



# Luckiamute Watershed Council Board Meeting

June 9, 2022 6:02 p.m. – 8:00 p.m.

Hybrid meeting

## Attendees

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

**Staff:** Kristen Larson, Maya Cook

**Guests:** None

**Minutes:** Maya Cook

## CALL TO ORDER – Jackson Stalley

Introductions

May 12, 2022 Minutes – **APPROVED.**

*Per Jackson, June Monthly Packet Attachment E, Project Updates (pg 2): edited to replace “went out with” to “went in the field with” for clarity.*

Committee Announcements (*opportunity for announcements not otherwise on the agenda*):

- Nick officially joining Education and Outreach (EnO) Committee, will attend next meeting
- Jay joined Fundraising Committee (FRC) at June 8 meeting
- Britton will revisit joining FRC later in the summer.

Public Comments: *n/a*

Mission Moments:

- Sarah Helmick 100th was well-attended despite the rain. Park was also recently added to the National Registry, which will bring further attention to our watershed.
- Garry the Oak (our millionth tree) was hand-weeded today!
- Karin’s oaks are doing great. Offered to host meeting there in October.
- Jackson has mating pairs of evening grosbeaks for the first time, cedar waxwings are back.
- Thanks to Jay for putting LYW on Kings Valley Listserv!
- Maya’s husband Jim became aware of the lasting impact of our work during the LSNA tour & wants to help more.

## Executive Committee – George Grosch

July - October Board meetings format decision: in-person meetings.

- July 28 – Bread Board outside area (barring any new restrictions). Dave & Scott will be absent. Partners welcome
- September 8 – J<sub>2</sub>E Tree Farm: bring your own chairs, meet by the treehouse, or pole barn if it rains
- October 13 – at Karin’s ranch

## EDI Statement Drafting, Process and Next Steps – Jackson Stalley

Proposed process for drafting LWC’s EDI statement, discussion about ideas for where/how the language would be used/posted

- Karin: are we talking about in static places, or before meetings/events?
- George: at least a one liner should be printed on everything we use, memorialized in bylaws & policy documents.
- Kristen: there have been 2 previous conversations in Governance & Executive Committees; visions of where language would go diverged a bit. Staff conversation focused on concise version, longer narrative, and possibly a Board video with personal statements of why. Creating products to orient new staff & Board members for culture.
  - Tagline is a little problematic; staff proposed that we replace it with something that conveys inclusivity.
- Karin: let’s brainstorm/list all of our various actions and decide how we want to address it in each scenario.
- George: vetting our statement from Coalition of Communities of Color or another similar consultant is a good idea.
- Karin: is it? We should be stating what we value & how it impacts what we’re doing.

- Jackson: we should also be looking for hidden biases & we can't do that ourselves.
- Kristen: they would be offering feedback, which we can decide whether/how we want to incorporate. But perspectives & life experiences here can blind us to ways we're being unintentionally non-inclusive.
  - Process is outlined to make forward progress despite vacation season, but there will be multiple chances to look together and refine/merge & distill out shorter statement before we look to have extra eyes. Next progress report at EC meeting & July 28 Board meeting.
- Jackson: let's just keep thinking in terms of "and" rather than "or" – but keep mindful that we're a watershed council seeking to build community, but we're a watershed council first. It should take a lot of time to parse this out.

### Finance Committee & Treasurer Report – George Grosch

April 2022 Financial Report – no concerns about transactions. We're at end of quarter & in/out currently looks uneven, but we're on track vs. projected. Receivables up as we're billing.

- Plant costs managed by BEF orders, also offset by One Tree Planted (OTP) & Arbor Day Foundation (ADF). Different processes for supporting costs. OTP reimburses, ADF gives money to BEF to order. This year everything but LSNA Phase V planting was through ADF. The LSNA Phase V plants covered by BPA grant b/c it is "use it or lose it" funding.
- D. Franco Contracting is doing a lot of our projects, but most of their crew leaves to fight wildfires in the summer; many of his workers are currently in NM, so he's going to struggle to keep up in the coming months (hazard pay money is VERY good & most expenses covered – we can't possibly compete). We'll be looking for alternative contractors, but our expenses will be reduced because there's not many people to do the work right now. We've locked in multi-year contracts in the past, but mostly we're paying his current rate.
- Herbicide windows of opportunity has also been very small because of late rain and limited crew availability.
  - Good news is that many of our plantings survived last year despite the heat.

Staff Benefits Eligibility and Options for Part-time (PT) Staff, Discussion:

- Board voiced support for 100% coverage for PT employees.
- No clear regulation about minimum hours requirement, but Marion SWCD minimum threshold is 18 hours (for what it's worth).
- Some eligible full-time (FT) staff have opted out, but it's there if we need it.
- We will also be hiring a FT PM, and (likely PT) E&O Assistant positions soon. 2 interns this summer won't be eligible for benefits. Clarity about benefits policy helps us shape our choices.
- Per Rich Allm (insurance agent), procedurally an employee can add children & spouse; though we don't pay into that coverage, they then wouldn't qualify for subsidy in private marketplace. If we offer that insurance, it could inadvertently penalize an employee's household, however others may benefit. We can also make changes to our options year-by-year based on what current employees need.
- Rich is not sure whether we're eligible for VEBA since we're not a public entity - though we get public money, so it's a gray area. He's looking into it.
- **Kristen and Maya will begin drafting new policy based on Board support for PT employee coverage.**

### Fundraising Committee – Kristen Larson, Executive Director

20<sup>th</sup> Anniversary Celebration Event debrief, feedback – extremely well-liked, would do again. LOTS of leftover wine!

- 2026 is 25<sup>th</sup> anniversary. What would we do better/different?
  - Scott: suggests a non-native fish derby. Could draw people in who wouldn't necessarily be into other things we're into, connecting with a different crowd. This could be a smaller event, not necessarily for a large celebration.
  - Dave: wouldn't change the recipe much - it was fun & offered so many options.
  - George: it was good to be back in person. Hope to draw in more people/gain capacity in lots of events between now 25<sup>th</sup>.

Love Your Watershed Fundraising Campaign Updates and Timelines

- Up to \$15,327 (85%). Going great, thanks to all who donated. Final appeal closes Monday unless we're super-close & need a final push. Currently appx \$2700 to go.
- Even if we don't make it, **will send a thank you email with how well we did.** These are tough times to fundraise.
- Notably, a different hero each year swoops in to get us across finish line.
- Hope to rekindle relationships since COVID.



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## Executive Director Update – Kristen Larson

Monthly Activity Report/ Minutes Highlights,

- Our office has new landlords, lease renewal at end of June. Currently updating lease & requested more garage space to accommodate increasing staff levels. We don't know what our new rate will be yet.
- Kristen will be on vacation for 2 weeks (June 24-July 8). George & Karin can sign in her absence, with Maya coordinating as needed.
- Reporting lateness may continue a little longer with all the upcoming staff vacation absences, training Maya, beaver interns, etc. Please bear with.
- Ken Fletcher, owner of (7.1 acre) private property immediately north of LSNA & a friend of LWC. Interested in extending restoration work onto his property. Is enrolled in CREP, to reveg & restore, cost sharing & land rental incentive payments. CREP plants not very densely - appx 436 trees/acre; open spaces often result in persistent weeds. We plant far more densely, mix of short, medium, tall shrubs, which varies habitat & suppresses weed via shade. Aubrey is working with him to increase to 750 stems/acre & timing stewardship mowings, sprayings, etc. via small grant program. Exciting expansion! He has a "sink hole" (failing culvert) area that will not be included in the project area. Is not viable for a floodplain reconnection project and overly complex for small area.
  - Scott: what about the riparian area adjacent to the Luckiamute? His other area (across Buena Vista Road) not included at this stage. Potential for future work if he wants to wrap that in later.
  - Karin: could we combine with RCPP field to the west of the highlighted field? Yes, we're looped in. Makes more sense for Polk SWCD to be lead on the oak work; we're all in contact.
  - Proposed in 9/2021, but tabled. OWEB small grant (\$15k max) due 8/15
    - May be able to expand to other parts of the property once this & other projects play out.
  - Britton: what kind of weeds?
    - Reed canary grass in wet areas; currently managing with mowing & spraying
    - In drier areas: blackberry, thistle, teasel, tansy ragwort (the usual suspects)

## Topics for Future Consideration/Additional Comments

*Opportunity to raise topics or questions for the LWC to consider in a future meeting.*

- George: thanks everyone for facilitating, is it working for everyone else?
  - 2022 mapped out, but we haven't decided whether to continue with rotating facilitator in 2023
- Monitoring subcommittee met June 1st for the first time, once Amanda had settled in & deployed temperature loggers for 2022 season.
  - Participant changes: Lost Karen Hans, gained Derek Godwin from OSU Extension. Derek is a good addition - very technical, but also interesting.
  - Amanda will present 2021 data summary at September 1 PRC meeting. May also present to Board in October, since we'll have TA grant info at that time.