past two decades.
- Scott has received more reports of otters on the lower Luckiamute.

Equity, Diversity, and Inclusion (EDI) Video and Discussion - Britton Castor

Britton shared activity from a conference she recently attended about bias & racism. The director from Construct the Present presented some excellent material including the Deconstructing Bias video. Quick summary before watching video:

1. “Thinking Fast and Slow” by Daniel Kahneman talks about how our mind works in terms of 2 brain systems: one is rapid reaction (halo/horns), the other is slower and more analytical. Preconstructed biases tend to come from the fast system; the antidote requires us to stop and think before we talk.
2. Types of biases: affinity, halo & horns, confirmation, stereotype (similar to gender bias)
3. Post-video discussion:
 - a. Sometimes “let’s talk after the meeting” can be really distracting & anxiety-producing, but it helps that the “transgressor” is the one who is asking to get clarity afterward
 - b. The examples seemed somewhat trifling, but maybe those kinds of aggressions seem a lot bigger as a member of a targeted group who deals with it all the time. The intention is always to increase compassion.
 - c. Think about your own triggers & what feels sensitive to you, e.g. education, class, etc. Even the word “trigger” can be triggering for someone with a particular experience.
 - d. It’s very helpful to have shared agreements around flags & responses; not about good/bad so much as building awareness. We practice fire drills, why not practice difficult conversations? Continually working to do better and improve our awareness and inclusivity is equivalent to dental maintenance – you can’t brush once and never clean your teeth again! (Nod to TEDx: <https://www.youtube.com/watch?v=MbdxeFcQtaU>)
 - e. Even with training, people can get defensive and/or pile on. Moving beyond theory is about learning how to do this without getting caught up in virtue signaling, grandiosity-shame polarity, etc.
 - f. Is there a term we want to use? Can it be incorporated into the “tend to impact” component? Do we really need to find a flag in every single meeting to practice? We can work to find an “LWC-version” of this approach. We are a small group, adapt the concepts, find a process that works for us.
 - g. Kristen will bring back the results of staff discussions as a basis for Board norms.
 - h. What about people who resist? Who don’t care or aren’t interested? One strategy is empathy and modeling. Finding ways to be respectful changes from person to person anyway. Worth remembering that attitudes can change very quickly when critical mass is reached.

Board Matrix and Board Recruitment survey:

Intro to the matrix survey. Maya will send the link - Board members are asked to complete it by the end of August.

Fundraising Committee Report to the Board – Jackson Stalley

- Full report included as Attachment B. Jackson shared high-level overview of current conversations and ideas for the future.

- FRC in transition as both the committee and LWC as a whole grow. We want to reevaluate how we fundraise and re-ground in goals & strategic plan. Past practices may not be the best way to move forward & our strategies may not work as well for a bigger organization.
- FRC will establish the specifics, but everyone on the board should consider themselves a fundraiser. FRC organizes & plans, but that doesn't mean everyone else is hands-off.
- FRC noticed overlap with EnO committee with regard to outreach, which was initially confusing, but synergy makes fundraising more effective. People who don't feel connected to us or part of the community won't donate. Looking to re-democratize, to build community connections & get more, smaller donations, get help raising funds more widely.
- Pandemic led to donor fatigue & a lot of competition for donations in our small area. Establish & leverage wider connections.
- Move beyond watershed residents & build focus on donor base that "work and play in the Luckiamute Watershed" – particularly Corvallis & Albany residents who are already using our watershed. Build awareness of who we are, create more soft fundraising opportunities, shift in business circle to focus on advantage of membership, e.g. Peak Sports in Corvallis, where a lot of kayaks & paddleboards on the Lucki come from.

Discussion:

- George: fundraising is about building our brand, having conversations together, & redevelop strategic plan. How to become who we want to be and make ourselves relevant. Need more money to build more programming.
- Scott: strategies that are working well for others: flyers & stickers with direct donate QR code. LL/LSNA is drawing a lot more people & COVID changed a lot of usage pattern. Recently doubled parking lot is already too small.
- Kristen: In terms of a Venn diagram, FRC = broad marketing & awareness, while EnO = deeper connecting & inspiring- they overlap in outreach. Be aware that some of these potential donors & partners are in our collaboration partners' service areas. Maybe Peak Sports could do a bean drop model?
 - Discussion point for Directors group around how we all expand.
 - Emily suggested a scholarship shared among MVRC with some PR/publicity. Build a small win with common purpose and "feel-good" outcome.
- Cliff B.: Who are the play & work groups, and how do you find commonality with folks who live here? What if the recreators' presence conflicts with/alienates landowner (LO) management goals and sense of community?
 - Balancing win-wins with more parties is harder, but possible. Opportunity to showcase the works the LOs have done & show value? People are already increasingly recreating in the area – we're not encouraging the increased use, but would like to seek contributions from those already using the watershed in support of watershed health.
 - Cliff: How can we use that money to help small LOs? LWC may be non-regulating, but we can help do what needs to be done for ecological gains, show improvement options vs minimum. Recent overhaul of Forest Practices Act (FPA) through the Private Forest Accords (PFA) will mean new requirements on small forest LOs (<5,000 acres) – this is a great opportunity for LWC to assist, meet habitat objectives and help LOs meet new requirements and management objectives. The ground is shifting right now – a lot of learn in coming year.

Executive Committee – Britton Castor

- Kristen gave a quick overview of biennial insurance renewal - what's covered & what it costs:
 - Employee theft deductible increased to \$5k because we don't require 2 physical signers on checks.
 - Equipment rider covers the use of MVRC shared kayaks
 - Auto includes "non-owned" employee vehicles driven during work
 - D&O liability
 - Employment law issues
 - Workers Comp
- ED annual review process to start soon, watch inboxes for online survey coming soon.
- Related EC meeting discussion about picking EDI topics in advance and charting out a year so discussions build on each other and aren't duplicated. Will be mapping out 2024 facilitators and topics in coming meetings.

Finance Committee & Treasurer Report – George Grosch

May and June 2023 *Preliminary* Financial Reports. SoFP still in flux because 2022 hasn't been closed out yet.



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Reminder: tables & charts now represent 3-month period.

- SoFA actual vs budget YTD. All spend-downs expected & will shift.
- Payroll system is finally settling out – next up: closing out 2022 year-end.
- Meeting with Landlords ironed out lease agreement concerns & came to agreement on this year's 6% increase and projected increases for the next 3 years. Showed them how to take advantage of property tax break for renting to nonprofit. Agreement not yet sent.

Executive Director Update – Kristen Larson

Improving communications, tracking & accountability is more important with fewer meetings. Looking to streamline & improve. What are challenges? How can staff make this easier?

- Scott: Personal email is too full & hard to filter. Need to shift to Gmail but needs some help – will schedule time with Maya to set up & organize.
- Board generally amenable to using Spaces in Google Chat to organize conversations, documents, and tasks, plus a Board events calendar to subscribe to.
- Another idea was requiring registration for online Zooms meetings sends reminders. Can't be optional, it's on/off. Reception positive – people like having it show up on calendar & update with changes.
- Texted reminders and/or other accommodations are also an option.
- Upcoming dates on Agenda are helpful, but can also add to Board calendar
- Anyone who needs one-on-one time with setup & training can schedule with Maya.

Kristen will make a 10-min PPT video overview of Planning / Project Concepts (looking out ahead the next several months to a year) to prime for discussion in October meeting.

Upcoming meetings:

- October will be in-person (venue TBD)
- December & February will be remote on Zoom

Topics for future consideration:

Nick would like explore landowners' perceived conflict with recreators and/or EDI in general – some are skeptical of the whole concept. Nothing specific has come up in his networks as of yet, but good to dive in. Also perceived conflict with beaver restoration work.