

**Michael Ahr, Forest Conservationist**  
**August Staff Report**

Task	Explanation
Forestry Program (SP Goals 1-4)	<ul style="list-style-type: none"> <li>• Worked with Mosaic Ecology to have weed treatments done on 3 properties including: Retreatment of bitter cherry sprouts occurring in a previously thinned unit, ivy control in Abbey Creek watershed, and 8+ acres of ivy control in Balch Creek Watershed.</li> <li>• New site visit with woodland owner on Old Cornelius Pass Road. We're likely to craft a Stewardship Plan here (9.4 acres)</li> <li>• Measured trees on a site off Skyline with Cole (WMSWCD intern) to update a Stewardship plan from 2011. Cole is taking the lead on revising the plan</li> <li>• Measured trees with Hannah on a site off of McNamee. Hannah is almost finished writing the Stewardship plan for this property</li> <li>• Thanks to the interns for all the help over 3 visits for forest measurements and leading on the writing/revising of the plans. Each instance has involved a few Zoom meetings for guidance.</li> <li>• Laura Taylor and I are working quite a bit on the Understory Seeding Technical report which is to be finished in September. We're checking in often with partners at Clean Water, BES, PSU, etc. as we wrap things up.</li> </ul>
Partner Meetings (SP Goals 3, 4 & 6)	<ul style="list-style-type: none"> <li>• Monthly NRCS/EMSWCD check in. Learned of probably funding for 3 forestry EQIP projects as well as some site visit activity from NRCS on Sauvie Island</li> <li>• Check in with Alejandro Orizola from Forest Park Conservancy</li> <li>• 2 calls with members of the Understory Species Increase Project. They're helping advise on the Forest understory work that Laura and I have worked on.</li> </ul>
Education/Outreach/ training (SP Goal 4 & 6)	<ul style="list-style-type: none"> <li>• Contacted Mike Beacom at NACD about our forest pollinator work. He had put a call out to Districts to share about their work. This turned into a great article featuring the work of Laura Taylor for our forest pollinators.  <a href="https://www.nacdnet.org/2020/08/13/oregon-district-collaborates-with-landowners-to-tackle-invasive-species/">https://www.nacdnet.org/2020/08/13/oregon-district-collaborates-with-landowners-to-tackle-invasive-species/</a></li> <li>• Attended Oregon White Oak webinar from Sustainable Northwest Wood</li> <li>• Attended NACD Forest group webinar on timber economies</li> <li>• Attended U of Washington webinar:  <a href="https://www.biology.washington.edu/news/events/seminars/wealth-race-and-wildlife-impacts-structural-inequality-urban-wildlife">https://www.biology.washington.edu/news/events/seminars/wealth-race-and-wildlife-impacts-structural-inequality-urban-wildlife</a> (<b>RECOMMENDED</b>)</li> </ul>
Miscellaneous	<ul style="list-style-type: none"> <li>• Worked with Interstate Battery to change battery in Jeep</li> <li>• Attended LRBP Conservation Scope Meeting</li> </ul>
Diversity, Equity, and Inclusion (goal 6)	<ul style="list-style-type: none"> <li>• Deepening our Understanding of Gender training</li> </ul>

Definitions: **BLA** – Build Local Alliance, **FPC** – Forest Park Conservancy, **CIG** – NRCS Conservation Innovation Grant (which focuses on understory seeding in a forest) **CWMA** – Cooperative Weed Management Area, **NRCS** – Natural Resources Conservation Service, **EQIP** – Environmental Quality Incentive Program, **GFPCI** – Greater Forest Park Conservation Initiative, **OWEB**-Oregon Watershed Enhancement Board, **ODF** – Oregon Dept. of Forestry, **CSWCD** – Clackamas SWCD, **EMSWCD** – East Multnomah SWCD, **TSWCD** – Tualatin SWCD, **BES** – Bureau of Environmental Services, **DEI** – Diversity, Equity, and Inclusion. **RCPP**-Regional Conservation Partnership Program. **ODA** – Or. Dept. of Agriculture. BLM – Bureau of Land Management. **LRBP** – Long Range Business Plan

## Michelle Delepine, Invasive Species Program Coordinator September 2020 Staff Report (August 7<sup>th</sup> – Sept 9<sup>th</sup> 2020)

Task	
<p><u>Early Detection, Rapid Response (EDRR)</u> Program</p> <p>Goals 1-6</p>	<p><b><u>Pokeweed:</u></b> Ari and I controlled pokeweed at three previously controlled locations on Sauvie Island as well as new locations on both the Island and on Rock Creek Road. Landowner outreach on Sauvie Island may have resulted in the discovery of a significant large patch on the east side of the island near NW Gillihan and NW Reeder roads.</p> <p><b><u>Yellow toadflax:</u></b> Ari and I hand removed a patch growing near the trailhead at Wapato Access Area State Park.</p> <p><b><u>Garlic mustard:</u></b> Ari and I deadheaded second year garlic mustard plants at Wapato Access. We are gearing up for some targeted fall control work once rainfall ends dormancy.</p> <p><b><u>Knotweed:</u></b> Landowner outreach has resulted in some significant new control sites, especially in Tryon Creek Watershed. Securing permissions, contract crews and beginning to treat. Kammy contributed treatment efficacy data for Enyarts population on McCarthy Creek.</p> <p><b><u>Milk thistle:</u></b> Working with ODFW and Sauvie Island resident on control of population near southern end of Sturgeon Lake at NW Reeder Rd.</p> <p><b><u>Anthriscus sylvestris (cow parsley/wild chervil):</u></b> Working with property owner to control a population in a historic meadow near Newberry.</p> <p><b><u>Torilis japonica:</u></b> Identified and surveyed two populations of <i>Torilis arvensis</i> on 53<sup>rd</sup> Dr and NW Skyline. Neither appear to be the newer invader <i>T. japonica</i>.</p> <p><b><u>Alianthus (tree of heaven):</u></b> Conducting treatment trials including foliar, girdling and squirt.</p> <p><b><u>Emerald Ash Borer:</u></b> Ari checked on our six traps and replaced lures. No suspects found!</p> <p><b><u>Mapping and Data Collection:</u></b> Ari made significant improvements to our EDRR data collection app which allow for better prioritization of sites, categorization of optimal treatment times, accommodation for multiple site visits per year and more accurate herbicide data. Ari also worked with Hannah on our District EDRR Map for FY 2019-20. Ari and I also had another 4 hours of drone flight practice and are coordinating with Tualatin SWCD as they develop their own drone program.</p> <p><b><u>Oregon State Weed Board Grant:</u></b> Prepared and submitted final expense report for 2019 grant. Anticipate final payment soon. Administering grant carefully to maximize how much work we can accomplish out of our grant dollars and stretch them into three years of work since 2021 grant cycle has been cancelled. Good news is that lottery funds (which fund these grants) have bounced back to 80% of normal but remains to be seen how these dollars are allocated.</p>
<p>IPM Coordination</p> <p>Goals 1-4, 6</p>	<ul style="list-style-type: none"> <li>• Researched glyphosate epigenetic transgenerational study results and participated in a presentation led by the lead researcher (Dr Michael Skinner). Facilitating follow-up discussion with partners.</li> <li>• Provided IPM guidance to community members, property owners and others</li> <li>• Led Bi-Annual Herbicide / Contractor Check-In with Tech Staff.</li> <li>• Checked safety equipment, eye washes, etc. Other maintenance as needed.</li> <li>• Participated on safety committee and continued working on to do items.</li> <li>• Reviewed herbicide records &amp; questions</li> </ul>

Strategic Plan Goals:

1)\Water Quality, 2) Erosion & Healthy Soil, 3) Habitat and Biodiversity, 4) Productive/Sustainable Working Lands, 5) Cultivate Land Stewards of all Ages, 6) Maintain a Vibrant Agency

	<ul style="list-style-type: none"> <li>Reviewed updates to PDX IPM Weed Maintenance calendar to Tech Staff and CWMA members.</li> <li>Provided feedback for Contractor COVID, etc policies.</li> <li>Pursued and tracked additional IPM trainings and communications with partners and staff to improve best management practices</li> </ul>
<p>Invasive Partnerships</p> <p>Goals 1-6</p>	<p><b>4-County CWMA: Steering Committee:</b> Annual report and Pull Together 2021 planning. <i>Technical Committee (Chair):</i> Facilitating discussion around new glyphosate research and new Carrot family species of potential concern. Provided update (IPM Calendar) at August General Meeting.</p> <p><b>Oregon Invasive Species Council (OISC):</b> Had discussions with OISC leadership regarding funding constraints and potential opportunities for improvement. Also had communications with our own leadership team and Assoc. Director Jan Hamer. Prepared written testimony and provided oral testimony to Natural Resources Ways and Means Joint Subcommittee. <i>Legislative Committee:</i> Reviewed current funding challenges and offered solutions to consider. <i>Network:</i> Participated in OISC Network Listserv including relaying information regarding OISC and ODA funding. <i>Species Prioritization/Worst Invaders:</i> Participated.</p> <p><b>Tryon Creek Watershed Council:</b> Provided updates.</p> <p><b>Western Invasives Network:</b> Correspondence with Troy (grants, networks, resource sharing)</p> <p><b>NAISMA Legislative Committee:</b> Tracking.</p>
Long Range Business Plan	Actively engaged in the Conservation Scoping Tech Team. Assisted with visioning exercises and provided feedback.
DEI Goal 6	Staying connected and tracking challenges districts are facing with regard to director eligibility. Casual correspondence with EMSWCD and Clackamas SWCD regarding DEI development.
Presentation s/Tabling	Guest presenter at City Nature West Sept Staff Meeting. Assistance preparing for an Aquatic Plant ID tour with Scappoose Bay Watershed Council via Kammy, etc. Planning prep for Master Gardener training / workshop in 2021.
Technical Assistance	Phone/email and in-person, I have provided assistance to 14 people this month on a wide variety of conservation issues ranging from urban forestry issues, invasive species, management practices, erosion, native planting and ID, wildlife enhancement, stormwater etc
Site Visits (3)	Met with and provided in-person and follow-up technical assistance as necessary to landowners in Tryon Creek, Rock Creek and Sauvie Island
Misc/Admin Goals 1-4, 6	Slack & Email Correspondence ;Admin paperwork; Invoicing Review; Data entry, Conservation Plan review and updating; Coordinating with partners; Curating our invasive plant specimens; Field Supplies Management & maintenance; Landowner correspondence; Partner coordination; Budget Tracking; Other District admin responsibilities
Meetings (6) Goal 5	OISC Legislative Committee (Aug 7), 4-County CWMA General Meeting (Aug 12), Worst Invaders Meeting (Aug 18), Gorge CWMA General Meeting – Dr Skinner presentation (Aug 26), City Nature West staff meeting (Sept 2), 4-County CWMA Mapping & Data (Sept 9)

\* CWMA-Cooperative Weed Management Area, EDRR – Early Detection, Rapid Response, IPM- Integrated Pest Management, NAISMA- North American Invasive Species Management Association, ODA-Oregon Dept of Agriculture, OISC – Oregon Invasive Species Council, ODFW – Oregon Dept of Fish and Wildlife, PNW-IPC (PNW Invasive Plant Council), PSU – Portland State University, SI-Sauvie Island

**Scott Gall**  
**September Staff Report**

Task	Explanation
Diversity, Equity & Inclusion (DEI)	At committee meeting held on August 12 <sup>th</sup> we continued the discussions on the process for recruitment of associate board directors as well as more LRBP evolving success criterial for the organizational health and conservation core teams. Both of these are likely to come to the board very soon.
Long-Range Business Plan	Participated in several Conservation Scope related meetings and reviews as well as work during the DEI committee meeting.
Small Acreage Farms and new landowner contacts <b>SP Goals 1-5</b>	Continued work with existing landowners, mostly Soil Health and Sturgeon Lake.
Site Visits (5) <b>SP Goals 1-5</b>	Dairy Creek and one landowner visit
Sturgeon Lake Restoration <b>SP Goal 1 &amp; 3</b>	<p><b>Revegetation Work:</b> Summer spray and mowing work was completed in early July. Everything is looking fine. We will retreat this fall.</p> <p><b>Easements – ALL PRIVATE EASEMENTS HAVE CLOSED!</b> Yay! And after I spoke to all 4 landowners, all are still happy with both WMSWCD and the project. So we must have done something right. Including the Staff and Board’s unwavering support of the project. I cannot understate how much that mattered.</p> <p><b>Irrigation – IS ALSO COMPLETED!</b> We have kept this landowner’s water right “whole” despite having to largely redo their system due to changes in Dairy Creek created by the project. Again, he is very happy with how things turned out.</p> <p><b>We are officially in monitoring and maintenance mode for this project. Decades in the making and so much hard work put in by SOOOO many great people.</b> Never have I been a part of a project that required so much social input and the placed so much emphasis on partnership, cooperation and patience. And all were so worth it!</p>



Photo from “The Wash” looking south into the northern lobe of Sturgeon Lake during surveying in 2012. I would like to write a big huge “DONE” on this photo... but as easement holders on Dairy Creek, we will never be truly done. Not for a very long time at least!

Task	Explanation
ODA Grant <b>SP Goals 1, 2, 4, 5 &amp; 6</b>	Ongoing tracking. Also have all three “Area Plans” up for review this fall: Lower Willamette, North Coast and Tualatin.
Off-Channel Salmon Habitat and McCarthy Creek WRE	Not a lot to report here. CREST is moving towards final plans and permits for the Burlington/Polansky Bottoms project with is right next to the property through which McCarthy Flows and which we are still do a lot of riparian and wetland work. More to come.

## Acronyms:

- BPA – Bonneville Power Administration
- CREST – Columbia River Estuary Study Taskforce
- ODA – Oregon Department of agriculture
- ODFW – Oregon Department of Fish and Wildlife
- OWEB – Oregon Watershed Enhancement Board
- NRCS – USDA Nature Resources Conservation Service

**Kammy Kern-Korot, WMSWCD Senior Conservationist**  
**Staff Report for August 7 – September 9, 2020**

Activity Type	Tasks and Descriptions
<i>Healthy Streams (HSP) / Rural Conservation (Goals 1-4: water quality, erosion, habitat, working lands)</i>	<ul style="list-style-type: none"> <li>Ongoing planning &amp; program management, including contractor &amp; landowner coordination, fiscal oversight for Healthy Streams Program (HSP) and Special Habitat (SH) sites. Refine monitoring priorities for the season.</li> <li>Facilitated pokeweed control at one Sauvie Island HSP site.</li> </ul>
<i>Special (Rural) Habitats (SH): Goal 3, etc. + Working Lands: Goal 4; Grants</i>	<ul style="list-style-type: none"> <li>Ongoing management of NRCS wetland reserve easement (WRE) site restoration activity; did site-visit on 9/4 to quality control August weed control work and pending needs. Coordinate work with paid crews and track fire danger precautions.</li> <li>Provided ongoing technical assistance to landowner re: site preparation for fall planting, bluebird box placement &amp; other implementation planning for remaining conservation practices at Oak savanna “CIS” (and OWEB-funded) habitat project in the upper Abbey Creek watershed. Finalized native grass seed &amp; container oak tree and associated plant order and delivery for early October planting.</li> <li>Misc. tech. asst. to: 1. new oak habitat owner and re: native lawn; 2. a local moorage re: preservation of cottonweed trees, invasive knotweed treatment, and septic issues; 3. a consultant re: planting guidelines for oak savanna and woodland; 4. a colleague re: weed identification and educational resources for arborists</li> </ul>
<i>Outreach &amp; Education; partnerships, collaborative grants (Goals 1-6)</i>	<ul style="list-style-type: none"> <li><i>Living on the Water (version 2), A Guide to Living on the Water</i> was released to the public and nearly half of the hard copies have been distributed. See digital copy here: <a href="https://wmswcd.org/projects/living-on-the-water/">https://wmswcd.org/projects/living-on-the-water/</a></li> <li>Did reconnaissance visit 8/20; coordinated with SBWC; and prepared for on-water aquatic invasive species “training” for floating home community members</li> <li>Ongoing planning for district annual meeting; reviewed and provided input for map of conservation activities</li> <li>New project signage for trail at Sauvie Is. Stables Healthy Streams site was completed</li> <li>Reviewed draft regional oak habitat prioritization map from oak prairie workgroup, consulted colleagues and prepared response</li> </ul>
<i>Admin. / training (Goal 6: Maintain a vibrant agency)</i>	<ul style="list-style-type: none"> <li>Organized &amp; led 1 remote meeting for technical staff, including review of timely herbicide issues and new weeds to watch out for; participated in 2 Leadership team meetings, &amp; 1 all-staff meeting.</li> <li>Continued to review and provide input on long-range business/strategic plan and management/policy/covid-19 issues; and spend time on new technologies.</li> <li>Did monthly report, preparation and review of timesheets, database entry, admin, time-keeping; trouble-shot computer issues; misc. admin.</li> <li>Participated in one Organizational Health team meeting for LRBP</li> <li>Did GIS mapping overview re: conservation plan maps, coordinated projects w/ interns</li> <li>Reviewed misc. materials re: current conservation projects and knowledge</li> <li>Took vacation time (7 days); 1 holiday</li> </ul>
<i>NRCS project match; DEI</i>	<ul style="list-style-type: none"> <li>Enyart WRE: ~4 hours managing weed control, checking site</li> <li>DEI: review committee materials and provide comments, including re: Associate Board member recruitment; address non-English language issues at leadership team; register for upcoming equity training and morning of service with Portland Parks</li> </ul>

**Strategic Plan Goals:**

- |   |  |                              |
|---|--|------------------------------|
| 1) Water Quality                        | 2) Erosion & Healthy Soil              | 3) Habitat and Biodiversity  |
| 2) Productive/Sustainable Working Lands | 5) Cultivate Land Stewards of all Ages | 6) Maintain a Vibrant Agency |

**Acronyms:**

BPA: Bonneville Power Administration

CIS: Conservation Implementation Strategy

CSWCD: Clackamas Soil & Water Conservation District

CREST: Columbia River Estuary Study Task Force  
DEI: Diversity, Equity & Inclusion  
EDRR: Early Detection Rapid Response [of invasive species]  
HSP: Healthy Streams Program  
LRBP: Long Range Business Plan  
NRCS: Natural Resource Conservation Service  
PSU: Portland State University  
SBWC: Scappoose Bay Watershed Council  
THPRD: Tualatin Hills Parks & Recreation District  
USGS: United States Geological Survey

CWMA: Cooperative Weed Management Area  
DEQ: Department of Environmental Quality  
EMSWCD: East Multnomah Soil & Water Conservation District  
HOA: Home Owner Association  
  
ODA: Oregon Department of Agriculture  
  
SIDIC: Sauvie Island Drainage Improvement Company  
TSWCD: Tualatin Soil & Water Conservation District  
WRE: Wetland Reserve Easement

**Fiscal & Administration Report (Levis and Razalenti)**  
**Staff Report for Board (covers month of August)**

Fiscal & Admin Annual Work Plan items relevant to this month	Status This Month
Manage Accounting and Finances to maximize efficiency and effectiveness	Completed monthly processing and reporting of A/P, A/R, Time sheets, Payroll, PERS, credit cards, banking, taxes, insurance. Vendor coordination and follow-ups. Monthly Financial Statements and reconciliations.
Manage Human Resources and Benefits, ensuring District in compliance with all labor laws and regulations regarding personnel files, employee handbook, benefits, retirement plans, recruiting, hiring, onboarding, termination	Monitoring and updating staff on reopening office status and county guidelines; modifying COVID Safety Policy as needed to respond to changing conditions. Administering and tracking Families First Coronavirus Response Act leave, including payroll processing, and modifications to time reporting; addressing staff questions as staff begin to use family leave for managing school-age children at home. Evaluating proposed changes to Intern program structure and compensation of supervisors.
Manage development and filing of District Budget, ensuring that all local, state and federal standards and laws met; staff, board and public participate	Reviewing and monitoring budget results for FY21, coordinating expected spending with all program managers. Evaluating impact of discretionary purchases on cash flow.
Manage annual audit, ensuring that government-wide and fund financial statements are in compliance with accounting standards without exception	Preparing and reviewing support schedules for year-end financial statement audit and coordinating with auditor regarding field work.
Support Board of Directors as needed (minutes, public meeting announcements, board package, updated or new board policies) ensuring compliance with all public meeting laws and relevant Oregon Revised Statutes	Prepared all meeting materials for monthly meeting, coordinating with all relevant staff and board members (agenda, Treasurer’s Report, consolidated staff and DEI reports, resolutions and policies as applicable, etc.). Preparing materials for Associate Director recruitment in consultation with DEI committee and past and current Associate Directors.
Manage grant administration and reporting & contracting	Reported on all accounting and tracking for regular grant submissions (ODA TALMA, NRCS Wetland Reserve Easements, NRCS Conservation Innovation Grant reporting for Understory Seeding project, OSWB and OWEB small grants reporting). Attended NACD technical assistance grants onboarding webinar with Forestry Conservationist. Completed revised Public Contracting Policy for adoption by board in September.
Manage Office and General Admin area (office equipment, vehicles, systems, files, reception duties, mail distribution, scheduling, etc.) to ensure all areas related to office functioning optimally	Continuing to coordinate staff needs (technology, communications, systems and processes, etc.) to ensure effectiveness and efficiency while remote working (due to COVID 19 office closure). Coordinating and updating filing systems for new fiscal year. Continuing coordinating postal mail pickup and distribution.
Support Communications and Outreach efforts	Participated in Annual Meeting plans and evaluating alternatives to in-person event. Assisting in efforts to hire new website designers, change site hosting, etc. Reviewed bee article for next newsletter.
Plan/Chair/Coordinate/Participate in relevant District meetings (Staff, DEI, Safety, Leadership, Annual, LRBP and sub-LRBP)	Planned and participated in all Staff Meeting (including safety committee meetings), Leadership Team meetings, Board Chair check-ins, DEI Committee (8/12), and relevant tech staff meetings virtually. Chaired Organizational Health planning team meeting for the Long Range Business Plan update Chaired Quarterly Safety Committee Planning team meeting
Plan/Coordinate/Participate in external meetings and events (WHA Insurance, SDAO, Property Manager, Cogent IT, ADP, GFOA, TSCC, TCWC, Legal, etc.)	Consulting with Cogent IT to further evaluate staff technology needs as we extend length of our work from home arrangements. Consulting with SDAO on issue of advisory board payments. Participated in ‘Whose Land is Our Land?’ collaboration exploration with East Multnomah SWCD (DEI related)
Sturgeon Lake Restoration Project	Coordinating with attorney and Rural Conservationist on Sturgeon Lake matters and ensuring continuing progress. In August we reached the milestone of closing on the last private landowner permanent conservation easement. The IGA (intergovernmental agreement) for the channel maintenance will be completed in September; after that only the permanent agreement with the Department of State Lands and some map corrections with Multnomah county remain.
Training / Workshops / Conferences (SDAO, OACD, CONNECT, Prof. Org)	Attending as able monthly SDAO safety webinars first Thursday of every month & other management training. Coordinated and participated in Deepening Our Understanding of Gender trainings and voluntary debrief (DEI related)



**Mary Logalbo, Interim Co-District Manager; Urban Conservationist**  
**August 2020 Highlights (for September Meeting)**

Task	Explanation
<b>Interim Co-District Manager (G1 – 6)</b>	<p>Worked with staff to craft shared vehicle safety protocols that can now be found in the updated <b>District’s COVID-19 Safety Policy</b>.</p> <p>Worked with Michele and Kammy to provide input on <b>monthly staff meeting</b> and <b>weekly leadership and tech staff meeting agendas</b>.</p> <p>Worked with Randi &amp; Michele on a <b>transition plan for Jim’s return</b>.</p> <p>Participated in weekly <b>check-ins with Michele and Terri</b>.</p> <p>Worked with Randi &amp; Michele to review the updated <b>Public Contracting Rules</b>. Thanks to Michele for her phenomenal work on these!</p> <p>Met with Renee and Michele to help plan the upcoming <b>WMSWCD Annual Meeting</b> scheduled for October 20<sup>th</sup>.</p>
<b>Urban Conservation (G1- 3, 5, 6)</b>	<p>Conducted a <b>site visit at an Urban Demonstration</b> project site with Renee and provided technical assistance to the land manager.</p> <p><b>Stepped down from the WWRP Co-Chair</b> role after 8 years of service. I will continue to remain on the administrative committee, but having others pick up this role will help free up some time for other tasks this year.</p> <p>Met with <b>Forest Park Conservancy</b> staff on two accounts, a strategic plan progress check in and to further follow-up on next steps for <b>Canopy Weed</b> programming starting back up in January.</p> <p><b>SWNI is undergoing a forensic audit</b> and that City of Portland Commissioners have decided to exclude SWNI from City funding until SWNI is able to provide requested financial documents after complaints about transparency have surfaced. SWNI is a longtime partner and I deeply value all that we’ve been able to accomplish together, but I’ve let SWNI know we are not able to move forward in signing and/or implementing this year’s Memorandum of Understanding (MOU) for partner funding while these issues with SWNI’s governance and/or finances are looming. Thankfully, we’ve been able to secure a new home for watershed resource staff at <b>Neighbors West-Northwest</b> delivering our partner programming, the Stormwater Stars! After a series of meetings with SWNI staff and NWNW as well as broader partner organizations we’ve been able to <b>fully execute a contract with Neighbors West-Northwest</b> and conduct an <b>onboarding meeting with watershed resource center staff</b>, the City and WMSWCD all in participation.</p> <p>Attended a webinar on the soon-to-be-stood-up Office of Urban Agriculture and Innovative Production:  <a href="http://www.conservationwebinars.net/webinars/introduction-to-the-office-of-urban-agriculture-and-innovative-production">http://www.conservationwebinars.net/webinars/introduction-to-the-office-of-urban-agriculture-and-innovative-production</a></p>
<b>Diversity, Equity &amp;</b>	<p>Participated in the <b>Deepening our Understanding of Gender training and follow-up staff debrief</b>. Begun outreach to partners to conduct research on</p>

<p><b>Inclusion</b> (G1-6)</p>	<p>potential actionables resultant from the debrief.</p> <p><b>Co-coordinated a collaborative “Whose Land is Our Land” meeting with EMSWCD staff.</b> Interest was spurred in talking about how we can address learnings from this report (which highlights the persistent impacts of past racist policies, paractices and protocols as they relate to land ownership, land management and spatial segregation) across our District. A host of ideas were shared including work together on land access and management opportunities in rural and urban realms for marginalized community members, advisory committees and other leadership pathways including board membership, shared affinity groups, collective outreach efforts, collaborative trainings and continued meeting to share ideas and resources. A request for a more digestible <b>one-pager that summarizes this reports and highlights key points</b> was requested for broader sharing – Indi and I are just beginning work on this after vetting the idea with Jim, Michele and Terri.</p> <p>Continued to work with <b>Cole on a school demographic mapping project</b> to help inform the LRBP as well as other DEI efforts.</p> <p><i>*Work in LRBP w/ CELs, Advisory Committee &amp; Equity Lens responds to DEI workplan. <b>Participated in recent DEI Committee Meeting w/ LRBP questions for the group.</b></i></p>
<p><b>Other</b></p>	<p><b>Managing Long Range Business Plan (LRBP), see LRBP Report for progress.</b></p> <p>Working with Renee to submit WMSWCD <b>annual report articles &amp; invite annual awardees.</b></p>

**Renee Magyar, Communications & Outreach Manager****Report covers month of August 2020**

<b>Area &amp; Goal</b>	<b>Explanation</b>
<b>Social media</b> All GOALS	<ul style="list-style-type: none"><li>• Promoted partner online events, posts, + products: Tualatin SWCD Master Naturalist Program, Rogue Farm Corps seed saving, Sparrowhawk plant sale</li><li>• Posted/shared on native shrubs in fruit, ODA advisory on mystery seed mailings, ODF fire danger level, identifying grasses, Soil science and putting carbon back into soil, release of Living on Water Guide, woodland pollinator habitat article by NACD</li><li>• Tracking stats of followers: Facebook 1221, Instagram 386, Twitter 542</li></ul>
<b>Media Relations</b> All GOALS	<ul style="list-style-type: none"><li>• Distributed August board meeting announcement to Media</li><li>• Wrote and distributed press release on updated Living on the Water guide</li></ul>
<b>Website Management</b> All GOALS	<ul style="list-style-type: none"><li>• Continued discontinuation of service with current web support provider: secured website hosting and plug-in licenses</li><li>• Updated website content: Living on the Water, board and DEI committee meeting docs, corrected board position labels,</li></ul>
<b>Communications</b> All GOALS	<ul style="list-style-type: none"><li>• Met with Scappoose Bay WC about distribution and outreach for Living on Water guide</li><li>• Filled orders for Living on Water guide</li><li>• Site visit with Mary at St Luke's for photos and research for future project promotions</li><li>• Finalized, printed, collected frame materials for new Sauvie Island Stables signs</li><li>• Annual Meeting and Annual Report preparations and coordination</li><li>• Filled Meadowsaping handbook orders</li><li>• Edited NACD article on Michael and Laura's woodland pollinator seeding project</li><li>• Fielded request for assistance email</li><li>• Met with Scott to plan for rural partner profiles</li><li>• All-Staff, Tech Staff, and Leadership Team meetings, timesheets, and staff report</li></ul>
<b>Outreach/Events</b> All GOALS	<ul style="list-style-type: none"><li>• No specific activities</li></ul>
<b>Diversity, Equity and Inclusion</b> All GOALS	<ul style="list-style-type: none"><li>• Interviewed, transcribed interview, drafted article on BIPOC bee scientist grad student</li><li>• Updated Associate Director recruitment forms and marketing documents</li><li>• Attended gender awareness training</li><li>• Participated in DEI committee and took and edited notes</li></ul>
<b>Other</b>	<ul style="list-style-type: none"><li>• LRBP: participation on Conservation Scope team</li><li>• Provided edits for stipend policy</li></ul>

**Laura Taylor, Conservationist and Education Coordinator**

**September 2020 Board Meeting Staff Report (Covers August)**

Task	Explanation
Forestry/Rural Program Support (Goals 1 – 4)	<ul style="list-style-type: none"> <li>• Understory Seeding Project:               <ul style="list-style-type: none"> <li>• Gave an interview which led to an article in the NACD Forestry Notes about our forest pollinator conservation work. <a href="https://www.nacdnet.org/2020/08/13/oregon-district-collaborates-with-landowners-to-tackle-invasive-species/">https://www.nacdnet.org/2020/08/13/oregon-district-collaborates-with-landowners-to-tackle-invasive-species/</a></li> <li>• Collaborated with our contracted statistician during data analysis.</li> <li>• Created graphs from our data to display patterns in our results</li> <li>• Wrote the results and discussion section of our final report and reorganized the report to flow more clearly.</li> <li>• Met with partners of the Understory Seeding Project to get feedback on our draft report and hear about project next steps.</li> </ul> </li> <li>• Planned fall monitoring of forestry projects</li> </ul>
Healthy Streams (HS) / Healthy Habitats (HH) Program Support (Goals 1 – 4)	<ul style="list-style-type: none"> <li>• Planned fall monitoring of HSP &amp; HH projects</li> </ul>
Education/Outreach (Goals 1-3, 5)	<ul style="list-style-type: none"> <li>• Corresponded with School Garden Program participants.</li> <li>• Renewed funding for four School Garden Projects and awarded new funding to one Community Garden Project.</li> <li>🚩 Pledged 10 full scholarships for Black, Indigenous, and other farmers of color to attend OSU Extension’s Growing Farms course</li> </ul>
Internship Supervisor (Goals 5 & 6)	<ul style="list-style-type: none"> <li>• Regularly checked in with interns on how they were doing, work scheduling, and any needs they had.</li> <li>• Coordinated with staff on scheduling interns for different work assignments.</li> <li>• Reviewed and approved time sheets and reimbursement forms.</li> <li>🚩 Completed evaluations for the Green Jobs interns we worked with and solicited evaluations from other staff who worked with them.</li> <li>🚩 Wrote letter of support for Forest Park Conservancy’s grant applications seeking funding for the Green Jobs Internship Program.</li> </ul>
District Support, Meetings and Training (Goals 5 & 6)	<ul style="list-style-type: none"> <li>🚩 Attended a training and participated in a follow-up meeting on “Deepening our Understanding of Gender” provided by the District.</li> <li>• Participated in a Conservation Scope team meeting for the Long Range Business Plan (LRBP) Update.</li> <li>• Attended WMSWCD staff &amp; tech staff meetings.</li> </ul>
NRCS Grant Contrib.	<ul style="list-style-type: none"> <li>• CIG Grant - Understory Seeding Study: <b>LT:</b> office work (40)</li> </ul>
Diversity, Equity & Inclusion 🚩 Also see above	<ul style="list-style-type: none"> <li>• Attended a meeting with EMSWCD and WMSWCD staff discussing ways our districts can collaborate on equitable program offerings.</li> <li>• Participated in a DEI Committee meeting.</li> </ul>

Strategic Plan Goals: 1) Water Quality, 2) Erosion & Healthy Soil, 3) Habitat and Biodiversity, 4) Productive/Sustainable Working Lands, 5) Cultivate Land Stewards of all Ages, 6) Maintain a Vibrant Agency