



ANNUAL REPORT

Fiscal Year 2014-2015

East Multnomah

Soil & Water

Conservation District

Helping people care for land and water since 1950.

September 20, 2015

Final Version 1.0



**East Multnomah Soil & Water Conservation District
Annual Report for Fiscal Year 2014-2015
September 20, 2015
Final Version 1.0**

**This report was presented to and approved by the
Board of Directors for the East Multnomah Soil & Water Conservation District on: September 14, 2015.**

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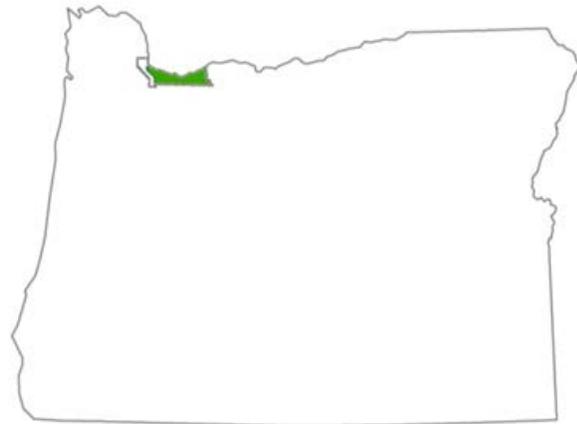


1.0 Executive Summary

The East Multnomah Soil and Water Conservation District (EMSWCD), located in northwestern Oregon, is a local, non-regulatory government agency that operates east of the Willamette River centerline within Multnomah County (see Map 1). During the Fiscal Year 2014-2015 (FY14-15), the EMSWCD's mission was *To help people care for land and water*. The EMSWCD fulfills its mission by providing technical, capacity, and financial assistance to landowners, land managers, and other residents to help establish and maintain healthy ecosystems, with a particular focus on soil, water, and natural habitats. With 17 staff and an annual operating and capital budget of \$10 million for FY14-15, the EMSWCD implemented its activities through four organizational units: 1) Finance and Operations; 2) Rural Lands; 3) Urban Lands; and 4) Land Legacy and Grants. This annual report describes the activities and accomplishments of the programmatic units from July 2014 through June 2015.

Throughout the fiscal year, the Finance and Operations unit focused on the administrative aspects of the EMSWCD's work, including budgeting, contracting, human resources, office management, facilities management, and marketing. The Rural Lands unit focused on helping new farmers get established, providing advice to existing farmers and other land owners/managers on best practices, improving riparian habitats, and eradicating invasive weeds. The Urban Lands unit provided workshops, project consultations, demonstration project leadership, and public events, such as native landscaping tours and native plant sales. And finally, the Land Legacy and Grants unit focused on protecting and restoring agricultural, natural resource, and access to nature lands as well as providing grant funding for conservation-related activities of partners and allies.

Map 1: EMSWCD Location



Significant accomplishments during this reporting period included:

- Assisting **13 new farm businesses** take root through the Headwaters Incubator Program;
- Caring for nearly **700 acres of natural habitat extending along 25 miles** of area streams;
- Treating approximately **480 acres of invasive weed species** on rural lands;
- Holding or participating in over **80 outreach and education events**, extending our reach to over **26,000 constituents** with messaging about sustainable urban landscapes;
- Helping forward **protection of 70 acres of agricultural, natural, and access to nature areas**; and
- Committing to provide **over \$2.2 million** to private organizations, public agencies, businesses and individuals for conservation-related projects.



Table 1 below summarizes activities and accomplishments for each programmatic unit relative to activities that were identified in the FY14-15 Work Plan. Overall, the EMSWCD:

- **Completed or is progressing satisfactorily with 74% of planned activities;**
- Did not complete or progress as planned, but **success is likely for 15% of planned activities;** and
- Did not complete or progress as planned and **does not expect to complete 11% of planned activities.**

Narrative descriptions of the accomplished work are given in Sections 3.0 – 7.0. Detailed evaluations relative to activities identified in the FY14-15 Work Plan are provided in Appendices 2-10.

Table 1: FY14-15 Annual Work Plan Progress Summary

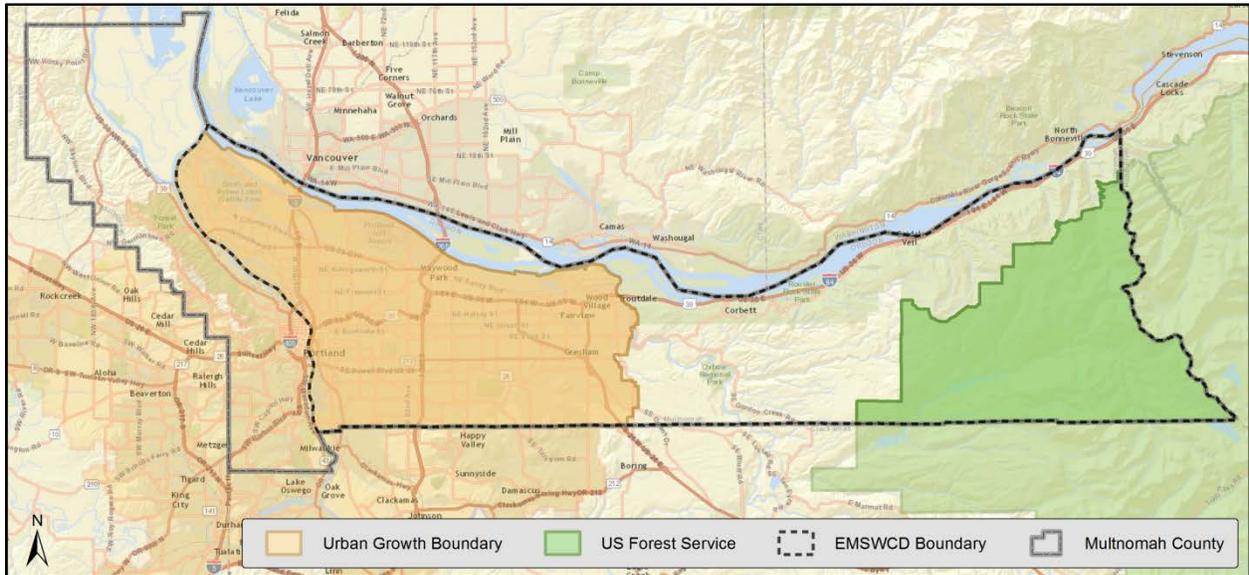
FY14-15 Annual Work Plan Progress Summary	Completed or progressing as planned	Not completed or progressing as planned, but underway and success likely	Not completed or progressing as planned; success unlikely
Finance & Operations	83%	17%	0%
Rural Lands: Headwaters Program	89%	11%	0%
Rural Lands: Water Quality Improvement	52%	10%	38%
Rural Lands: StreamCare	100%	0%	0%
Rural Lands: Weed Control	100%	0%	0%
Urban Lands	66%	0%	34%
Lands Legacy	40%	60%	0%
Grants	60%	20%	20%
TOTAL:	74%	15%	11%



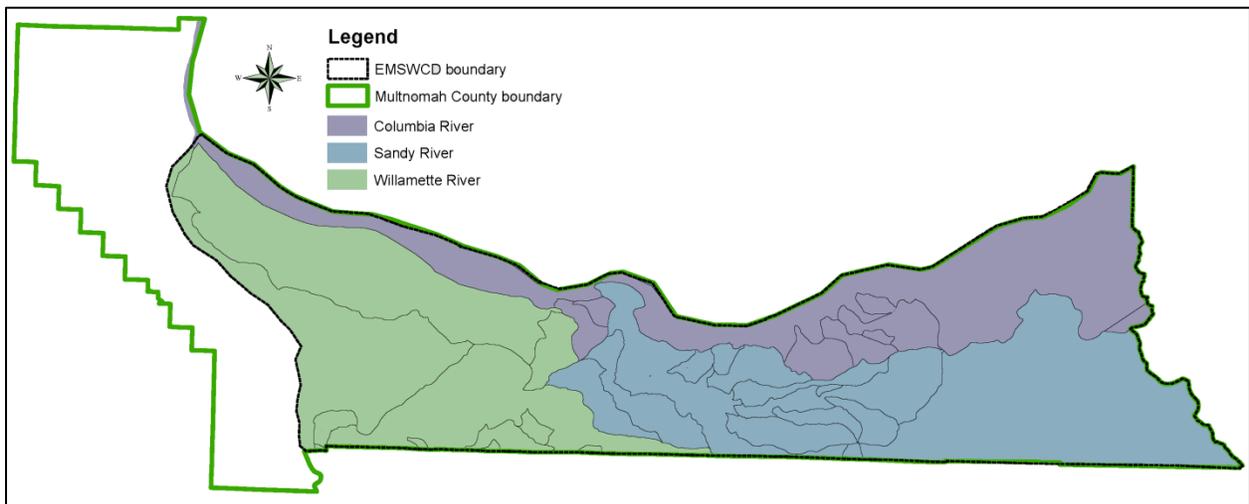
2.0 Introduction

The EMSWCD serves more than 700,000 residents who live and manage land east of the Willamette River centerline in Multnomah County, Oregon. Approximately one third of the EMSWCD’s service area is urban, another third is populated rural area, and another third is managed directly by the United States Forest Service (see Map 2).¹ The area encompasses approximately 230,000 acres and includes three major watersheds—the Columbia River, Sandy River, and Willamette River—all of which contribute to the Greater Columbia River Basin (see Map 3).

Map 2: EMSWCD Service Area



Map 3: Watersheds of the EMSWCD



¹ Areas outside the Urban Growth Boundary along the Columbia River are also managed by the U.S. Forest Service as Columbia River Gorge National Scenic Area, but the EMSWCD operates in this area as well.



In January 2015, the EMSWCD Board of Directors approved an updated five-year strategic plan that identified a new vision, mission, broad goals, and organizational values as follows:

Vision: *Our lands and waters are healthy and sustain farms, forests, wildlife, and communities.*

Mission: *We help people care for land and water.*

Broad Goals:

1. *Protect and improve water quality and quantity.*
2. *Protect and improve soil quality and quantity.*
3. *Protect and improve natural habitats.*
4. *Protect agricultural lands.*
5. *Increase the sustainability of agriculture.*
6. *Provide equitable access to nature.*

Organizational Values:

1. *Provide equitable access to services.*
2. *Focus on under-served communities.*
3. *Provide outstanding public service.*
4. *Operate in transparency.*
5. *Act with integrity.*
6. *Utilize sound operations.*

A board of five directors, one associate director, and one director emeritus guided the policy and program direction of the EMSWCD in FY14-15. The daily operations of the EMSWCD were led by an Executive Director and implemented by 17 staff (a board and staff directory is provided in Appendix 1). During the fiscal year, the EMSWCD was organized into four programmatic units: 1) Finance and Operations; 2) Urban Lands; 3) Rural Lands; and 4) Land Legacy and Grants.²

2.1 Purpose of this Report

This annual report is one of many tools the EMSWCD uses to plan, track, improve, and report on activities and progress. Table 2 below summarizes the annual cycle of all of the related tools. In brief, individual staff and EMSWCD-wide work plans are established early in the fiscal year, reporting on progress is completed quarterly and at the end of the fiscal year, and strategic planning and budgeting are initiated at the mid-point of each fiscal year. Each year this process becomes more refined and accurate in terms of establishing realistic goals and deliverables. The public can participate at any point in this cycle through board and committee meetings as explained in Section 3 below.

The primary purpose of this FY14-15 Annual Report is to document the progress the EMSWCD has made from July 2014 through June 2015. Progress is measured relative to the activities that were planned for in the EMSWCD's FY14-15 Annual Work Plan and by the goals that were established in the EMSWCD's 2012-2017 Strategic Plan. This report also serves to satisfy the requirements of Oregon Revised Statute 568.580, which directs all Oregon soil and water conservation districts to call an annual meeting of landowners (and other residents and constituents) and present an annual report and audit.

² In July 2015, a component of the Rural Lands programmatic unit, the Headwaters Farm, was shifted to the Land Legacy and Grants programmatic unit, which was then renamed as the Conservation Legacy programmatic unit.



Table 2: Planning, Implementation, and Reporting Cycle

Fiscal Year	Activity
July	Annual Work Plan for current fiscal year
	Annual updates to 5-year program implementation plans
August	
September	Annual Report for past fiscal year
	Annual Meeting for past fiscal year
October	Annual audit for past fiscal year
	Quarterly Report for current fiscal year
November	
December	
January	Quarterly Report for current fiscal year
	Annual update to Five-year Strategic Plan
	Budgeting begins for next fiscal year
February	
March	
April	Quarterly Report for current fiscal year
May	
June	Individual staff work plans for next fiscal year
	Budget approved for next fiscal year

3.0 Board of Directors, Committees and Executive Director

The EMSWCD Board of Directors is the governing body of the EMSWCD and has the authority to carry out the items listed under “powers of Directors” listed in soil and water conservation district enabling statutes of Oregon as well as anything implied and necessary to carry out those items directly listed in statutes. These powers are granted subject to the oversight of the Oregon Department of Agriculture (ODA). As the governing body of EMSWCD, it is the Board’s responsibility to: set policy; adopt the budget; set programs and strategic priorities; hire and supervise the Executive Director; and oversee the management of the EMSWCD’s affairs to ensure legal compliance and fiscal responsibility.

Board Directors are elected in the November General Election held in even numbered years. Directors serve four-year terms. Director terms are staggered so that all positions are not typically elected simultaneously. Staggered terms help provide continuity on the board and maintain operational consistency. Conservation districts can expand conservation district capabilities by appointing associate directors and directors emeritus. Associate directors and directors emeritus do not vote on board decisions. However, they can augment the board's knowledge and experience level and assist with conservation district programs and activities.

During the November 2014 elections, two EMSWCD Board Director positions were up for consideration. Zone 3 Board Director Dianna Pope stepped down from her position and agreed to continue serving the EMSWCD as a Director Emeritus. At-large Director Jill Kuehler also stepped down from her position. Former Associate Director Mike Guebert was elected as the new Zone 3 Board Director and Nellie McAdams was elected as the new At-large Director. As such, beginning in January 2015, the EMSWCD Board was composed of three zone Directors, two at-large Directors, one Associate Director, and one Director Emeritus (see Table 3). Throughout FY14-15, the EMSWCD had five standing board committees: the Land Legacy Committee, Personnel Committee, Grants Committee, PIC Review Committee, and SPACE Review Committee.³ An Ad-hoc Strategic Conservation Investment Grants Committee was also

³ The Grants Committee and PIC Review Committee names were updated in January 2015.



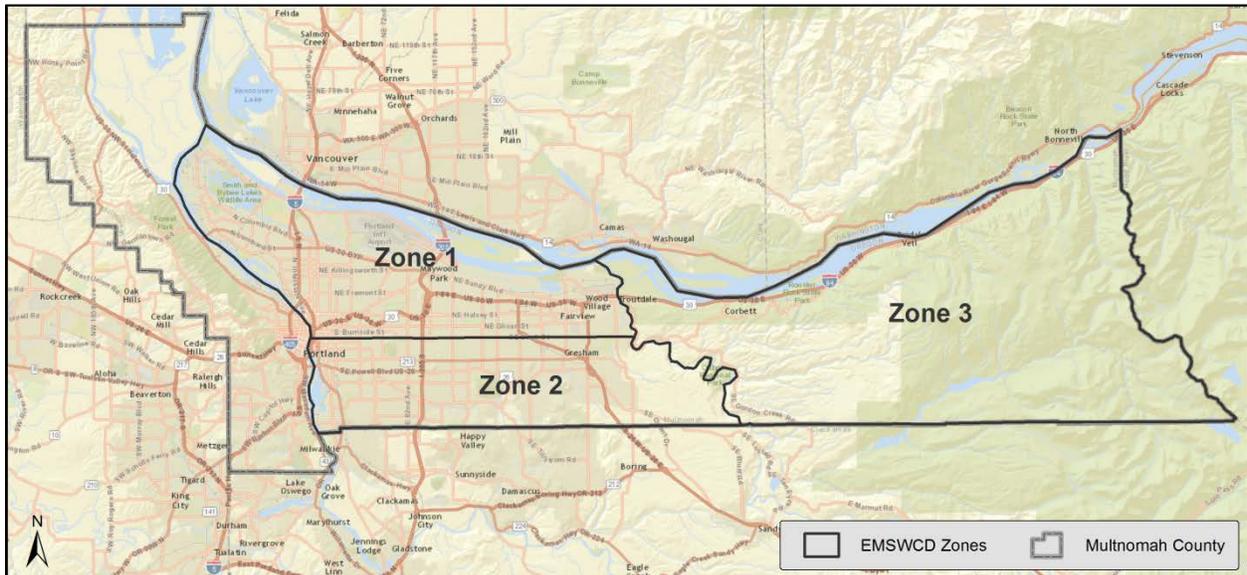
convened during the fiscal year. Board member assignments to the committees are shown in Table 3. The EMSWCD zones associated with the zone Directors are shown in Map 4. The Board met once per month during the fiscal year. The Land Legacy Committee also met once per month from July through December 2014 and every other month from January through June 2015. All other committees met on an as-needed basis. All Board and committee meetings were open to the public.

Table 3: Board Directors, Associate/Emeritus Directors and Committee Assignments

EMSWCD Board			EMSWCD Committees *					
Members	Positions	Officers *	Budget	Land Legacy	Personnel	Grants	PIC Review	SPACE Review
Bob Sallinger	Zone 1 Director	Treasurer	Chair	Co-chair		X	X	
Laura Masterson	Zone 2 Director		X	Co-chair	X			
Mike Guebert	Zone 3 Director	Chair	X	X	X			X
Rick Till	At-Large 1 Director	Vice-Chair	X	X		Chair	X	
Nellie McAdams	At-Large 2 Director	Secretary	X	X	Chair	X	X	
Dianna Pope	Director Emeritus		X					
Allison Hensey	Associate Director		X	X				

* Board officers, committee members, and committee officers were updated in January 2015.

Map 4: District Zones



FY14-15 represented the first full year for EMSWCD’s new Executive Director (ED). As such, the ED spent much of the first part of the fiscal year getting acquainted with staff, the board, partners, communities, and EMSWCD activities. In addition, the ED guided a Board-Staff Retreat, which resulted in a revised strategic plan and a new organizational vision, mission, broad goals, and organizational values. The revised strategic plan then paved the way for the initiation of 5-year program implementation plans, a process which the ED continues to guide.



4.0 Finance and Operations

The Finance and Operations unit consisted of four FTEs (full-time-equivalents), including the Chief of Finance and Operations (CFO), Office Manager, Facilities Manager, and Marketing and Media Manager. The operating and capital budget for Finance and Operations during FY14-15 was \$440,153. Contractual services were used for legal, bookkeeping and auditing purposes. The Finance and Operations unit oversaw administrative functions that cut across all EMSWCD activities and areas of operation, including budgeting and accounting, contracting, office management, human resources, facilities management, and marketing and media.

A narrative summary of major accomplishments for the Finance and Operations unit is provided below while details relative to the FY14-15 Work Plan are provided in Appendix 2. The FY14-15 Work Plan identified six specific activities related to marketing and media, of which five (or 83%) were completed and one (or 17%) were likely to be completed soon.

4.1 Financial Management and Budgeting

In November 2004, a permanent property tax rate limit for the EMSWCD was approved by the voters of the district. The property tax rate limit was set at 10 cents per \$1,000 of assessed property value. The property tax generated \$4 million in revenues during FY14-15. While beginning balances (i.e., carry-over funds) from previous fiscal years represented the largest source of EMSWCD funding for FY14-15 at \$7.2 million (see Table 4 and Figure 1), revenues from property taxes represented the largest source of new funding for FY14-15, accounting for 34% of total funding sources.

The total EMSWCD budget for FY14-15 was \$11.3 million (see Table 5 and Figure 2). Of this, the total amount allocated for program expenditures in FY14-15 was \$10 million. The Land Legacy and Grants Program had the largest program budget at \$7,588,089, as this included funding for land purchases and grants to external agencies.

The budgeting process for the next fiscal year, FY15-16, was initiated in February 2015 and was managed by the CFO, who also acted as the EMSWCD's Budget Officer. The EMSWCD established a Budget Committee, held a public meeting for the review of the upcoming year's budget and held a public budget hearing through the Multnomah County Tax Supervising and Conservation Commission (TSCC). In keeping with Oregon Local Budget Law for a district with a population of over 200,000, the EMSWCD Board of Directors served as the Budget Committee.

Significant accomplishments in FY14-15 included:

- Completing the FY13-14 financial audit;
- Managing FY14-15 finances to stay within budget limits and meet all legal requirements;
- Managing the FY15-16 budget process to create a balanced budget that met with the approval of Budget Committee and the TSCC; and
- Reviewing and updating fiscal policies and procedures.

Appendix 3 provides a draft, unaudited summary statement regarding the EMSWCD's revenues, expenditures and changes in fund balances for FY14-15. The comprehensive FY14-15 financial statements and respective notes can be accessed at the EMSWCD's office or online at:

www.emswcd.org. A final financial audit for FY14-15 will be available in November 2015.



Table 4: FY14-15 Budgeted vs. Actual Revenues

Line	Source	Purpose	FY14-15 Budgeted	FY14-15 Actual	Variance
1	Beginning balances	General Fund carry-over from FY13-14	\$2,073,000	\$2,366,768	\$293,768
2		Conservation Fund carry-over from FY13-14	\$4,113,955	\$4,155,595	\$41,640
3		Projects & Cost Share Fund carry-over from FY13-14	\$1,075,971	\$1,431,732	\$355,761
4	Property taxes	FY14-15 Property taxes	\$3,813,224	\$4,078,160	\$264,936
5	Grants	ODA Administrative Grant	\$20,930	\$20,930	\$0
6		ODA Focus Area Funding	\$50,000	\$50,000	\$0
7		Partner Grants pass through	\$25,000	\$0	(\$25,000)
8	Income	Events: Native Plant Sales, Out of District workshops	\$47,200	\$41,414	(\$5,786)
9		Oxbow Farm lease payments	\$39,966	\$36,809	(\$3,157)
10		Miscellaneous	\$7,000	\$3,923	(\$3,077)
11	Interest	General Fund interest on bank/investment accounts	\$9,000	\$11,068	\$2,068
12		Conservation Fund interest	\$21,000	\$23,187	\$2,187
13		Projects & Grants Fund interest	\$6,000	\$8,432	\$2,432
Total			\$11,302,246	\$12,228,018	\$925,772

Special notes for Table 4 above:

- Line #1, Actual General Fund carry-over of approximately \$2.4M, includes intentionally unspent contingency funds and unappropriated funds, the latter of which is held in reserve for the following fiscal year until tax revenues are received.
- Lines #2 and #3, Conservation Fund and Projects & Cost Share Fund carry-overs of approximately \$5.6M, are intentional, with the former constituting acquisition funds for future land protection efforts and the latter constituting committed grant funding for external entities.

Figure 1: FY14-15 Budgeted vs. Actual Revenues

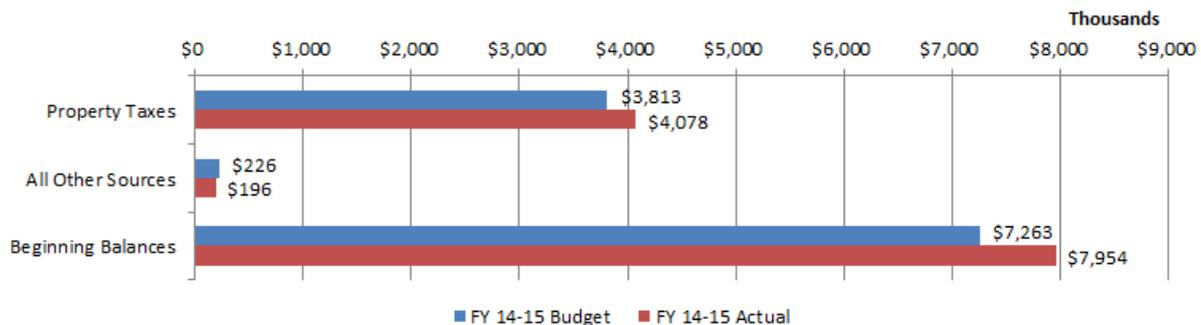




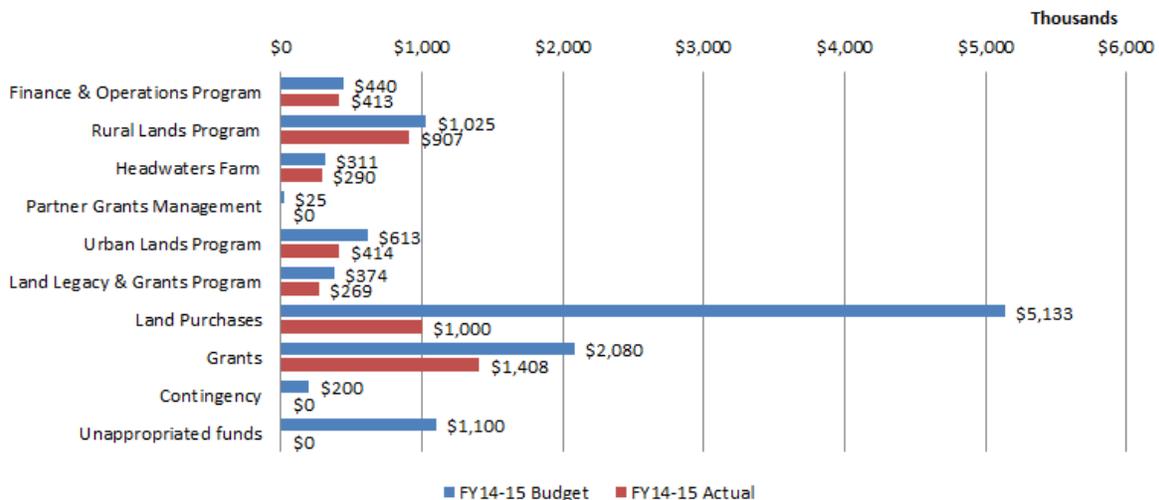
Table 5: FY14-15 Budgeted vs. Actual Expenditures

Line	Category	Purpose	FY14-15 Budget	FY14-15 Actual	Variance
1.0	Finance & Operations Program	Staffing, facilities, and operations	\$440,153	\$412,580	\$27,573
2.0	Rural Lands Program	Staffing, contracting, and operations	\$1,024,820	\$906,810	\$118,010
2.1	• Headwaters Farm	Farm-specific staff and operations	\$310,873	\$290,135	\$20,738
2.2	• Partner Grants Management	Pass through funds	\$25,000	\$0	\$25,000
3.0	Urban Lands Program	Staffing, contracting and operations	\$613,311	\$414,346	\$198,965
4.0	Land Legacy & Grants Program	Staffing and operations	\$374,163	\$269,404	\$104,759
4.1	• Land Purchases	Acquisitions	\$5,133,455	\$1,000,000	\$4,133,455
4.2	• Grants	External grants	\$2,080,471	\$1,407,874	\$672,597
5.0	Contingency	Unanticipated costs	\$200,000	\$0	\$200,000
6.0	Unappropriated Funds	Funds held in reserve	\$1,100,000	\$0	\$2,025,772
Total			\$11,302,246	\$4,701,149	\$7,526,869

Special notes for Table 5 above:

- Lines #1.0 through #4.0, with a combined total variance of approximately \$500,000, represent unintended unspent funds, which are accounted for in part by a staff vacancy in Urban Lands and unutilized contracting funds in Rural Lands.
- Lines #4.1 and #4.2, Land Purchases and Grants, with a combined total variance of approximately \$4.8M, are intentional carry-over funds, with the former constituting acquisition funds for future land protection efforts and the latter constituting committed grant funding for external entities.
- Line #6.0, Unappropriated Funds, with a variance of approximately \$2M, includes \$925,772 in additional revenues received over budgeted revenues (see Table 4); approximately \$1.1M of these funds were intentionally held in reserve for the following fiscal year until tax revenues are received.

Figure 2: FY14-15 Budgeted vs. Actual Expenditures





4.2 Office Management

Throughout FY14-15, office operations of the EMSWCD were carried out by the Office Manager who served multiple roles in the following areas:

- Administration and records: Organized current and historical records in accordance with state law and retention schedules.
- Customer service: Acted as the face and voice of EMSWCD in performing front office reception and responding to public information requests.
- Human resources: Assisted with recruitment and on-boarding of new staff.
- Boards and committees: Served as Clerk for the Board of Directors, preparing for, coordinating and hosting all board and committee meetings.

Significant accomplishments in FY14-15 included:

- Reviewing and updating all staff job classes and related salary schedule;
- Researching and developing new family and medical leave policies; and
- Researching and implementing a new employee health insurance benefit package.

4.3 Facilities Management

During FY14-15, a Facilities Manager was responsible for the maintenance, repair and improvements of EMSWCD owned and managed facilities, infrastructure, and equipment. The major facilities owned and managed by EMSWCD included: 1) the headquarters office located N. Williams Avenue in Portland, Oregon; 2) the Headwaters Farm located on Orient Drive in Gresham, Oregon; and 3) the Oxbow Farm located east of Gresham, Oregon.

Significant accomplishments in FY14-15 included:

- Researching, soliciting proposals for, and engaging a contractor to perform major maintenance and improvements to the N. Williams headquarters, including; repainting and refinishing the front porch and floor; installing accordion wall dividers in the board room; repairing and refinishing flooring the board room; building new entrance and landing to the board room; and repairing main staircase and re-opening staircase to basement;
- Working with contractors to overhaul and repair the irrigation at the headquarters office;
- Assisting the Headwaters Farm Program Manager with major infrastructure and maintenance projects which resulted in increased efficiency and ease of farm operations, including: installing floor drain system in propagation house; installing various erosion control measures throughout the farm; designing and installing work bench and pallet racking in main barn; installing additional wash tables, root washer and bin washing station; building new irrigation risers to accept lower flow rate regulators; and installing new walk-in cooler system; and
- Reviewing and implementing needed infrastructure improvements at the Oxbow Farm, including house and garage repair and maintenance.

4.4 Marketing, Media, and Information Technology

Marketing and media met the day-to-day needs of EMSWCD programs through efforts such as: web site development and maintenance; newspaper and other print advertisements; brochures and other EMSWCD publications; direct mailers; and one-on-one contacts/interviews. Marketing and media efforts were largely carried out by the Marketing and Media Manager and helped to further EMSWCD's strategic and program-specific goals by increasing public awareness and perception of EMSWCD and the natural resources within its boundaries. The Marketing and Media Manager is also responsible for managing the information technology service contract that supports the technology needs of the organization.



Significant accomplishments for FY14-15 include:

- Developing and implementing an online sales application for the EMSWCD annual plant sale that allowed for online payment by credit card and resulted in greater overall efficiency for the organization’s major annual event; and
- Reorganizing and relocating network hardware and cabling to allow for more efficient technology operations.

5.0 Rural Lands

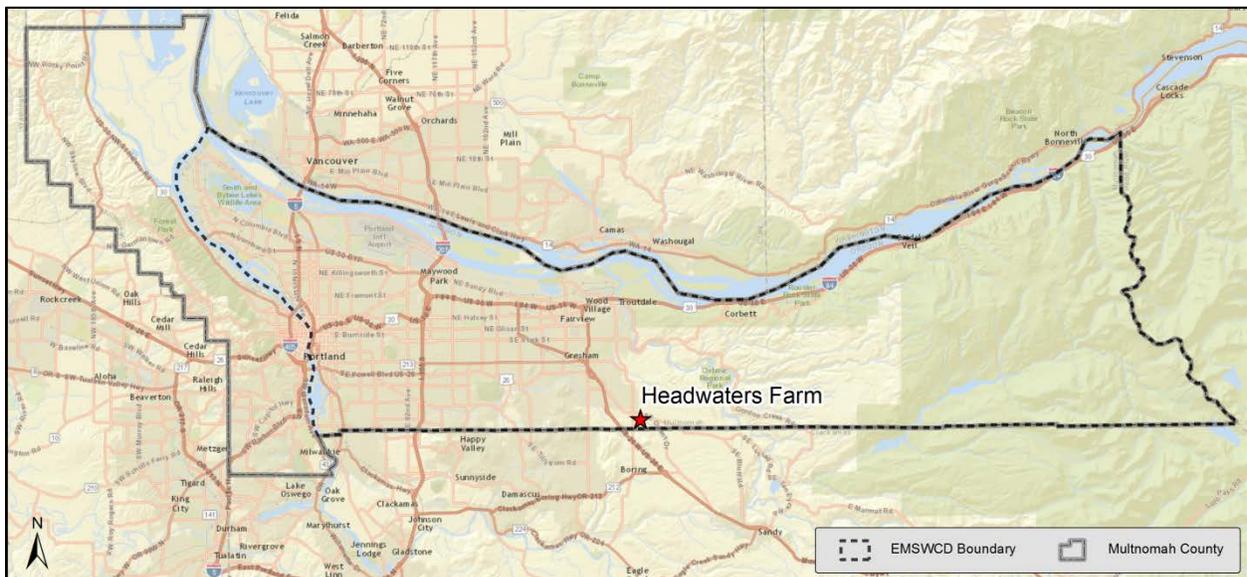
The Rural Lands Program, with 7 FTEs, operated with a total budget of \$1,360,693 for the fiscal year. The program provided technical information, capacity, and financial assistance to help landowners protect natural resources on their land. The work was divided into four areas:

1. Headwaters Farm and Incubator Program;
2. Rural water quality improvement;
3. Riparian re-vegetation (aka StreamCare); and
4. Invasive weed control.

5.1 Headwaters Farm and Incubator Program

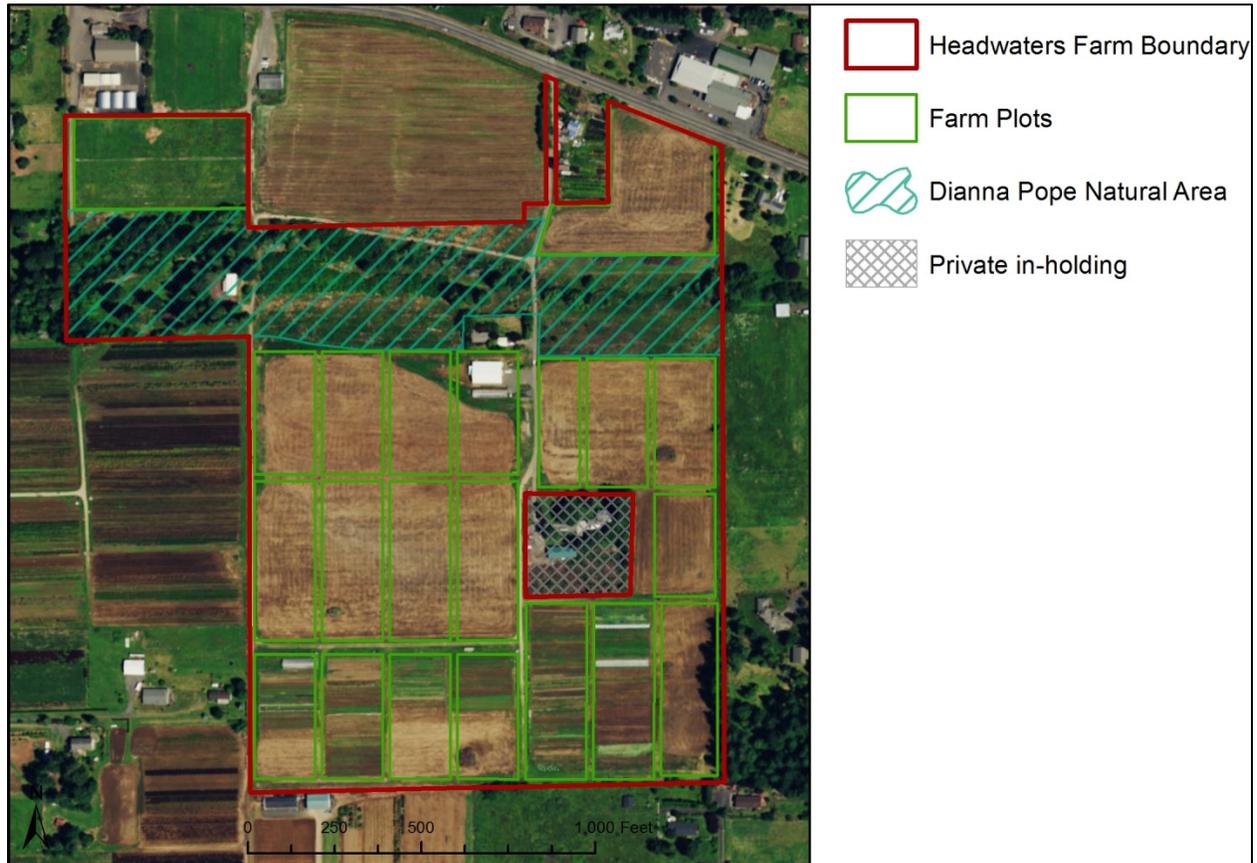
The EMSWCD’s Headwaters Farm is located in the southcentral part of the district, on the outskirts of Gresham, Oregon (see Map 5). During FY14-15, the Headwaters Farm and related Headwaters Incubator Program were staffed primarily by a single FTE, a full-time Headwaters Farm Program Manager, who was assisted by the EMSWCD Facilities Manager. While assisted from time to time by other EMSWCD staff, together, these two positions were responsible for site development and management, the farm incubator program development and management, and any future programming offered through Headwaters Farm.

Map 5: Location of Headwaters Farm



The Headwaters farm is a 60-acre parcel (see Figure 3). Roughly 30 acres of the farmland will eventually be available to incubator farmers. This area is divided into nineteen blocks. There are an additional 14 acres consisting of the Dianna Pope Natural Area which contains the North Fork of Johnson Creek. There is also a two-acre privately- owned residential inholding within the farm. The northeast and northwest corners of the property, approximately seven acres, were kept in cover crops during FY14-15.

Figure 3: Aerial Photograph of Headwaters Farm



During FY14-15, the Headwaters Farm served primarily to house the Headwaters Incubator Program (HIP). HIP helps launch private farm businesses by providing individuals with agricultural experience, affordable access to farmland and agricultural resources, information on best management practices, and connections to our local small-farm community. In overcoming these common barriers to beginning farmers, the EMSWCD is assisting the generational transition in local agriculture, keeping quality farmland in production, and promoting conservation agriculture practices.

A narrative summary of major accomplishments for HIP is provided below while details relative to the FY14-15 Work Plan are provided in Appendix 4. The FY14-15 Work Plan identified 18 specific activities related to HIP, of which 16 (or 89%) were completed and two (or 11%) were likely to be completed soon.

5.1.1 Program Management

As a result of the EMSWCD Strategic Planning Session in the fall of 2014, the Board of Directors provided direction and clarity for the HIP program by approving a new set of goals:

1. Operate under an approved Farm Management Plan for conservation practices and other improvements while identifying concepts for additional services to reach a broad range of constituents.
2. Operate a thriving, dynamic farm incubator.
3. Increase the visibility and leverage of EMSWCD and USDA-NRCS conservation farming practices through tours and one-on-one interactions with farmers.



These goals became the foundation of a draft Five-Year Headwaters Farm Plan, which will be finalized in FY15-16. Relative to the activities identified in the FY14-15 Work Plan, all basic program management activities were completed, including:

- Budget development and management;
- Farmer’s Manual update (document containing all pertinent information relating to HIP that is signed by incubator farmers and serves as a contractual agreement);
- Applicant vetting, interviews, and participant acceptance; and
- New farmer orientation, mid-season check-ins, and end-of-year meetings.

A major component of the HIP program management is recruiting and assisting with new farmer establishment and operations. In the fall of 2014, 11 applications from new farmers were submitted to HIP for the 2015 farm season. Of these, six new farmers were accepted into the program, making a total of 13 farms operating through HIP on 10.5 acres during FY14-15 (see Table 6).

Table 6: FY14-15 HIP Farmers

Year entered HIP	Farm	Land Leased	Farm Business Type	Years in HIP
2013	Abundant Fields Farm	1 Acre	Mixed Veggies	3
2013	Happy Moment Farm	3/4 Acres	Mixed Veggies	3
2013	Stadnikov Farm	3/4 Acres	Mixed Veggies/Honey	3
2014	Alquimia Botanicals	1/4 Acres	Medicinal Herbs/Value Added Herbal Products	2
2014	Rockwood Urban Farm	1 Acre	CSA/Cut Flowers	2
2014	Sweet Fields Farm	3/4 Acres	Veggies for Restaurants	2
2014	Full Cellar Farm	1 Acre	CSA/Preservation Shares	2
2015	Rainbow Produce Farm	1/3 Acre	Veggies for Russian Community	1
2015	Wild Roots Farm	1 Acre	Mixed Veggies	1
2015	Udan Farm	1.25 Acres	Mixed Veggies	1
2015	Black Locus Farm	1 Acre	Mixed Veggies	1
2015	Gentle Rain Farm	1/3 Acres	Veggies for Personal Cracker Company	1
2015	Springtail Farm	1 Acre	CSA	1
TOTALS	13 Farms	10.5 Acres		

5.1.2 Site Management

Several improvements were made to Headwaters Farm during FY14-15. The most notable addition to the farmscape was grading and gravel around the barn and a farm access road between the barn and the office. This improved connectivity on the farm allowed for easier deliveries, created staging areas for equipment, increased parking capacity, and eliminated mud and erosion issues around the farm’s primary hub of activity.



Another big success was the continued use of cover crops to improve soil health at Headwaters Farm. Fall plantings of legumes and grains were instrumental to incubator farmer success and as a tool for remediating land and preparing it for the production of diversified mixed vegetables. Specifically, cover crops proved effective at:

- Reducing weed pressures (especially from nut sedge, Canada thistle, and horsetails);
- Adding organic matter and fixing atmospheric nitrogen into the soil;
- Improving the soils ability to percolate and retain moisture;
- Reducing runoff, managing erosion; and
- Creating temporary pollinator habitat.

Other notable improvements to Headwaters Farm during FY14-15 included:

- Re-plumbing the caretaker cottage to prevent future pipe breaks during freezes;
- Creating additional risers in the irrigation system with the ability to change out the pressure regulators to accommodate a variety of irrigation flow needs;
- Adding wash station facilities; and
- Pouring a cement slab in the barn.

As with every year, the Headwaters Farm Program Manager helps facilitate the turning in of cover crops and initial seedbed creation.

The loss of an EMSWCD staff in FY14-15 delayed the construction of the composting toilet, which was planned for the Headwaters Farm. That project was, however, permitted and construction began at the end of the fiscal year. The composting toilet should be finished by late September 2015. The septic system for the farm office has yet to be decommissioned and is pending a broader determination on how to provide appropriate restroom and wastewater services to the farm office.

5.1.3 Support and Training

HIP farmer support and general farmer development remains a substantial component of program activities. Learning opportunities come in a variety of forms, including formal programming and classes, individual trainings and feedback, and peer-to-peer information sharing. Each of these formats has its own value in an overarching farmer development setting.

The most encompassing formal training offered during FY14-15 was small farm record keeping. This topic, taught by a local farmer and farm development consultant Josh Volk, tied together important issues pertaining to crop planning, crop selection, financial management, time management, food safety, and other critical aspects of production and planning.

Many of the informal HIP farmer learning outcomes were achieved through one-on-one conversations between the farmers and EMSWCD staff. Topics of discussion ranged from equipment usage to pest identification to marketing strategies. Other, often more powerful learning outcomes were achieved through direct dialog between farmers. To help facilitate these opportunities, EMSWCD built a common shaded space near the fields to encourage greater farmer interaction.



5.1.4 Outreach

In October 2014, the Headwaters Farm was the host site for the National Incubator Farm Training Initiative's (NIFTI's) Field School, a conference for farm incubator program managers. This event, which drew over 70 farm incubator staff representing 50 different programs from 27 states and Canadian provinces, highlighted the work that EMSWCD has done to create HIP, improve Headwaters Farm for beginning farmers, and galvanize farmer development support services in the region. This exposure vaulted HIP into the national spotlight as one of the more prominent new farm incubator programs in the country.

Several articles were written about HIP, including one in the Oregonian and another in the Capital Press. Both articles generated interest and support for HIP, most notably from Congressman Earl Blumenauer who intends to visit Headwaters Farm in the fall of 2015 as his schedule permits. In addition to print media, FY14-15 saw a much more prominent electronic media campaign that included social media (i.e., regular blog posts from incubator farmers and updates via Facebook and the EMSWCD website) and press releases.

As with previous years, a variety of tours were conducted at Headwaters Farm. These primarily consisted of informational tours for the general public and organizations interested in learning more about EMSWCD's farmer development and conservation agriculture efforts. In total, 17 structured tours were conducted including 10 for group audiences and seven for individuals. A new outreach flier was also developed that is more engaging than previous versions.

5.2 Rural Water Quality Improvement

EMSWCD's rural water quality-related efforts focus on providing consultations to rural landowners, undertaking outreach and engagement with partners and at public events, and monitoring water quality in two streams. Throughout FY14-15, one FTE focused on landowner consultations while another ¼-FTE was dedicated to outreach. An additional staff completed water quality monitoring one day each month. In addition to EMSWCD's property tax levy, this work was partially funded by ODA.

A narrative summary of major accomplishments related to Rural Water Quality Improvement is provided below while details relative to the FY14-15 Work Plan are provided in Appendix 5. The FY14-15 Work Plan identified 21 specific activities related to Rural Water Quality Improvement, of which 11 (or 52%) were completed, two (or 10%) were likely to be completed soon, and 8 (or 38%) were not completed. The 38% incompleteness rate was attributed to a personnel issue, which has since been addressed, and the need for a dedicated outreach staff, which will be filled in the early part of FY15-16.

5.2.1 Landowner Consultations and Outreach

During FY14-15, the EMSWCD continued its work with rural landowners to help them protect natural resources on their property, with a focus on water quality. Landowners found out about EMSWCD services through word of mouth, direct mailings, advertisements, and outreach events like the Northwest Ag Show and the Oregon Association of Nursery's Far West show. Some landowners contacted the EMSWCD with questions by phone or email. Others preferred to have staff visit their property to identify site-specific conservation practices. This has a public benefit, as well as a private benefit to the landowner, because we can look at their site and assess potential onsite and offsite impacts to natural resources. We can also explain the regulations for agricultural water quality with a solution-oriented focus since we are non-regulatory. In addition to the direct assistance described above, we also assist the Natural Resource Division of ODA with the biennial reviews of the Agricultural Water Quality Plans and Rules.



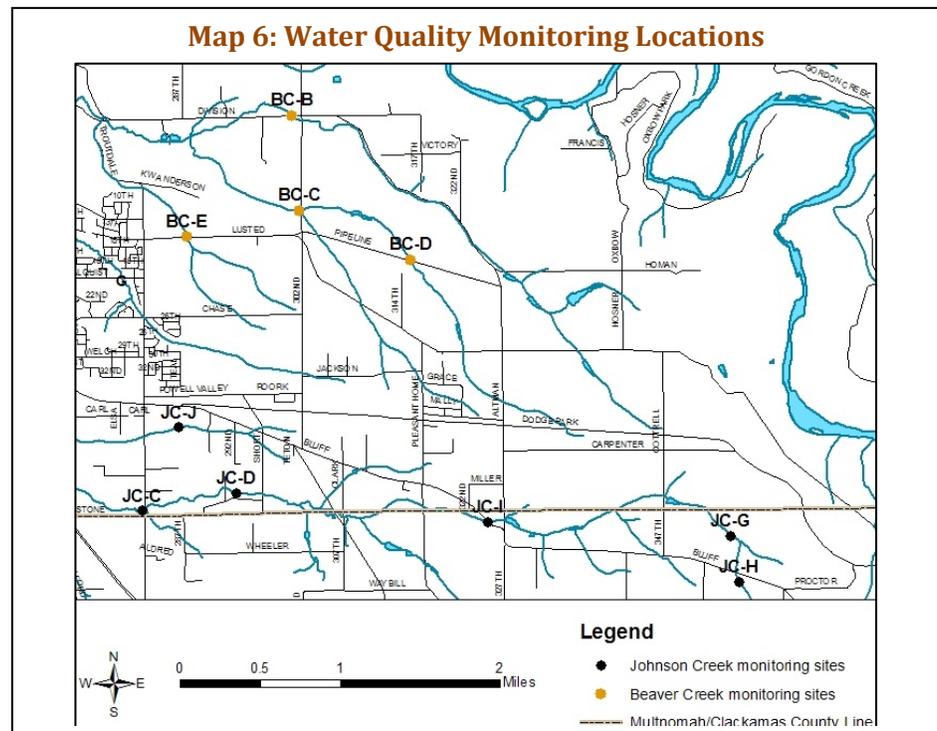
Outreach to promote conservation and our services in rural areas during FY14-15 included tabling at three events and three direct mailings. The exact number of landowners assisted, site visits conducted, and conservation practices installed during FY14-15 is uncertain due to a personnel issue, which was address after the fiscal year ended. Generally, though, EMSWCD landowner assistance focused on preventing erosion, reducing muddy livestock areas around barns, keeping livestock away from creeks, and improving manure management. All of these practices help prevent sediment and bacteria laden runoff from polluting streams. During FY14-15, three rural landowners received project cost share funding totaling \$14,150 from EMSWCD. Conservation practices included installation of a heavy use area, improved nutrient management, and livestock exclusion fencing.

We also worked with the ODA to complete the biennial review of the Sandy Agricultural Water Quality Plan and Rules. This included presenting a summary of our monitoring data, the on the ground work, and creating measureable objectives for the next two years. The biennial review for the Lower Willamette Management Area was postponed by ODA until next fiscal year.

5.2.2 Monitoring

In previous biennial reviews, both the Sandy Basin and Lower Willamette local advisory committees identified a need for baseline water quality data in the agricultural areas. The committees will use this data and data collected in future years to establish a baseline and determine water quality trends. EMSWCD rural lands staff collected monthly water quality samples at six sites in upper Johnson Creek, a tributary to the Willamette, and at four sites in Beaver Creek, a tributary to the Sandy River (see Map 6). Samples were analyzed for turbidity, pH, E. coli bacteria, nitrate, phosphorus, and total suspended sediment; the last four analyses were done by a laboratory. We also installed continuous temperature loggers at two sites in each watershed to collect data between May and October of 2014.

This is the fourth year of monitoring in Johnson Creek and the third year of monitoring in Beaver Creek. Our monitoring has confirmed that neither Beaver nor Johnson Creek meet state water quality standards for temperature and bacteria. Johnson Creek is also listed as not meeting the water quality standard for toxics, with total suspended solids used as a surrogate measure. While our monitoring data confirm



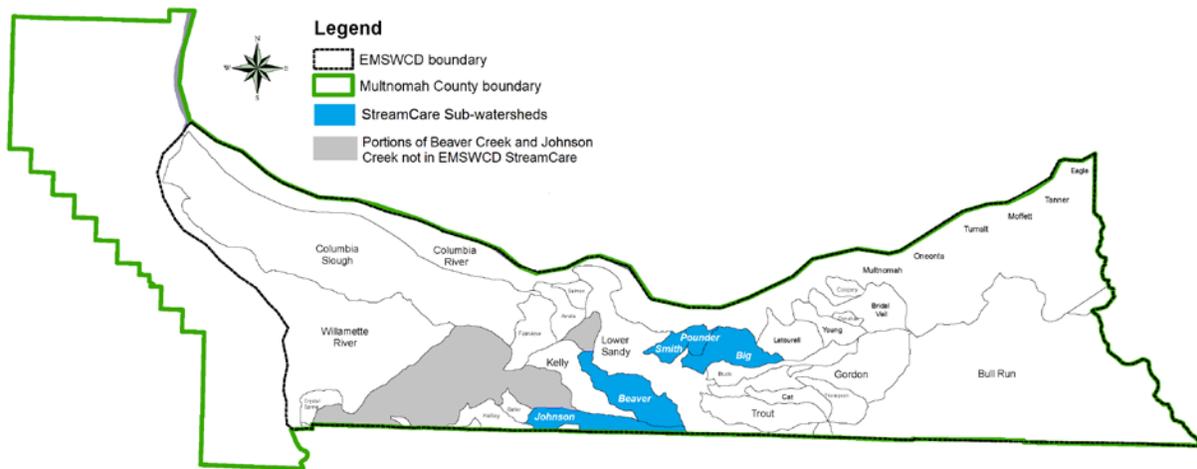
that there are exceedances of the total suspended solids standard in Johnson Creek, the data are variable and we have not been able to establish a correlation with weather events.



5.3 StreamCare

The EMSWCD’s StreamCare Program offers five-year agreements to willing landowners under which riparian buffers are restored and maintained by EMSWCD, at no cost to the landowners. A narrative summary of major accomplishments related to StreamCare is provided below while details relative to the FY14-15 Work Plan are provided in Appendix 6. The FY14-15 Work Plan identified eight specific activities related to StreamCare, 100% of which were completed. StreamCare efforts have established native tree and shrub stands along 25 miles of EMSWCD waterways. StreamCare has been implemented in four sub-watersheds: Johnson, Beaver, Big/Pounder, and Smith Creek (see Map 7). The selection of these four areas was based on water temperature problems and a lack of riparian cover.

Map 7: StreamCare Sub-Watersheds



StreamCare work contributes to wildlife habitat, improves water quality, and has helped build relationships with landowners. In both Beaver and Johnson Creeks, all of the riparian landowners have been contacted multiple times; maintenance is now the focus on most of the sites in these two watersheds. As the current five-year StreamCare agreements end, Rural Lands staff are looking at extending some of the agreements where the weeds are still inhibiting tree growth (i.e., the trees are not ‘free to grow’). Table 7 provides a summary of the sites, miles and acreage affected by StreamCare.

Table 7: StreamCare Sites Summary

StreamCare Results	FY14-15	Total all years
Sites prepared and planted	18 sites	180 sites *
Area of sites	121 acres	703 acres
Stream miles of sites	5 miles	25 miles
Native trees & shrubs planted on sites	80,346	304,248
* Currently enrolled/graduated/cancelled sites: 154/16/10 sites		

5.3.1 Dianna Pope Natural Area

One StreamCare site is located on the Headwaters Farm (see Section 5.1), which is property that the EMSWCD owns. The restoration of this site was initiated shortly after EMSWCD acquired the property in 2011. In FY14-15, this 14-acre StreamCare site was designated as the Dianna Pope Natural Area (DPNA) in recognition of Dianna Pope’s 30-plus years of service on the EMSWCD’s Board. The restored natural areas of DPNA were maintained during FY14-15; a plaque identifying the area as the DPNA and a bench were also put in place. The drafting of a 5-year site management plan was initiated.



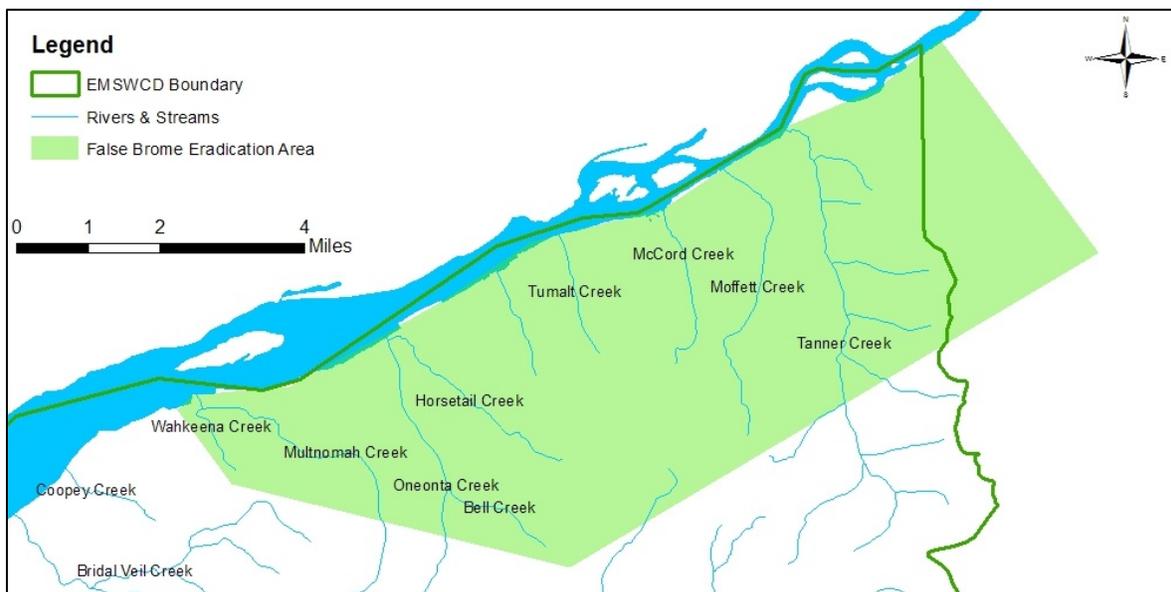
5.4 Weed Control

Throughout FY14-15, the EMSWCD continued to reduce populations of invasive weeds in the Sandy River Basin and the Columbia River Gorge National Scenic Areas. A narrative summary of major accomplishments related to weed control is provided below while details relative to the FY14-15 Work Plan are provided in Appendix 7. The FY14-15 Work Plan identified 11 specific activities related to weed control, of which all 11 (or 100%) were completed. The primary weed species targeted for eradication included Spurge Laurel, False Brome, Knotweed, English Ivy, Old man’s beard, and Garlic Mustard. These species were chosen because they: 1) are able to invade the undisturbed understory of native forest; 2) cannot be controlled manually; 3) inhibit new tree recruitment; and/or 4) threaten the survival of established trees.

Generally, the EMSWCD uses Early Detection, Rapid Response (EDRR) to prevent new invasive weed infestations. In addition to staff surveys for new infestations, we offered an annual training to help people identify the weeds that have started to or are likely to get established. When sightings are reported, we contact the landowner, confirm the plant identification, and offer assistance with control. One example is *Daphne laureola* (spurge laurel). We found and treated a 2-acre infestation before much seed had been produced. Forty properties in the area were surveyed to ensure that this was the extent of the infestation. Upon follow up, no spurge laurel plants were found in the 2-acre area indicating that our control efforts are working.

Another EDRR weed, false brome, is known to exist in four locations in the Columbia River Gorge; along Eagle Creek, Tanner Creek, Oneonta Trail, and Wahkeena Trail (see Map 8). The limiting factor in controlling false brome in the Gorge is the steep terrain and unstable slopes. In the three drainages where eradication is hopeful, the majority of the infestation occurs near trails. The gross infested area of 91 acres has not changed since we began control work, but we have reduced the net infested area of 0.025 acres by 80 percent. The false brome along Eagle Creek was found to extend beyond our boundary into Hood River County on some very steep slopes. We entered into an inter-governmental agreement with the Hood River Soil and Water Conservation District to address the entire infestation.

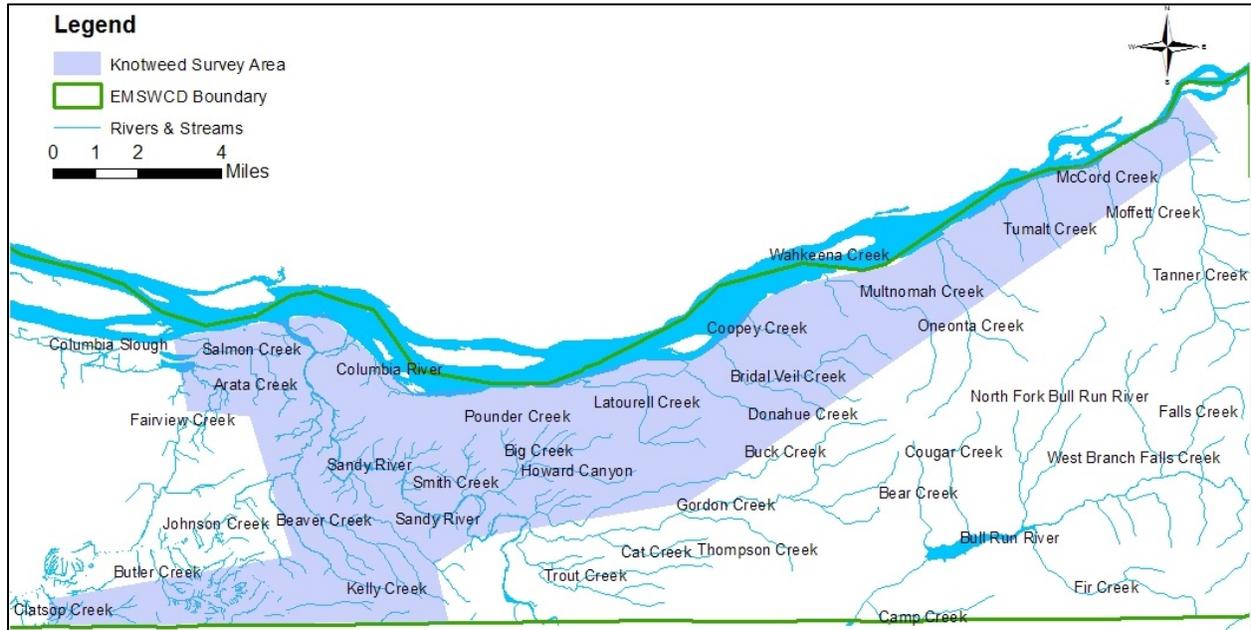
Map 8: False Brome Eradication Area





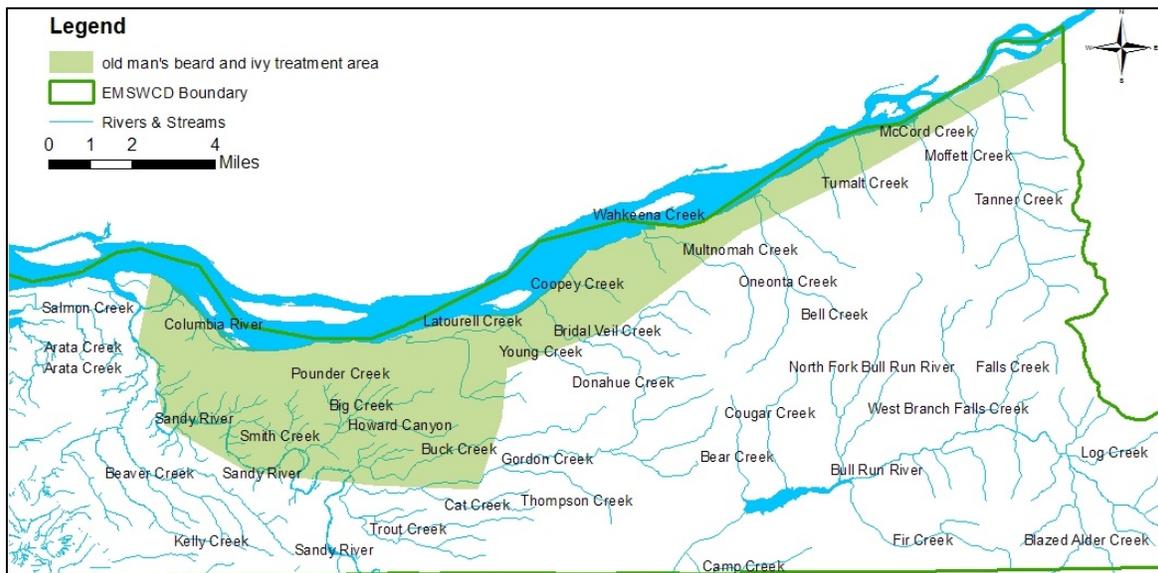
Knotweed survey and control work included re-visiting sites on the main stem of the Sandy River that were accessed using kayaks. Sites on Beaver Creek were accessed from adjacent properties. A total of six river miles were surveyed (see Map 9). Many of the sites had no visible growth. One-quarter of an acre of growth was found and treated. While we hope that knotweed does not re-grow on these sites, we will continue to monitor for this persistent weed.

Map 9: Knotweed Survey Area



Control of *Clematis vitalba* (old man's beard) and *Hedera helix* (Ivy) on both private and public land continued throughout FY14-15 (see Map 10). While the control of these vines on trees was the focus in previous years, in FY14-15 the focus was control to prevent the vines from re-infesting the trees. Ivy was removed from approximately 1478 trees during the previous fiscal year and 119 trees in FY14-15. An area of 258 acres was controlled across a gross area of 557 acres.

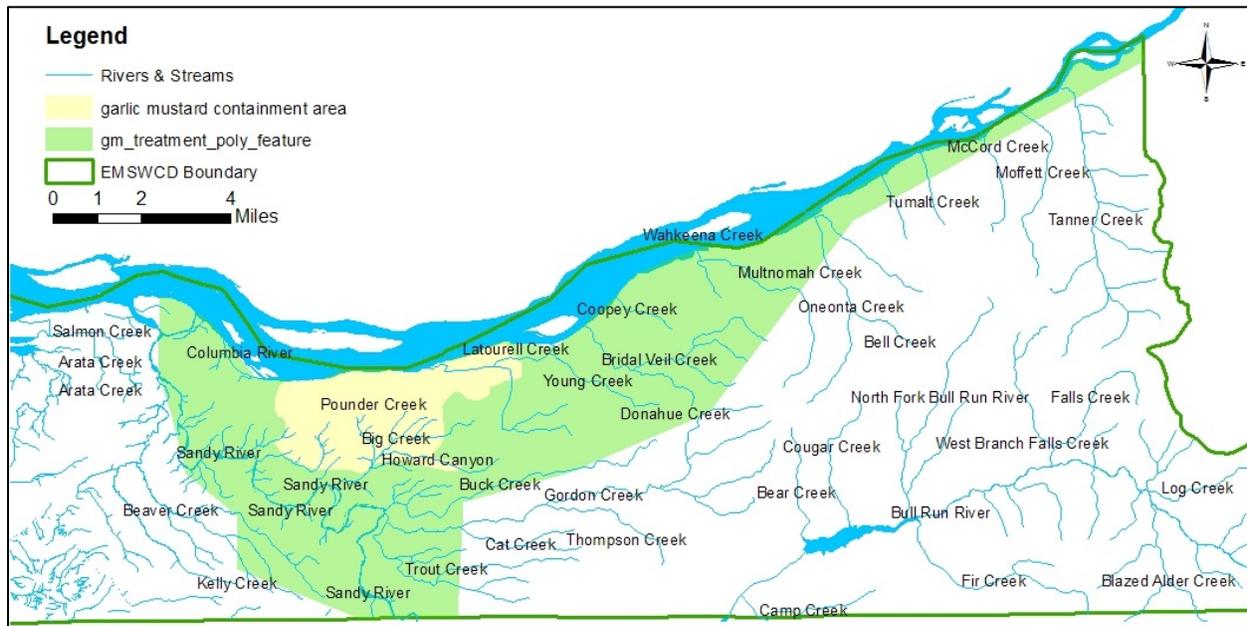
Map 10: Old Man's Beard and Ivy Treatment Areas





The garlic mustard project focuses on preventing spread from the containment area to new locations. A net area of 10 acres of garlic mustard was treated across 228 acres on 241 properties (see Map 11). Garlic mustard is rarely found in new locations outside of the containment zone and our objective of annually eliminating all known reproductive plants outside of the containment zone is being achieved. This is in contrast to the years prior to our work when garlic mustard was rapidly spreading. Some complicating factors remain that require us to continue annual treatments. Although satellite patches are not increasing in size, they are not yet decreasing in gross patch size or cover even after seven years of treatments. We believe we have not seen a reduction because garlic mustard seed remains viable for more than five years in our climate and many satellite patches grew unaddressed for a number of years before our containment project began.

Map 11: Garlic Mustard Containment Area



6.0 Urban Lands

The EMSWCD's Urban Lands staff work primarily within the cities of Portland, Gresham, Fairview, and Troutdale (i.e., within the Urban Growth Boundary). During FY14-15, the Urban Lands staff consisted of four FTEs and operated with a budget of \$613,311. The staff seek to foster a stewardship ethic in the urban landscape by encouraging a lifestyle that folds pollution prevention and resource conservation into everyday life. With over 600,000 urban dwellers residing within EMSWCD's service area, program efforts help individuals make a difference by introducing them to the benefits of incorporating green practices into landscape development and management. We work primarily at the neighborhood level to give people the information, skills, and confidence needed to take action. To do this we have created workshops and presentations, educational posters and brochures, and information-sharing events such as our annual native plant sale and Naturescaped Yard Tour. At the EMSWCD headquarters office, (the "Conservation Corner") we have also installed, and give tours of, a number of green infrastructure demonstrations that the public can explore to get ideas for their own properties.



A narrative summary of major accomplishments related to Urban Lands activities is provided in Sections 6.1-6.7 while details relative to the FY14-15 Work Plan are provided in Appendix 8. The FY14-15 Work Plan identified 29 specific activities related to Urban Lands, of which 19 (or 66%) were completed and 10 (or 34%) were not completed. The 34% incompleteness rate was attributed to a mid-year restructuring of the program, a staff vacancy, and an external legal issue (see “Special Notes” below). Table 8 provides summary public participation numbers for presentations, workshops and events related to Urban Lands activities. In total, 84 separate presentations, sales, tours, and workshops were held that resulted in over 26,000 possible public contacts.

Table 8: Summary of Public Participation in Urban Lands Activities

Presentations/Workshops/Events		# Held	# Attendees
General	Conservation Corner Tours	5	87
	Outreach Presentations	3	96
	Tabling at Partner Events	13	24,038
Events	Native Plant Sale	1	700 (orders)
	Naturescaped Yards (9 yards)	1	423
Workshops	Greywater	0*	0*
	Landscape Professionals	0*	0*
	Native Plants	11	269
	Naturescaping	21	419
	Rain Gardens	22*	467*
	Urban Weeds	5	97
	Water Conservation/Irrigation	1	35
TOTAL		84	26,631
* Due to a position vacancy and a pending external legal matter, efforts were put on hold, delayed, and/or modified.			

Special Notes for FY14-15: In November and December 2014, the EMSWCD conducted a multi-day strategic planning workshop to assess our work and refine our approach and methods for conservation. As a result, a decision was made to reallocate some Urban Lands resources away from workshops and toward the scoping and development of long-term partnerships and on-the-ground transformative demonstration projects. As a result of this restructuring, that Urban Lands did not reach some of the projections as set out in the FY14-15 Work Plan, yet it excelled at others, because some priorities were shifted. Additionally, an external legal matter and the loss of a key staff person affected our ability to complete some Urban Lands’ deliverables; in several cases deliverables were simply put on hold until a replacement staff was recruited and/or until we better understood the legal matter.

Reaching New Audiences: Urban Lands staff are always looking for new ways to reach high-leverage constituents and underserved communities. In line with our strategic goals, we continue to strive to offer more opportunities that engage landscape professionals and other high-leverage constituents such as managers of campuses and industrial properties. We do that primarily through focused (often hands-on) workshops and by offering Continuing Education Credits/Units. To gauge our effectiveness at reaching out to the underserved populations, we began tracking demographic data in the fall of 2012. Since that time, we have begun to establish a baseline from which to track and measure our efforts. We have also begun to experiment with altering our workshops in regards to length (2 hours instead of 4 hours), locations (actively promoting workshops east of 82nd avenue), and timing (throughout the week in the evening rather than strictly on the weekends). We hope that with these changes we are making the workshops more accessible to all our constituents.



6.1 Naturescaping

Throughout FY14-15, the Urban Lands team promoted naturescaping by providing free workshops and hosting the annual Naturescaped Yard Tour. At the 2014 Strategic Planning Session, a decision was made to cut the number of 4-hour workshops in half, and discontinue some altogether so we could focus our time toward developing on-the-ground demonstration projects.

6.1.1 Naturescaping Workshops

During FY14-15, the following workshops were provided related to naturescaping:

- Introduction to Naturescaping: 3 presentations to 117 people;
- Naturescaping Basics: 14 workshops for 243 people; and
- Site Planning: 4 workshops for 59 people.

6.1.2 Naturescaped Yard Tour

The Naturescaped Yard Tour is a great opportunity for the public to visit private yards that feature a multitude of conservation practices, learn tips and tricks from the landowners, and be inspired by the variety of different naturescaping features. In FY14-15, Urban Lands staff coordinated all aspects of the tour which featured nine yards, 50 volunteers, and attracted 423 visitors.

6.2 Rain Gardens & Stormwater Management

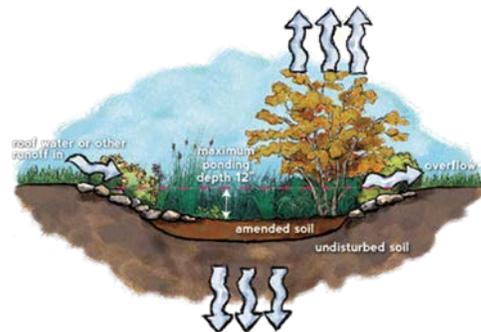
The Urban Lands Program has developed a variety of methods to support and teach homeowners how to use rain gardens and other techniques to manage stormwater runoff on their property. These include presentations, workshops, technical assistance and incentives. Staff led the rain garden and stormwater management activities, guided the incentives, provided technical consultations for landowners, and gave rain garden presentations to community groups. Staff also promoted and scheduled rain garden workshops through a variety of means for EMSWCD residents. Three professional landscape

What is Naturescaping?

Naturescaping is the practice of using landscape techniques that mimic natural processes. This practice encourages residents to create thriving native plant gardens without the use of synthetic chemicals. Naturescaping also helps create wildlife habitat, conserves water, and reduces the harmful effects of chemicals in our soils and waterways.

What is a Rain Garden?

A rain garden is a sunken garden bed that captures storm water runoff from impervious surfaces like rooftops and driveways and allows it to soak back into the ground naturally. This helps reduce runoff volume and pollution that gets into our waterways, while also helping to recharge groundwater that provides year-round flow to local streams.



Cross-Section of a Rain Garden

designers were contracted to lead the 4-hour rain garden workshops. At the 2014 Strategic Planning Session, a decision was made to cut the number of 4-hour workshops in half, and discontinue some altogether so that we could focus our time on demonstration projects.

6.2.1 Rain Garden Workshops and Presentations

During FY14-15, the following workshops and presentations were provided related to rain gardens:

- Introduction to Rain Gardens: Nine presentations to 250 people;
- Rain Gardens 101: 11 workshops for 162 people; and
- Rain Garden Installations: one workshop with 24 people.

6.2.2 Rain Garden Incentives

“Rain Garden at Work” Signs: In addition to rain garden classes, we created a way for homeowners to communicate to their neighbors and community what they are doing for clean water in the region. Our rain garden registration allows people to register their rain garden on our website. Homeowners are also encouraged to share lessons-learned from their personal rain garden installation experience. This information, which is posted on our website, offers an opportunity for prospective rain garden owners to learn from their peers and receive a bit of encouragement from their neighbors. After homeowners register, we send them a rain garden sign they can install in their rain garden. This helps promote rain gardens in the surrounding neighborhood; people walking by have the opportunity to see a rain garden in action, and the sign directs them to our website for more information. Additionally, this registry also helps us know how many rain gardens exist. Fourteen rain gardens were registered in FY14-15; a total of 86 rain gardens have been registered since registration began in 2008.



Financial Incentives: Implementation of rain garden financial incentives in the City of Gresham was continued in FY14-15. Modeled after similar projects throughout the region and the United States, the financial incentive program is meant to increase exposure, awareness, and interest in rain gardens within areas where, despite the ease and low-cost, techniques like these have been slow to gain popularity. Under this initiative, residents who live in the City of Gresham and whose soils are suitable for a rain garden can build a rain garden and receive a \$200 payment from EMSWCD. EMSWCD provides technical assistance and a site visit to guide the homeowner through the financial incentive requirements. Once the rain garden has been built, staff conducts a final site visit to ensure the project has been built safely and that it meets the City of Gresham’s rain garden and downspout disconnect guidelines. We are also exploring the possibility of expanding this incentive to additional jurisdictions on the eastern edge of our urban sector. In FY14-15, two homeowners received a \$200 reimbursement. Additionally, staff provided 18 rain garden technical consultations to EMSWCD residents. To get the word out about rain gardens and these incentives, we also partnered with the City of Gresham to do door-to-door outreach about stormwater management options, including downspout disconnect and rain garden installations. Our outreach technician contributed 35 hours to this effort.

6.3 Greywater and Water Conservation

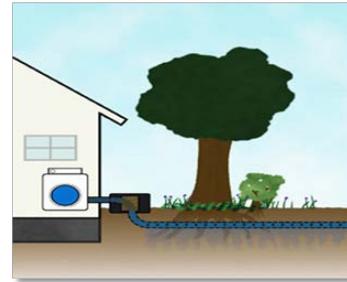
With hotter and drier summers in the Pacific Northwest, more homeowners are irrigating their landscapes. This increased irrigation can create additional stress on drinking water supplies. To help conserve water resources, the EMSWCD employs a variety of workshops (as described throughout Section 6) to encourage homeowners to let their lawn go brown in the summer and/or to plant native and other drought tolerant plants in their yards. We also encourage the installation of greywater irrigation systems to reuse some of their indoor water use.

6.3.1 Greywater Education

Greywater education is a relatively new offering from the Urban Lands team. In years past we hosted several workshops on the topic in collaboration with the Oregon Department of Environmental Quality. The workshop described the new opportunity and concept and then walked people through the greywater application process. During FY14-15, however, due to a staff vacancy and the loss of a community presenter, we postponed the greywater workshop offerings and instead focused on greywater program research. Research focused on issues and information related to the greywater installation and examples of local greywater projects. Initial efforts were undertaken during FY14-15 to organize a greywater professionals working group that will help educate installers, vendors, and municipal officials of greywater projects.

What is Greywater?

Greywater reuse is a low-tech water saving technology that repurposes gently-used water from residential bathroom sinks, showers and washing machines for landscape irrigation.



6.4 Native Plants

Native plants are adapted to local soils and climate and require very little water and maintenance once established. They are less susceptible to common garden pests and diseases and they attract a variety of wildlife. Native plants support critical habitats for local wildlife by providing food and shelter. The Urban Lands team promoted the use of native plants through free workshops, an annual native plant sale, and by partnering on the development of an online native plant selection tool.

6.4.1 Native Plant Workshops

During FY14-15, we added a large number of native plant workshops to our curriculum. Our native plant workshops teach residents the benefits of native plants and gave an introduction to native plant identification and maintenance techniques. We worked closely with community partners and contracted presenters to provide 11 native plant workshops for 269 people.

6.4.2 Native Plant Sale

Our native plant sale is unique within the region in that we sell, almost exclusively, bare-root plants, ensuring our customers receive quality plant stock at an inexpensive price. During the January-February 2015 native plant sale, we engaged nearly 100 volunteers and sold over 20,000 native plants to 700 customers.

6.4.3 Web-based Native Plants Selection Tool

In partnership with members of the Adult Conservation Education (ACE) collaborative (which includes several soil and water conservation districts, Metro, Clean water Services, City of Portland, City of Gresham, Backyard Habitat Certification Program and others) we are working to create a mobile-friendly, visually appealing, in-depth native plants database. In FY14-15, we worked to refine the data being entered into the tool, while next fiscal year we will develop the online interface. We plan to include features that will help people select the right plant for the right place, create “shopping lists” or planting plans, and show pictures of various views and seasonal variations of plants.



6.5 Urban Weeds

Helping homeowners manage invasive species on their properties without the use of toxic chemicals is a high priority for the Urban Lands team. To this end, presentations and workshops on identification and control of backyard weeds have been developed. Additionally we are helping develop and fund an online Integrated Pest Management tool and we participate in the 4-County Cooperative Weed Management Area (CWMA) group.

6.5.1 Weed Workshops

Urban weeds workshops help homeowners understand how invasive plants affect ecosystem function and how they personally can help minimize the threat of both new and existing invaders. Emphasis is placed on identification, prevention and non-toxic manual control. In FY14-15, we provided 5 backyard weeds workshops to 97 participants.

6.5.2 Web-based Integrated Pest Management Tool

Throughout FY14-15, we continued to work in partnership with the Western Integrated Pest Management (IPM) Resources Collaborative (which includes Oregon State University Extension, Metro, City of Portland, City of Gresham, Backyard Habitat Certification program and others) to create an online tool to help urban residents, master gardeners, and landscape professionals manage their pests with the best possible methods. In FY14-15, we attended stakeholder meetings, helped to guide the planning, provided input on design, and contributed \$10,000 in funding to get the initial web interface designed.



6.5.3 Cooperative Weed Management Area

The 4-County CWMA is a partnership of organizations throughout southwest Washington and northwest Oregon dedicated to combating invasive weeds for the benefit of native habitat. The group shares information, creates outreach materials, and attends outreach events – all aimed at raising awareness around invasive plant species. During FY14-15, the 4-County Cooperative Weed Management Area group met every month with a general meeting alternating every other month. Three subcommittee meetings were held which focused on the specific areas of education and outreach, mapping and data, and administrative. The 4-County CWMA also hosted two informational events; the Pull Together – a ¾ day mini-conference on general weeds information, and the Herbicide Forum – a mini-conference that focuses specifically on issues surrounding the use of pesticides (herbicides). And lastly, the group organized a Field Day, which allowed 2-3 organizations to guide tours highlighting their work.

6.6 Conservation Corner

The EMSWCD office on N. Williams Avenue in Portland, coined the “Conservation Corner,” is a showcase of sustainable practices in building operations and landscape management. The Conservation Corner provides many working examples of innovative conservation techniques that can be incorporated into a home or business, including an ecoroof, a composting toilet, permeable paving, naturoscaping, rain gardens, and a number of other green infrastructure solutions. This year, we researched various plant labels in order to assist tour-goers and users of the property identify the native plants on-site. We also experimented with an edible garden planted in a gutter pipe over-looking the eco-roof. The Urban Lands team provides tours of the Conservation Corner upon request, while our Facilities Manager coordinates the facility maintenance and upkeep.

Tours and use of the Conservation Corner in FY14-15 included:

- 5 tours to 87 people, including two classes from the Portland Community College;
- Over 700 public visitors during the native plant sale event;
- Numerous community members and groups attended workshops or participated in on-site meetings; and
- The building and its grounds have also become a popular space for partner and community meetings and even for local community members who sit to have a quiet lunch or bring their children to play in the trees and shrubbery.

7.0 Land Legacy and Grants

The EMSWCD’s Land Legacy and Grants team, which consisted of two FTES and an operational budget of \$374, 163 in FY14-15, helps other entities, such as conservation and environmentally-oriented public and private organizations, schools and community organizations, and private rural landowners, create a conservation legacy. The Land Legacy Program accomplishes this primarily through land protection efforts while the Grants Program accomplishes this by providing funding to external entities.

7.1 Land Legacy

The Land Legacy Program focuses on protecting, through fee or less-than fee acquisitions, agricultural lands, natural resource lands, and access to nature lands. Lands can be acquired, retained, and managed over the long-term directly by the EMSWCD or lands can be acquired and transferred (or a grant can be given for the same) to partner agencies or organizations for long-term management. The Land Legacy Program also helps rural landowners plan for the future by providing farm succession workshops and by



helping identify potential new farmers (through farm leasing) for their lands. The FY14-15 budget for Land Legacy purchases and management was \$5,133,455; actual expenditures included:

- Purchase and management of conservation easements: \$0
- Purchase and management of fee-simple interests:
 - \$1,000,000 for the Colwood Natural Area;
 - \$75,000 (pending) for the Friends of Overlook Bluff; and
 - \$59,477 for property stewardship.
- Stewardship endowments: \$0

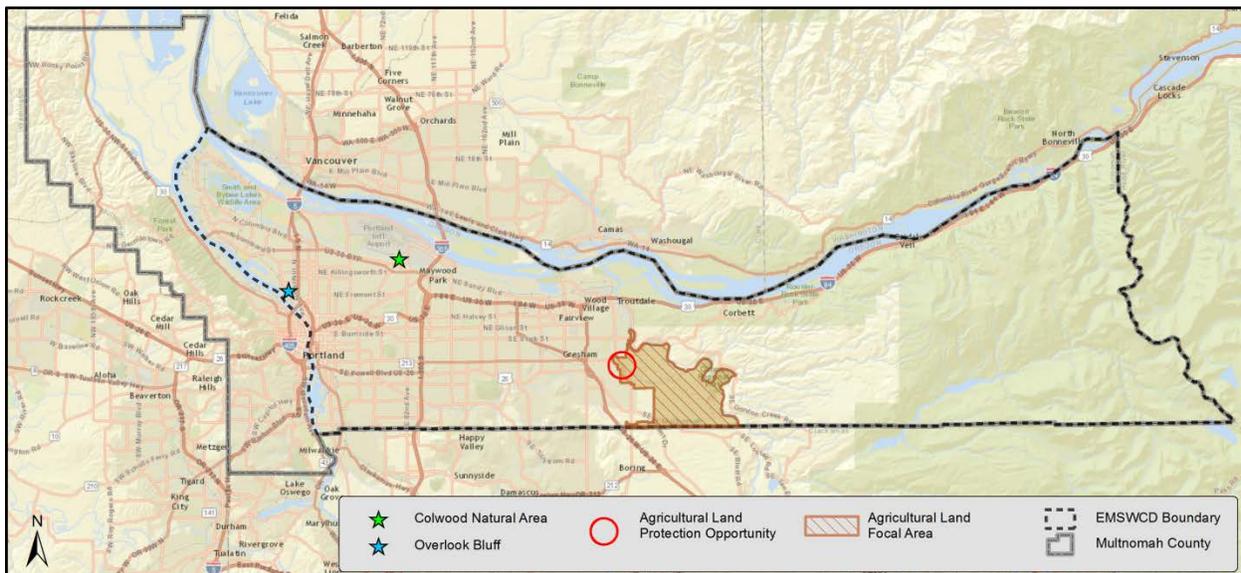
A narrative summary of major accomplishments related to the Land Legacy Program is provided in Sections 7.1.1 through 7.1.3 while details relative to the FY14-15 Work Plan are provided in Appendix 9. The FY14-15 Work Plan identified 5 specific activities related to the Land Legacy Program, of which 2 (or 40%) were completed and 3 (or 60%) were not completed during the fiscal year, but are likely to be successful.

7.1.1 Program Planning and Management

The Land Legacy Program has been in a state of development for several years. During FY14-15, major strides were made to establish and begin implementation of several important components of the program. The major programmatic accomplishments realized for the Land Legacy Program during the fiscal year included:

- Development of a draft 5-year Land Legacy Program Implementation Plan, draft Outreach Plan, draft Due Diligence Process, and draft Land Legacy Grant Application;
- Establishment of an agricultural land protection focal area, which includes a goal to protect 20 parcels totaling approximately 400 acres (see Map 12);
- Submittal of a grant application to the United States Department of Agriculture-Agriculture Land Easement Grant Program to fund an agricultural land easement within the focal area;
- Completion of an assessment of the use of agricultural conservation easements in Oregon (through a contractor, the Coalition of Oregon Land Trust); and
- Completion of a farmer succession workshop, which will be used as a basis to establish a more regimented approach to assisting local farmers with succession planning.

Map 12: FY14-15 Land Legacy Program Protection Areas





7.1.2 Site-specific Protection

Land Legacy Program FY14-15 accomplishments related to the protection of specific sites are divided into agricultural lands, natural resource lands; and access to nature lands (for the sites mentioned below, see Map 12).

- Agricultural Lands: Sent inquiry postcards to a subset of landowners within the agricultural focus area; identified, assessed, and established one promising agriculture land protection opportunity; and, as a result, submitted a non-binding contingent letter of intent to acquire an agricultural conservation easement on a 32-acre farm, which was also entered into EMSWCD's StreamCare Program.
- Natural Resource Lands: Negotiated in Inter-Governmental Agreement with Portland Parks and subsequently transferred \$1 million to Portland Parks for the acquisition of 37 acres of natural lands, the Colwood Natural Area.
- Access to Nature Lands: Received, processed, and presented to the EMSWCD Board of Directors a grant request from the Friends of Overlook Bluff for a 1-acre acquisition at Overlook Bluff; the Board agreed to provide \$75,000 toward the project contingent upon successful fundraising by the Friends of Overlook Bluff for the remainder of the acquisition funds.

7.1.3 Site Stewardship

Site stewardship activities include direct management of infrastructure, natural resources, and private/public use of any (non-office-related) properties owned by EMSWCD. The EMSWCD currently owns two such properties, the Headwaters Farm and the Oxbow Farm. The Headwaters Farm, which also includes the Dianna Pope Natural Area, is addressed in this report in Sections 5.1 and 5.3.

An EMSWCD site lead for the Oxbow Farm was established just prior to the beginning of FY14-15. Shortly afterwards, site visits were conducted and a property management plan was developed. The property management plan identified several infrastructure issues (such as house and garage repairs) that needed to be addressed. Repairs and upgrades to the house and garage were made, trash and debris were removed, and the NRCS District Conservationist was engaged to initiate the development of a farm conservation plan and a forest management plan.

7.2 Grants

The EMSWCD administers a multi-faceted Grants Program that helps fund projects that are led by external entities, but which help achieve the EMSWCD's goals. In FY14-15, \$2,080,471 was budgeted for existing and new grants. As briefly described below, EMSWCD grants fall into five categories: 1) Partners in Conservation; 2) Small Projects and Community Events; 3) Conservation Landowner Implementation Program; 4) Strategic Conservation Investments; and 5) Land Legacy Grants.⁴

A narrative summary of major accomplishments related to the Grants Program activities is provided below in Sections 7.2.1 through 7.2.4 while details relative to the FY14-15 Work Plan are provided in Appendix 10. The FY14-15 Work Plan identified 5 specific activities related to the Grants Program, of which 3 (or 60%) were completed, 1 (or 20%) was likely to be successful, and 1 (or 20%) was not completed. The 20% incompleteness rate was attributed to a staffing issue which was addressed shortly after the fiscal year ended.

⁴ Land Legacy Grants are described as part of the overall Land Legacy Program in Section 7.1.



7.2.1 Partners in Conservation and PIC Plus Grants

Partners in Conservation (PIC) and PIC Plus provide funding to support conservation projects and conservation education within the EMSWCD’s service area or, when not within the service area, for projects that serve EMSWCD residents. These grants are awarded annually through a competitive application process. PIC grants can range from \$5,000 to \$60,000 for one-year projects. PIC Plus grants range from \$5,000 to \$100,000 per year for a 2-3 year time-frame. The Grants Program Manager oversees and administers the PIC grant program. A Project Review Committee makes recommendations for funding and the Board of Directors gives final approval.

During FY14-15:

- Out of 34 total grant applications, the EMSWCD Board of Directors awarded 22 PIC grants and two multi-year PIC Plus grants in FY14-15 (see Map 13).
- Regular PIC grants ranged in size from \$5,700 to \$60,000. The average PIC grant size was \$22,000. The two PIC Plus grants were \$175,989 and \$77,755, for three years of funding.
- 20 of 24 PIC projects funded in 2015 involved underserved youth or communities in the District.
- A total of \$739,322 was awarded in PIC grants: 30% of funding went to restoration/monitoring projects, 15% to stormwater management/urban landscapes, 30% to urban gardens/sustainable agriculture, 12% to environmental education, and 13% to equity/access for underserved population (see Figure 4).

Map 13: FY14-15 PIC Grant Locations

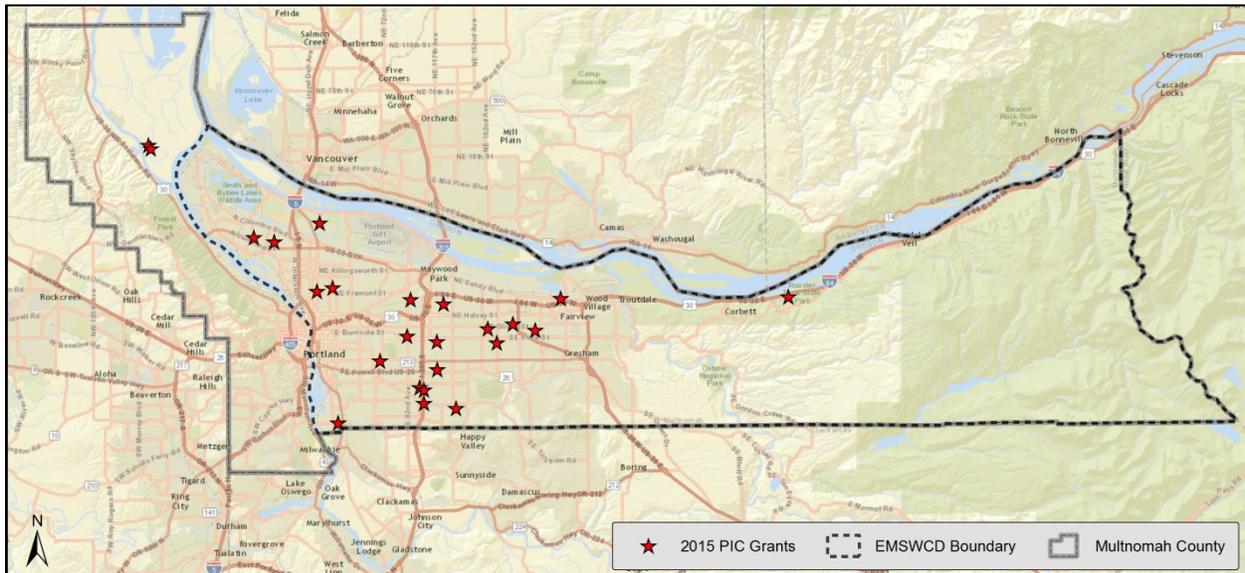
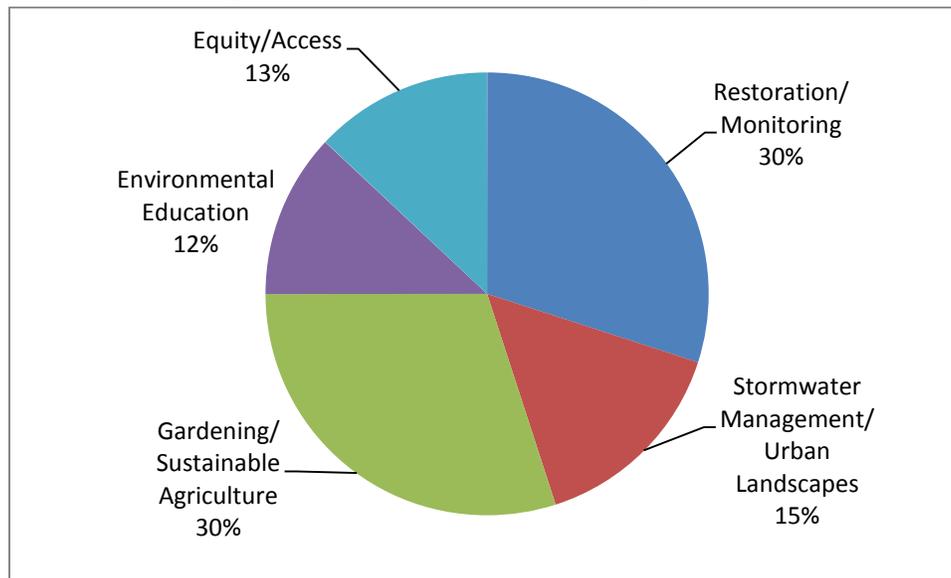




Figure 4: FY14-15 PIC Grant Categorization



PIC and PIC Plus project highlights include:

- **Funded a large scale, multi-year restoration project in the rural part of the District through the PIC Plus Grant Program.** The Mirror Lake Wetland Restoration project received our largest 2015 PIC grant, \$175,989 over three years to restore ecological function to 120 acres at the 390-acre Mirror Lake floodplain at Rooster Rock State Park. Over 84,000 native trees and shrubs will be planted and extensive weed removal will make way for plant establishment.
- **Funded three restoration and/or water quality monitoring projects in the urban part of the District.** These included a grant to Columbia Riverkeeper for a volunteer river monitoring project on the Columbia River as well as river clean-up and restoration efforts involving underserved youth.
- **Funded over five projects that addressed stormwater runoff, water quality/conservation, and/or soil erosion.** These included five depaving projects through Depave, a non-profit that works with schools, churches and other non-profit groups to improve stormwater management through pavement removal and replacement with gardens, native plants and stormwater facilities.
- **Funded the development of two new community/school garden spaces in the District.** EMSWCD supported Grow Portland's creation of a 22,000 square foot community garden at Floyd Light Middle School in East Portland that will serve a diverse, low income neighborhood and school community. In addition, a multi-year grant was awarded to the Portland Fruit Tree Project to establish a new one-acre orchard at the Parkrose Community United Church.
- **Funded four additional garden projects that meet criteria for best practices and populations served.** These projects reflect our commitment to supporting food gardening projects that help to educate District residents about soil health, reducing the use of pesticides and herbicides, water conservation and the importance of pollinators. This year's grants also focused on underserved populations. For example, a PIC grant to Growing Gardens is helping to launch a new program, Programa de Familias Saludables, which promotes Latino parental involvement in school gardens and environmental education.



- **Supported three partnerships that cross traditional sector lines and help to build alliances between conservation groups and community organizations.** Building stronger alliances among diverse organizations can foster better relationships and understanding for working toward common goals. Three projects funded by the District this year involve such partnerships and all enable young adults to gain important job skills and experience in conservation efforts. A grant to Oregon Tradeswomen supports training and project work for young low-income women, done in partnership with Friends of Nadaka and Leach Botanical Gardens, with the goal of enhancing park and garden spaces for public use.
- **Supported three projects that help build capacity of organizations to work within underserved areas of the District.** Many EMSWCD grant funded organizations operate with very limited resources and small staffs. Some of these have demonstrated a commitment to working in underserved areas of the District. This year, we initiated an effort to provide additional support to a few of these grantees to help them accomplish more in this area by adding staff, diversifying board membership, and supporting their work in underserved communities and schools. For example, Wisdom of the Elders received a grant of over twice the size of that of previous years for their work with Native American youth providing service learning in local natural areas. The grant will enable much need additional staff time.

7.2.2 Small Project and Community Event Grants

Small Project and Community Event (SPACE) grants provide up to \$1500 per grant to support conservation projects, conservation education, and community events that promote natural resource conservation. Applications are accepted on a monthly basis. The Grants Program Manager oversees and administers the SPACE grant program. A board committee makes recommendations for funding and the Board of Directors gives final approval.

During FY14-15:

- Out of 39 SPACE grant applications, the EMSWCD Board of Directors approved 36 grant awards in FY14-15.
- A total of \$46,290 was awarded through the SPACE grant program for smaller community conservation and education projects and events.

SPACE grant highlights include:

- **Funded one project that promotes sustainable agriculture in the rural part of the District.** This year we provided a small grant to Oregon State University's Small Farms Program for scholarships to support participation in the "Growing Farms: Successful Whole Farm Management Workshop" series. These workshops are intended for people in their first five years of farming, people planning to start a farm business and people considering major changes to their farm.
- **Funded events focused on environmental education that reach at least 500 District residents.** The EMSWCD SPACE grant program funded Earth Day events in Fairview, Troutdale and at Normandale Park in Portland, with over 3,000 participants. In addition, a grant to Columbia Slough Watershed Council supported a bilingual event, *Explorando el Columbia Slough*, focused on building appreciation of the Whitaker Ponds Nature Park.



7.2.3 Conservation Landowner Incentive Program

Conservation Landowner Incentive Program (CLIP) grants provide financial cost-share assistance to private rural landowners and land managers who are receiving technical assistance from the District. Urban projects on private properties with springs, creeks, wetlands, or other water bodies are also eligible. The CLIP program provides 50% cost-share with up to \$7500 per application. Applications can be submitted at any time and are approved by the Board of Directors. In FY14-15, three CLIP projects received cost share funding totaling \$14,150. Conservation practices included installation of a heavy use area, improved nutrient management, and livestock exclusion fencing.

7.2.4 Strategic Conservation Investments

Strategic Conservation Investments (SCI) grants support projects and partnerships that advance the EMSWCD's priority natural resource issues identified by the Board of Directors and general do not lend themselves to any of the District's other grant opportunities. A Board member must sponsor a project for funding to be considered. Five Strategic Conservation Investments were made during FY14-15, totaling \$350,000. The projects included:

- \$175,000 to Multnomah Education Service District for Outdoor School;
- \$75,000 (\$25,000 each) for support of three Watershed Councils in the District; and
- \$100,000 to Friends of Zenger Farm for the Urban Grange project.

SCI grant highlight includes:

- **Funded environmental education projects for youth.** The EMSWCD's flagship environmental education grant project for FY14-15 was the \$175,000 contribution made to the Multnomah Education Service District in support of Outdoor School. The project was funded through the SCI grant program and made it possible for over 6,000 students in the District to enjoy an extra half day of outdoor school. A fundraising strategy for Outdoor School (ODS) was developed under contract by The Intertwine Alliance. The Friends of Outdoor School also forwarded legislation in Oregon during the 2015 session, which the EMSWCD supported, to establish and fund ODS at the state level. EMSWCD committed to 3 years of "gap" funding for ODS until state funding can be obtained.

8.0 Next Reporting

As identified in Section 2.1, progress for the period July 2015 through June 2016 will be reported to the Board of Directors and the public through quarterly reports in October 2015, January 2016, and April 2016. The next annual report, the FY15-16 Annual Report, will be completed in September 2016.



Appendix 1: Board and Staff Directory *

Board of Directors	Director - Zone 1	Bob Sallinger		
	Director - Zone 2	Laura Masterson		
	Director - Zone 3	Mike Guebert		
	Director - At-large	Nellie McAdams		
	Director - At-large	Rick Till		
	Director - Emeritus	Dianna Pope		
	Director - Associate	Allison Hensey		
Executive Director		Jay Udelhoven	503.935-5352	jay@emswcd.org
Finance & Operations	Chief of Finance & Operations	Lissa Adams	503.935-5353	lissa@emswcd.org
	Office Manager	Jed Arnold	503.935-5350	jed@emswcd.org
	Facilities Manager	Scot Wood	503.935-5351	Scot@emswcd.org
	Marketing & Media Manager	Alex Woolery	503.935-5367	alex@emswcd.org
Rural Lands	Program Supervisor	Julie DiLeone	503.935-5360	julie@emswcd.org
	Senior Conservationist	Aaron Guffey	503.935-5362	aaron@emswcd.org
	Senior Conservationist	Lucas Nipp	503.935-5363	lucas@emswcd.org
	Senior Conservationist	Vacant		
	Conservation Specialist	Chris Aldassy	503.935-5372	chris@emswcd.org
	Conservation Technician	Jon Wagner	503-935-5369	jon@emswcd.org
	Conservation Technician	Vacant		
Urban Lands	Program Supervisor	Kathy Shearin	503.935-5365	kathy@emswcd.org
	Senior Conservationist	Erik Carr	503-935-5366	erik@emswcd.org
	Outreach Specialist	Katie Meckes	503.935-5368	katie@emswcd.org
	Outreach Specialist (temp)	Lea Wilson	503-935-5868	outreach@emswcd.org
	Outreach Technician	Angela Previdelli	503.935-5371	angela@emswcd.org
Conservation Legacy	Program Supervisor	Andrew Brown	503-935-5354	andrew@emswcd.org
	Land Legacy Manager	Rick McMonagle	503-935-5374	rick@emswcd.org
	Grants Manager	Suzanne Easton	503-935-5370	suzanne@emswcd.org
	Headwaters Manager	Rowan Steele	503-935-5355	rowan@emswcd.org

Updated 08/29/2015

* Organizational structure and staff updated in FY15-16.



Appendix 2: Finance & Operations Summary

Area	FY14-15 Planned Activity	Status
Finance	No activities were explicit in the FY14-15 work plan.	Completed scheduled FY13-14 activity: Updated Fiscal Policies and Procedures.
Office	No activities were explicit in the FY14-15 work plan.	Completed scheduled FY13-14 activity: Reviewed and updated health care insurance coverage for staff.
Facilities	No activities were explicit in the FY14-15 work plan.	Completed scheduled FY13-14 activity: Secured off-site document storage.
Marketing	1. Web site development and maintenance.	<u>Completed</u> : Implemented an online sales application for the annual plant sale; improved web banners, content, interface elements and design across entire website; integrated social media feed and launched the "From our Farm" blog series; and made website updates and added new quote plugin for program testimonials.
	2. Newspaper and other print advertisements.	<u>Completed</u> : Six ads were run throughout the year in the Gresham Outlook and Oregonian, including a coordinated two-newspaper ad, advertorial and digital ad campaign for the Gresham Rain Garden Incentive.
	3. Brochures and other EMSWCD publications.	<u>Completed</u> : Developed a new Grants Program postcard, a PIC Grant flier, a workshop flier template, new English/Spanish Rain Garden incentive postcard, a new Headwaters Farm Incubator postcard, a revised StreamCare mailer, and new printable yard tour guide.
	4. Direct mailers.	<u>Completed</u> : Sent approximately 16,600 mailers for the native plant sale, Outdoor School families, Land Legacy Program, farm succession workshop, and garlic mustard.
	5. One-on-one contacts/interviews.	<u>Completed</u> : Direct media contacts with the Oregonian and KATU; 3 press releases on the farm succession workshop, Colwood acquisition, and PIC grant awards; and several articles throughout the year involving EMSWCD and grantees.
	6. Develop a comprehensive Marketing and Outreach Plan.	<u>Success likely</u> : Draft plan developed; scheduled to be completed in September 2015.
TOTALS		
Completed or progressing as planned		5/6
Completed or progressing as planned		83%
Not completed or progressing as planned, but underway and success likely		1/6
Not completed or progressing as planned, but underway and success likely		17%
Not completed or progressing as planned; success unlikely		0/0
Not completed or progressing as planned; success unlikely		0%



Appendix 3: Draft Unaudited Financial Statement Summary

EMSWCD
Balance Sheet
 As of June 30, 2015

ASSETS	
Current Assets:	
Cash and investments	\$ 7,493,873
Property taxes receivable	\$ 250,050
Accounts receivable	\$ 12,478
Total current assets	<u>\$ 7,756,401</u>
Noncurrent assets:	
Capital assets, net of accumulated depreciation	<u>\$ 4,175,797</u>
Total assets	<u>\$ 11,932,198</u>
LIABILITIES	
Current Liabilities:	
Accounts payable	\$ 118,266
Accrued payroll	\$ 77,768
Other current liabilities	\$ 2,800
Accrued compensated absences	\$ 35,824
Total liabilities	<u>\$ 234,658</u>
EQUITY (NET POSITION)	
Invested in capital assets	\$ 4,175,797
Board Designated Restrictions	\$ 5,587,327
Unrestricted	\$ 2,361,642
Net Income	\$ (427,226)
Total equity (net position)	<u>\$ 11,697,540</u>
Total liabilities and equity	<u>\$ 11,932,198</u>

EMSWCD
Income and Expense Statement
 For the Year Ended June 30, 2015

Expenses:	
Soil and Water Conservation	\$ 4,701,149
Program Revenues:	
Operating Grants and Contributions	\$ 72,730
Charges for Services and Sale of Products	\$ 76,423
Total Program Revenues	<u>\$ 149,153</u>
Net Program Expenses	\$ (4,551,996)
General Revenues:	
Property Taxes	\$ 4,078,160
Interest Income	\$ 42,687
Miscellaneous	\$ 3,923
Total General Revenues	<u>\$ 4,124,770</u>
Change in Net Position	\$ (427,226)
Net Position, Beginning of Year	\$ 12,359,424
Net Position, End of Year	\$ 11,932,198



Appendix 4: Rural Lands/Headwaters Farm Summary

Area	FY14-15 Planned Activity	Status
Program Management	1. Revisit, update, and add to program documents, website, messaging, and other text.	<u>Completed</u> : The Farmer's Manual, HIP application forms, and standard operating procedures for farm equipment were updated.
	2. Application acceptance, interviews, and participant selection.	<u>Completed</u> : 11 applications were received for the 2015 growing season; 6 new farms were accepted.
	3. Develop criteria and refine language around program goals.	<u>Completed</u> : 3 new program goals were suggested and approved by the Board.
	4. New farmer orientation.	<u>Completed</u> : The 2015 HIP cohort was introduced to the facilities at Headwaters Farm and familiarized with the program policies, goals, and operations.
Site Management	5. Balance the use of tillage for weed management with soil health goals.	<u>Completed</u> : Reduced tillage on 15 acres of fallowed land with the application of heavy cover crops to suppress weeds and improve soil health.
	6. Construct access road.	<u>Completed</u> : 1,300 feet of access road completed resulting in reduced mud and better farm access.
	7. Re-plumb caretaker cottage.	<u>Completed</u> : Caretaker cottage plumbing upgraded; eliminated maintenance concern and repeated pipe bursts from freeze.
	8. Install composting toilet and decommission septic system near the creek.	<u>Success likely</u> : Composting toilet near barn was permitted and construction started; completion expected in September 2015; project will demonstrate sustainable waste management and improve facility conditions; office septic system is yet to be decommissioned.
	9. Plant cover crops.	<u>Completed</u> : Cover crop was sown on 100% of farmable land; the cover crop was left for almost the entire growing season for areas in fallow, resulting in reduced invasive weed pressure, greater soil health, and tangible application of conservation agriculture.
	10. Improve risers and irrigation management.	<u>Completed</u> : Irrigation risers were constructed with interchangeable pressure regulators and a new compact design; this facilitates efficient drip irrigation for the HIP farmers at different well water pressures and irrigation demand levels.
	11. Field and bed preparation.	<u>Completed</u> : Used large farm equipment to incorporate cover crops and get HIP farmers ready for planting.



Support & Training	12. Build produce wash station.	<u>Completed</u> : Simple three-station wash line was built, with sorting tables, variable-speed root washer, and bin washing station; the wash station accommodates multiple users, a range of produce cleaning needs, and enables an excellent level of food safety to be maintained.	
	13. Pour barn slab.	<u>Completed</u> : The entire footprint of the barn now has a concrete slab.	
	14. Train farmers on post-harvest handling and nutrient management.	<u>Success likely</u> : Record keeping and tractor training were deemed to be the most pressing workshops and were offered in lieu of the originally planned classes; nutrient management has been offered in past years; both nutrient management and post-harvest handling will be taught in subsequent seasons.	
Outreach	15. New outreach flier.	<u>Completed</u> : New flier was created and distributed widely at outreach events, engagement opportunities, and farm tours.	
	16. Regular blog posts, social media, articles, and speaking engagements.	<u>Completed</u> : Nine blogs posted to the EMSWCD website, two articles written about HIP, and three off-site speaking engagements.	
	17. Tours and partner-led activities.	<u>Completed</u> : 17 structured tours (10 for groups and organizations, seven for individuals).	
	18. Host NIFIT Field School.	<u>Completed</u> : Over 70-farm incubator staff representing 50 different farmer development programs across the United States and Canada attended.	
TOTALS			
Completed or progressing as planned		16/18	89%
Not completed or progressing as planned, but underway and success likely		2/18	11%
Not completed or progressing as planned; success unlikely		0/18	0%



Appendix 5: Rural Lands/Water Quality Improvement Summary

Area	FY14-15 Planned Activity	Status	
Outreach	1. Develop an outreach strategy and calendar.	<u>Not completed</u> : On hold until new outreach position is filled.	
	2. Partner with NRCS, Tualatin SWCD, and Clackamas SWCD to fund, develop, and staff a booth at the NW Ag Show.	<u>Completed</u> : Booth staffed for 1 day.	
	3. Assist with the Far West show display.	<u>Completed</u> : Display staffed for 1 day.	
	4. Assist ODA with the biennial review of the Lower Willamette and Sandy Agricultural Water Quality Plan and Rules.	<u>Success likely</u> : Sandy completed; ODA postponed the Lower Willamette until FY15-16.	
	5. Work with ODA staff to develop milestones and timelines.	<u>Success likely</u> : (Same as #4 above.)	
	6. Assist ODA in recruiting new Agricultural Water Quality Local Advisory Committee members.	<u>Completed</u> : Recommended 5 new committee members to ODA.	
	7. Work to add content to the web page that will appeal to commercial farmers.	<u>Not completed</u> : On hold until new outreach position is filled.	
	8. Use mailings, advertisements, displays, presentations, workshops, demonstrations, and tours to reach agricultural landowners concerning water quality and soil conservation.	<u>Not completed</u> : On hold until new outreach position is filled.	
	9. Prioritize outreach to our ODA AgWQ focus area.	<u>Completed</u> : 3 mailings and phone calls were made for Johnson Creek.	
Monitoring	10. Coordinate with partners to prevent duplication of efforts, allow for combined data analysis, and create outreach messaging to tell the water quality story in a compelling way.	<u>Completed</u> : Worked with members of the Johnson Creek and Beaver Creek partnerships.	
	11. Collect monthly samples in upper Beaver and Johnson Creeks. This will include on site measurement of pH, conductivity, and turbidity as well as laboratory analysis for <i>E.coli</i> , total suspended solids, total phosphorous, and nitrate.	<u>Completed</u> : Sampled monthly at 10 sites for listed variables.	
	12. Install temperature loggers in Beaver and Johnson Creeks.	<u>Completed</u> : 4 loggers installed.	
Landowner Consultations	13. Build and maintain relationships with landowners.	<u>Not completed</u> : Actual status unknown due to staffing issue.	
	14. Conduct 400 site visits (including first-time site visits on 30 properties).	<u>Not completed</u> : Actual status unknown due to staffing issue.	
	15. Develop 60 practice recommendations specific conservation recommendations that address erosion and/or water quality.	<u>Not completed</u> : Actual status unknown due to staffing issue.	
	16. Assist 5 landowners with cost share applications.	<u>Not completed</u> : 3 CLIP projects.	
	17. Track practice installations that resulted from technical assistance.	<u>Not completed</u> : Actual status unknown due to staffing issue.	
	18. Join ODA on site visits resulting from water quality complaints.	<u>Completed</u> : 3 site visits completed.	
	19. Provide technical assistance to landowners who are willing to work with us to address the problems.	<u>Not completed</u> : Actual status unknown due to staffing issue.	
	20. Partner with NRCS to jointly advertise and deliver cost share assistance for high priority conservation needs.	<u>Completed</u> : 1 mailing/emailing and assistance with 2 cost share projects.	
	21. Prioritize technical assistance with erosion prevention in our ODA AgWQ focus area.	<u>Not completed</u> : No technical assistance requested.	
TOTALS			
Completed or progressing as planned		11/21	52%
Not completed or progressing as planned, but underway and success likely		2/21	10%
Not completed or progressing as planned; success unlikely		8/21	38%



Appendix 6: Rural Lands/StreamCare Summary

Area	FY14-15 Planned Activity	Status
Upper Johnson Creek; Upper Beaver Creek; Big Creek; Smith Creek	1. The existing StreamCare areas on 570 acres along 20 miles of stream are maintained with good rates of plant survival.	<u>Completed</u> : All areas maintained; all areas with good rates of plant survival.
	2. Another 60 acres along 3 miles of stream are enrolled, prepared, and planted.	<u>Completed</u> : 121 acres along 5 miles completed.
	3. Complete outreach and enroll interested landowners;	<u>Completed</u> : 97 landowners contacted by mail, 16 in person; 9 landowners enrolled.
	4. Evaluate new and existing sites to plan for site preparation, plant mortality, and ongoing maintenance.	<u>Completed</u> : 9 new and 145 existing sites evaluated.
	5. Build and maintain relationships with landowners to ensure project success.	<u>Completed</u> : 154 currently enrolled landowners engaged.
	6. Work with contracted labor crews to prepare new sites for planting, control weeds on existing sites, and plant native trees and shrubs.	<u>Completed</u> : 18 new sites prepared; planted 80,346 trees and shrubs; controlled weeds and maintained 570 acres.
	7. Track and compile deliverables; maintain GPS and GIS data.	<u>Completed</u> : Deliverables tracked; GPS and GIS data maintained.
	8. Manage wholesale plant orders, delivery, and storage.	<u>Completed</u> : 80,346 plants ordered/delivered/stored.
TOTALS		
Completed or progressing as planned		8/8 100%
Not completed or progressing as planned, but underway and success likely		0/8 0%
Not completed or progressing as planned; success unlikely		0/8 0%



Appendix 7: Rural Lands/Weed Control Summary

Area	FY14-15 Planned Activity	Status
Early Detection Rapid Response	1. Confirm reports of species on the EDRR weed list, obtain landowner permission, and provide rapid treatment to locations outside of the City of Portland.	<u>Completed</u> : 0 reports received.
	2. Provide technical assistance with weed identification and control methods.	<u>Completed</u> : Responded to 12 technical assistance requests.
	3. Work with partners to update the list of EDRR weeds annually based on available information.	<u>Completed</u> : Lists reviewed; no changes needed.
	4. Continue to conduct strategic outreach to increase monitoring of remote locations by recreational users and other volunteer groups.	<u>Completed</u> : 2 EDRR weed identification workshops.
	5. Participate in both the 4-County and Columbia Gorge Cooperative Weed Management Areas.	<u>Completed</u> : 12 meetings attended.
Spurge Laurel; False Brome; Knotweed; English Ivy; Old man's beard; Garlic Mustard	6. Annually treat all known populations, including previously treated sites.	<u>Completed</u> : 909 sites; 70 acres treated across at total of 1208 acres on 517 properties.
	7. Survey for and treat new populations.	<u>Completed</u> : Found and treated 4 new garlic mustard populations; found 3 knotweed, 3 Daphne, and 15 ivy infestations; will treat these last three during FY15-16.
	8. Monitor and treat pathways.	<u>Completed</u> : 12 trail miles, 6 river miles, and 56 road miles monitored and treated.
	9. Coordinate with partners to ensure that control is happening regionally.	<u>Completed</u> : Coordinated with 11 partners.
	10. Evaluate the efforts of private property owners to control heavily infested [garlic mustard] sites to help inform decisions related to any future control efforts.	<u>Completed</u> : Worked with 2 landowners; control to continue.
	11. Re-vegetate controlled areas as needed.	<u>Completed</u> : Previous planted sites monitored; no new sites or additional planting needed.
TOTALS		
Completed or progressing as planned		11/11 100%
Not completed or progressing as planned, but underway and success likely		0/11 0%
Not completed or progressing as planned; success unlikely		0/11 0%



Appendix 8: Urban Lands Summary

Area	FY14 -15 Planned Activity	Status
Technical Assistance	1. Provide landowner technical assistance.	<u>Completed</u> : 24 site visits.
Naturescaping	2. 1-hour presentations, <i>Introduction to Naturescaping</i> , will be given as requested throughout the year.	<u>Completed</u> : 3 presentations; 117 attendees.
	3. 20 <i>Naturescaping Basics</i> Workshops with 500 attendees.	<u>Not completed</u> : 14 workshops; 243 attendees. ^a
	4. 8 <i>Naturescaping Site Planning</i> Workshops with 240 attendees.	<u>Not completed</u> : 4 workshops; 59 attendees. ^a
	5. 4 Naturescaping Site Planning Feedback Sessions 25 attendees.	<u>Not completed</u> : Workshops discontinued. ^a
	6. Naturescaped Yards Tour: 6-12 homes will be visited by 400+ tour-goers.	<u>Completed</u> : 9 yards featured; 423 attendees.
Rain gardens	7. 1-hour presentations, <i>Introduction to Rain Gardens</i> , will be given as requested throughout the year.	<u>Completed</u> : 9 presentations; 250 attendees.
	8. 10 <i>Rain Garden workshops</i> with 240 attendees. (This number was adjusted to 5 after the 2014 Strategic Planning Session, then readjusted again in Spring 2015).	<u>Completed</u> : 12 workshops; 193 attendees. ^b
	9. 5 Rain Garden Installation workshops with 50-75 attendees.	<u>Not completed</u> : 1 workshop; 24 attendees. ^c
	10. <i>Rain Gardens for Professionals</i> .	<u>Not completed</u> : Workshops put on hold. ^c
	11. Door-to-door outreach; 2 staff members will canvass 2-3 days per week for the duration of the effort.	<u>Completed</u> : 1 EMSCD staff worked with City of Gresham staff; contributed 35 hours.
	12. Offer a \$200 incentive to qualifying homeowners within the City of Gresham.	<u>Completed</u> : \$400 of incentives provided
Water Conservation & Grey Water	13. Water Conservation in the Landscape.	<u>Completed</u> : 1 presentation; 35 attendees.
	14.3 <i>Using Grey Water at Home</i> workshops with 75 attendees.	<u>Not completed</u> : Workshops put on hold due to staff turnover and loss of a community presenter. ^c
Native Plants	15. 1-hour presentations, <i>Introduction to Native Plants</i> , will be given as requested throughout the year.	<u>Not completed</u> : Decision was made to offer more 2-hr workshops in lieu of these 1-hr workshops. ^b
	16. 4 <i>Native Plants</i> Workshops with 110 overall attendees.	<u>Completed</u> : 11 workshops; 259 attendees. ^b
	17. <i>Native Plants for Professionals</i> .	<u>Not completed</u> : Workshop put on hold. ^c
	18. 500+ Plant Sale Orders.	<u>Completed</u> : 700 native plant pre-orders.
	19. Disseminate more than 17,000 native plants.	<u>Completed</u> : Provided over 20,000 native plants for sale.
	20. In partnership with members of the Adult Conservation Education (ACE) collaborative (which includes SWCDs, Metro, Clean water Services, City of Portland, City of Gresham, Backyard Habitat Certification program and others) we are working to create a mobile-friendly, visually appealing, in-depth native plants database.	<u>Completed</u> : We are participating in the funding, guidance and formation of this resource.



Urban Weeds	21. 1-hour presentations, <i>Introduction to Weeds</i> , will be given as requested throughout the year.	Not completed: Decision was made to offer more 2-hr workshops in lieu of these 1-hr workshops. ^b	
	22. 2 <i>Urban Weeds</i> Workshops with 55 attendees.	Completed: 5 workshops; 97 attendees. ^b	
	23. <i>Invasive Plants for Professionals</i> .	Not completed: Workshop put on hold. ^c	
	24. Work in partnership with the Western IPM Resources Collaborative (which includes OSU Ext., Metro, City of Portland, City of Gresham, Backyard Habitat Certification program and others) to create an online tool to help urban residents, master gardeners and landscape professionals manage their pests with the best possible methods.	Completed: We provided guidance and financial assistance to the process, which is currently underway.	
Conservation Corner	25. Maintain demonstration features and overall facility in excellent and safe working order.	Completed: Worked with facilities manager to make sure the facility was maintained efficiently and sustainably.	
	26. Offer group tours of the EMSWCD Conservation Corner.	Completed: 5 group tours; 87 attendees.	
	27. Evaluate opportunities to incorporate other green features into the facility.	Completed: gutter garden feasibility assessed; determined undesirable at this time.	
	28. Continue to seek ways to better connect with our neighborhood.	Completed: Installed external outreach materials, began designing plant labels for the site.	
Transformative Demonstration Projects	29. Meet with and begin developing partnerships with stakeholder groups while scoping the urban areas of the District for transformative demonstration possibilities.	Completed: Urban Lands staff began meeting with key stakeholders, gathering data and sketching out possible transformative demonstration projects. ^a	
TOTALS			
Completed or progressing as planned		19/29	66%
Not completed or progressing as planned, but underway and success likely		0/29	0%
Not completed or progressing as planned; success unlikely		10/29	34%

^a As part of the 2014 Strategic Planning Session, decision was made to reallocate time and resources within the Urban Lands Program away from a primarily workshop-based program, and towards a more well-rounded program that included large-scale, transformative demonstration projects. As a result, we discontinued the Site Planning and Site Planning Feedback workshops, and scaled back the number of 4-hour workshops.

^b In an effort to reach out to a broader constituency, we transformed two of our existing one-hour presentations into two-hour workshops on focused topics. It was thought that by offering shorter, more focused workshops for shorter time periods (2 hours rather than 4 hours) and offering them on week nights rather than on weekends, we would begin to reach under-served populations.

^c Due to a pending external legal issue in January/February of 2015 we decided to put on hold a number of our services. As a result, despite making the decision in November 2014 to reduce the number of four-hour workshops to homeowners, we added a few more of these back into the curriculum, in addition to more two-hour evening workshops.



Appendix 9: Land Legacy Summary

Area	FY14-15 Planned Activity	Status
Program Mgt. & Planning	1. During the first 6-month period of the fiscal year, staff will work to create an operational plan that prioritizes potential lands to be protected, identifies the types of protection that might be most appropriate, and identifies the long-term responsibilities and costs associated with the prioritized areas.	<u>Success likely</u> : A prioritization of agricultural areas was completed; a projection of costs associated with acquisition and stewardship was completed; a deferral was made to other entity plans for natural resources/access to nature; all information was captured in a draft 5-year implementation plan, which should be completed within the first 6 months of FY15-16.
Land Protection	2. Initiate and/or complete 2 farmland protection projects.	<u>Success likely</u> : 1 farmland protection project was initiated; the successful completion of this project during FY15-16 is subject to an on-going appraisal; other farmland protection projects were investigated; the program is likely to initiate and/or complete 2 farmland protection projects in FY15-16.
	3. Initiate and/or complete 2 natural resource and/or access to nature protection projects.	<u>Completed</u> : \$1M was successfully transferred to the City of Portland for the Colwood purchase; \$75,000 was committed to the Friends of Overlook Bluff for an acquisition.
	4. Research, contact and reach agreements with farm applicants under the USDA-ALE program.	<u>Completed</u> : 1 application for a \$175,000 ALE grant related to a pending agricultural conservation easement was successfully submitted.
Stewardship	5. Staff will develop and implement a management system for EMSWCD-owned land which determines and meets parcel-specific management and oversight needs and arranges for final disposition, if not with the District.	<u>Success likely</u> : A draft management plan for the Oxbow Farm and the Dianna Pope Natural Area were completed. Both plans should be finalized within the first six months of FY15-16.
TOTALS		
Completed or progressing as planned		2/5 40%
Not completed or progressing as planned, but underway and success likely		3/5 60%
Not completed or progressing as planned; success unlikely		0/5 0%



Appendix 10: Grants Summary

Area	FY14-15 Planned Activity	Status
Program Mgt	1. Develop a grant performance evaluation system, to include mid-project reporting and site visits.	<u>Success likely</u> : All PIC, PIC Plus and SCI grantees were required to submit mid-project reports; 2-3 site visits per month were completed; while not all project sites were visited during the fiscal year, this process is being institutionalized and all sites will be visited at least once prior to project completion.
PIC	2. During the FY14-15 time period, complete 27 PIC and PIC Plus grant agreements.	<u>Completed</u> : 27 PIC contracts from FY13-14 were completed during this fiscal year; out of 34 new grant applications in FY14-15, 22 PIC grants and 2 PIC Plus grants totaling of \$739,322, were approved.
SPACE	3. Make available up to \$50,000 in SPACE grants.	<u>Completed</u> : Of 39 SPACE grant applications received, 36 were awarded for a total of \$46,290.
CLIP	4. Make available up to \$40,000 in cost-share grants.	<u>Not completed</u> : 3 CLIP grant applications were received and funded, totaling \$14,150; while technically the \$40,000 was "available," few landowners took advantage of this opportunity.
SCI	5. Make available up to \$480,674 in project and partnership grants.	<u>Completed</u> : 3 SCI projects were presented and approved, totaling \$350,000.
TOTALS		
Completed or progressing as planned		3/5 60%
Not completed or progressing as planned, but underway and success likely		1/5 20%
Not completed or progressing as planned; success unlikely		1/5 20%

