



ANNUAL REPORT

Fiscal Year 2016-2017

East Multnomah Soil & Water Conservation District

Helping people care for land and water since 1950

September 8, 2017

Version 1.0



**East Multnomah Soil & Water Conservation District
Annual Report for Fiscal Year 2016-2017
September 8, 2017
Version 1.0**

**This report was approved by the Board of Directors for the
East Multnomah Soil & Water Conservation District on: October 2, 2017.**

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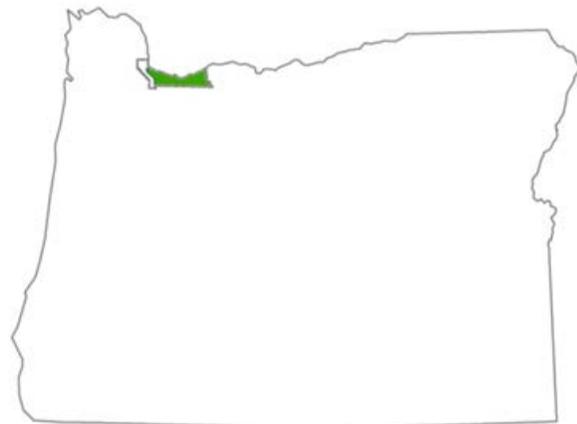
1.0 Executive Summary

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 2016-2017 (FY16-17), 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 20 full time staff and an annual operating and capital budget of \$12.9 million for FY16-17, the EMSWCD implemented its activities through four organizational units: 1) Finance and Operations; 2) Rural Lands; 3) Urban Lands; and 4) Conservation Legacy. This annual report describes the activities and accomplishments of these programmatic units from July 2016 through June 2017.

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 providing advice to 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

Conservation Legacy unit focused on helping new farmers get established, 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:

- Caring for **710 acres of natural habitat extending along 25 miles** of area streams;
- **Removing three culverts** on the North Fork Johnson Creek to improve fish passage;
- Treating approximately **1,100 acres of invasive weed species** on rural lands;
- Holding or participating in **78 outreach and education events**, extending our reach to over **6,300 constituents** with messaging about sustainable urban landscapes;
- Committing to provide **nearly \$1.2 million** to private organizations, public agencies, businesses, and individuals for conservation-related projects.
- Assisting **14 new farm businesses** take root through the Headwaters Incubator Program; and
- Purchasing a **1-acre road front property** for incorporation into Headwaters Farm.



Table 1 below summarizes activities and accomplishments for each programmatic unit relative to activities that were identified in the FY16-17 Work Plan. Overall, the EMSWCD:

- **Completed or is progressing satisfactorily with 70% of planned activities;**
- Did not complete or progress as planned, but substantive progress was made and **success is likely for 20% of planned activities;** and
- **Did not complete or progress as planned 10% of planned activities.**

Table 1: FY16-17 Annual Work Plan Progress Summary

FY16-17 Annual Work Plan Progress Summary	Completed or progressing as planned, targets met or largely met	Not completed as planned, but substantive progress made and success likely	Not completed or progressing as planned; little substantive progress made
Finance & Operations	58%	31%	10%
Rural Lands: Water Quality	87%	13%	0%
Rural Lands: StreamCare	67%	0%	33%
Rural Lands: Weed Control	93%	7%	0%
Urban Lands	68%	29%	3%
Cons. Legacy: Headwaters Farm	93%	4%	4%
Cons. Legacy: Land Legacy	24%	33%	38%
Cons. Legacy: Grants	100%	0%	0%
TOTAL:	70%	20%	10%

The percentages above for activities accomplished in FY16-17 represent a slight improvement on the planned activities successfully achieved over that for FY15-16.

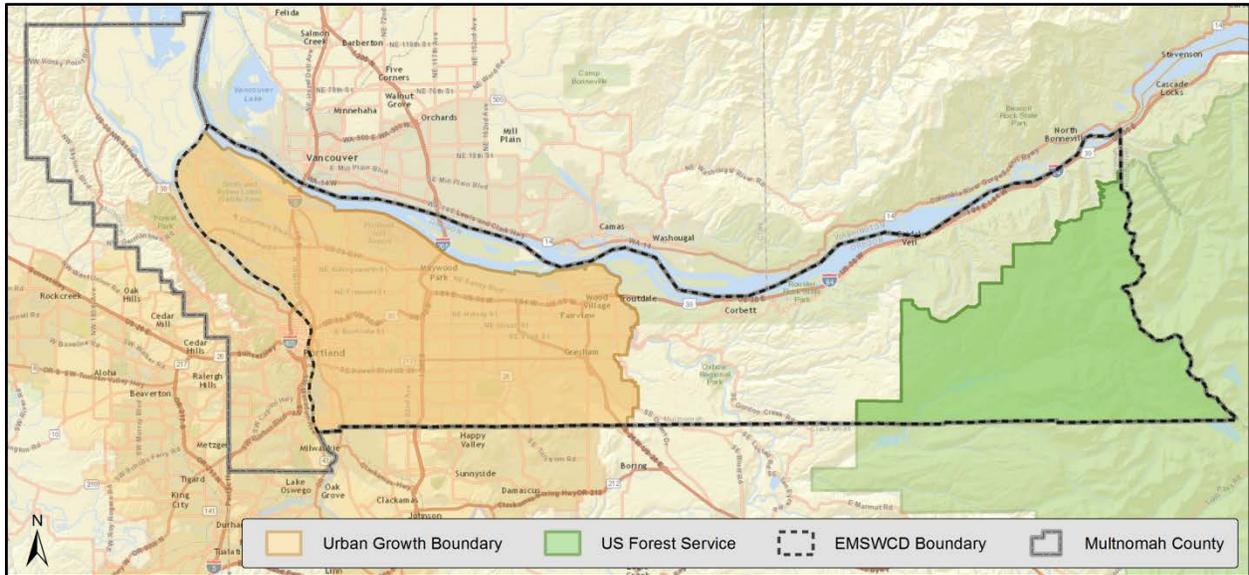
Narrative descriptions of the accomplished work are given in Sections 3.0 – 7.0. Detailed evaluations relative to activities identified in the FY16-17 Work Plan are provided in Appendices 3 - 10.



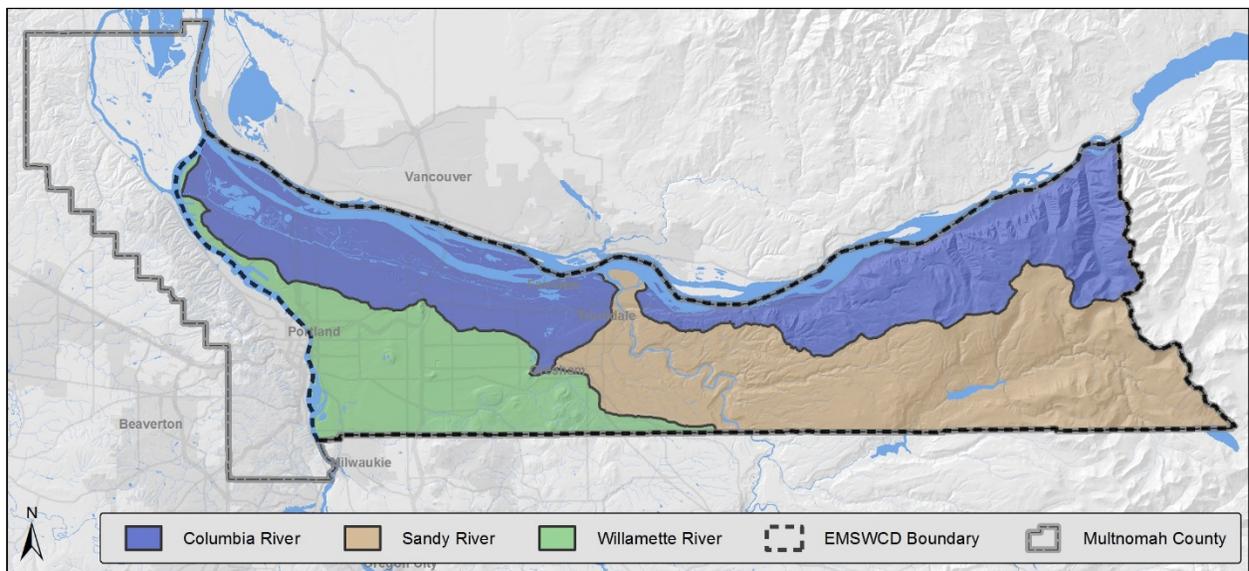
2.0 Introduction

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 the vision, mission, broad goals, and organizational values below.

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 FY16-17. The daily operations of the EMSWCD were led by an Executive Director and implemented by 20 full time staff, and one part-time seasonal. During the fiscal year, the EMSWCD was organized in four programmatic units: 1) Finance and Operations; 2) Urban Lands; 3) Rural Lands; and 4) Conservation Legacy.

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 each fiscal year, reporting on progress is completed quarterly and at the end of the fiscal year, and budgeting is initiated at the mid-point of each fiscal year, as is refining the five-year strategic plan if necessary. 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 FY16-17 Annual Report is to document the progress EMSWCD has made from July 2016 through June 2017. Progress is measured relative to the activities that were planned for in the EMSWCD’s FY16-17 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.

Table 2: Annual Planning, Implementation, and Reporting Cycle

2016	Activity	2017	Activity
July	Annual updates to five-year program plans	January	Quarterly Report for current fiscal year
August			Update to five-year Strategic Plan
September	Annual Report for past fiscal year		Budgeting begins for next fiscal year
	Annual Meeting for past fiscal year	February	
October	Annual Audit for past fiscal year	March	
	Quarterly Report for current fiscal year	April	Quarterly Report for current fiscal year
November		May	
December		June	Individual staff work plans for next fiscal year
			District Annual Work Plan 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. 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 to help provide continuity on the board and maintain operational consistency. Conservation districts can expand capabilities by appointing associate directors and directors emerita. Associate directors and directors emerita 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 FY16-17, the EMSWCD Board was composed of three zone Directors, two at-large Directors, one Associate Director, and one Director Emeritus (see Table 3 and Table 4). Zone 1 Director, Bob Sallinger, did not stand for re-election in the November 2016, stepping down after 10 years of service on the EMSWCD Board. Nellie McAdams, who was previously an at-large Director, was elected to the Zone 1 Director position in November. In January 2017 Allison Hensey was appointed by the Board to the vacant at-large position, having previously served for three years as an Associate Director. During FY16-17 a recruitment and selection process was carried out to identify associate director candidates (appointment of two new associate directors took place in August 2017).

During FY16-17, EMSWCD had five standing board committees: Land Legacy Committee, Personnel Committee, Grants Committee, PIC Review Committee, and SPACE Review Committee. In the latter half of the fiscal year, an ad hoc committee was also established to participate in the recruitment process for new Associate Directors. Board member assignments to the committees are shown in Table 3 for 2016 and Table 4 for 2017. 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 every other month. All other committees met on an as-needed basis. All Board and committee meetings were open to the public. The schedule of board and committee meetings that took place in FY16-17 is shown in Table 5.

Table 3: Board Directors and Committee Assignments: July to December 2016

EMSWCD Board (2016)			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				



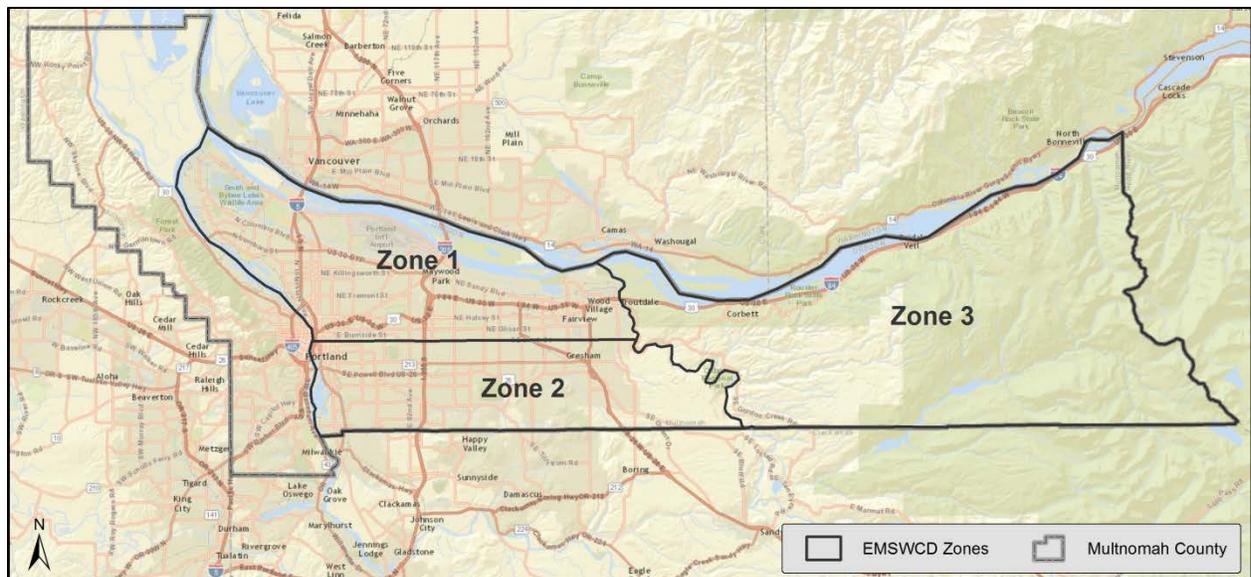
Table 4: Board Directors and Committee Assignments: January to June 2017

EMSWCD Board (2017)			EMSWCD Committees						
Members	Positions	Officers	Budget	Land Legacy	Personnel	Grants	PIC Review	SPACE Review	Ad hoc
Nellie McAdams	Zone 1 Dir.	Vice-Chair	X	X	X	Chair	X		
Laura Masterson	Zone 2 Dir.		Chair	Chair	X				X
Mike Guebert	Zone 3 Dir.	Treasurer	X	X	Chair	X		X	
Rick Till	At-Large 1 Dir.	Chair	X	X		X	X		X
Allison Hensey	At-Large 2 Dir.	Secretary	X	X					X
Dianna Pope	Director Emeritus		X						

Table 5: FY16-17 Board and Committee Meeting Dates

Meeting Dates									
Year	Month	Board	Budget	Land Legacy	Personnel	Grants	PIC Review	SPACE Review	Ad hoc
2016	July	11 th		25 th				No formal meetings held; monthly work conducted	
	August	1 st			30 th				
	September	12 th		26 th		20 th			
	October	3 rd							
	November	7 th		28 th					
	December	5 th							
2017	January	9 th				18 th			
	February	6 th		6 th					
	March	6 th	6 th	27 th			1 st		23 rd
	April	3 rd	3 rd						18 th
	May	1 st	1 st	22 nd					
	June	5 th				20 th			12 th

Map 4: District Zones





The Executive Director (ED) is responsible for all EMSWCD operations, including supervising staff, managing budgets, developing long range plans, representing EMSWCD to the public and partners, and providing support to the Board of Directors and staff. Highlights of the ED's work and accomplishments during FY16-17 include:

- Represented the Oregon Association of Conservation Districts on the Oregon Governor's work group concerning working lands protection; the work group developed a legislative proposal (which passed in the spring 2017) to establish the Oregon Agricultural Heritage Program;
- Led the implementation of the five-year Strategic Partnership Agreement with three local watershed councils;
- Established a 25-year partnership agreement with the Multnomah Grange;
- Initiated and led a recruitment process for new Associate Board Directors;
- Continued engagement with Multnomah County Farm Bureau;
- Revised and improved many of the EMSWCD internal directives; and
- Represented EMSWCD in an on-going legal matter.

4.0 Finance and Operations

The Finance and Operations unit consisted of 3.5 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 FY16-17 was \$636,508. 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, board/committee coordination, office management, human resources, information technology, 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 FY16-17 Work Plan are provided in Appendix 3. The FY16-17 Work Plan identified 48 specific activities related to Finance and Operations, of which 28 (or 58%) were completed, fifteen (or 31%) were not completed as planned but had substantive progress made and are likely to be completed soon, and five activities (or 10%) did not have substantial progress made.

4.1 Financial Management and Budgeting

In November 2004, a permanent property tax rate limit for 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 \$4.5 million in revenues during FY16-17. While beginning balances (i.e., carry-over funds, including capital funds and reserves) from previous fiscal years represented the largest source of EMSWCD funding for FY16-17 at \$8.4 million (see Table 6 and Figure 1), revenues from property taxes represented the largest source of new funding for FY16-17, accounting for 94% of total new funding sources.

The total EMSWCD budget for FY16-17 was \$12.9 million (see Table 7 and Figure 2). Of this, the total amount allocated for program expenditures in FY16-17 was \$11.8 million. The Conservation Legacy Programmatic unit had the largest program budget at \$9,195,182, as this included funding available for land purchases and grants to external agencies.

The budgeting process for the subsequent fiscal year, FY17-18, was initiated in February 2017 and was managed by the CFO, who also acted as the EMSWCD's Budget Officer. The EMSWCD established a



Budget Committee, held public meetings 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 FY16-17 included:

- Completing the FY15-16 financial audit;
- Managing FY16-17 finances to stay within budget limits and meet all legal requirements;
- Managing the FY17-18 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 2 provides a draft, unaudited summary statement regarding the EMSWCD's revenues, expenditures and changes in fund balances for FY16-17. The comprehensive FY16-17 financial statements and respective notes can be accessed at the EMSWCD's office or online at: www.emswcd.org. A final financial audit for FY16-17 is expected to be available in November 2017.



Table 6: FY16-17 Budgeted vs. Actual Revenues

Line	Source	Purpose	FY16-17 Budgeted	FY16-17 Actual	Variance
1	Beginning balances	General Fund carry-over from prior FY	\$1,818,686	\$2,185,438	\$366,752
2		Conservation Fund carry-over from prior FY	\$5,164,687	\$5,161,126	(\$3,561)
3		Projects & Cost Share Fund carry-over from prior FY	\$1,174,480	\$1,093,113	(\$81,367)
4	Property taxes	Current FY Property taxes	\$4,547,455	\$4,525,905	(\$21,550)
5	Grants	ODA Administrative Grant	\$21,774	\$21,774	\$0
6		ODA Focus Area Funding	\$50,900	\$50,900	\$0
7		Partner Grants pass through	\$25,000	\$0	(\$25,000)
8	Income	Events: Native Plant Sale	\$30,000	\$31,055	\$1,055
9		Oxbow Farm lease payments	\$43,576	\$51,802	\$8,226
10		Miscellaneous	\$10,500	\$10,908	\$408
11	Interest	General Fund interest on bank/investment accounts	\$13,000	\$34,389	\$21,389
12		Conservation Fund interest	\$26,000	\$54,858	\$28,858
13		Projects & Grants Fund interest	\$6,000	\$14,103	\$8,103
Total			\$12,932,058	\$13,235,371	\$303,313

Special notes for Table 6 above:

- Line #1, Actual General Fund carry-over of approximately \$2.2M, 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 \$6.2M, 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: FY16-17 Budgeted vs. Actual Revenues

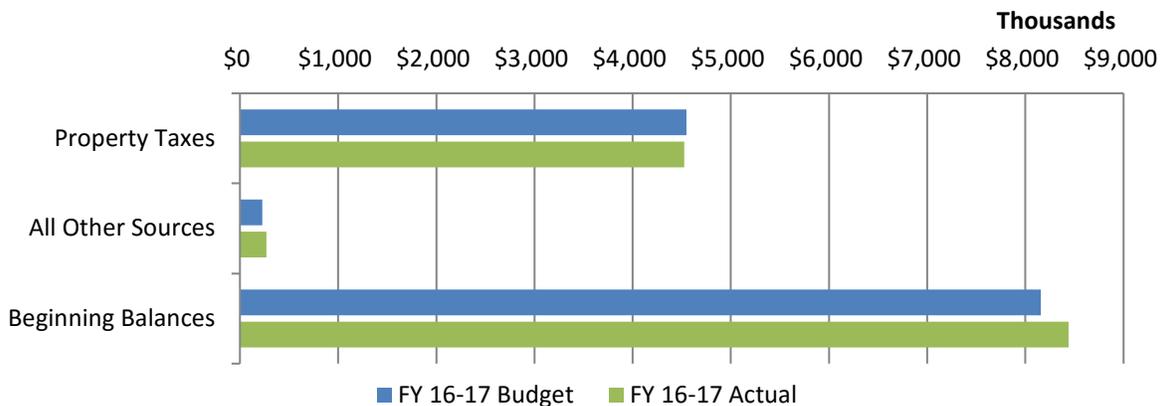




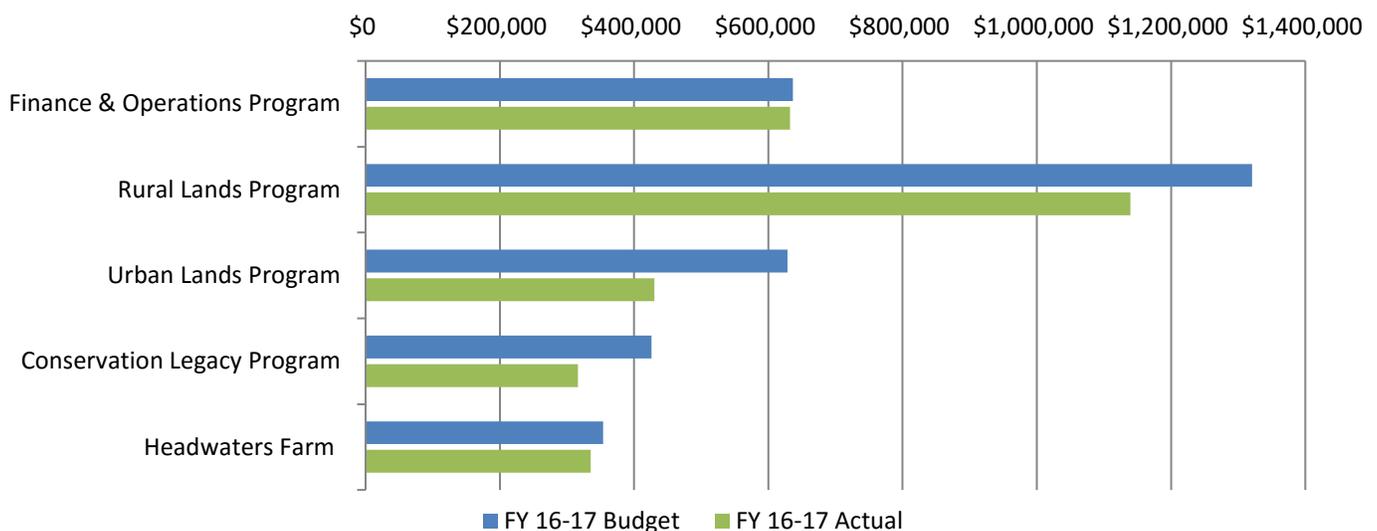
Table 7: FY16-17 Budgeted vs. Actual Expenditures

Category		Purpose	FY 2016-17		
			Total Annual Budget	Actual Expended	% of Budget Expended
Operations	Finance & Operations	Staffing, facilities, and operations	\$ 636,508	\$ 632,300	99%
	Rural Lands	Staffing, contracting, and operations	\$ 1,320,689	\$ 1,139,577	86%
	Urban Lands	Staffing, contracting and operations	\$ 628,555	\$ 430,030	68%
	Conservation Legacy	Staffing and operations	\$ 426,076	\$ 316,238	74%
	• Headwaters Farm	Farm-specific staff and operations	\$ 353,819	\$ 335,317	95%
Sub-total Operations			\$ 3,365,647	\$ 2,853,462	85%
Capital, Grants, and Contingency/ Unappropriated	Land Conservation Fund	Acquisitions	\$ 6,184,987	\$ 283,711	5%
	Grants	External grants	\$ 2,230,300	\$ 1,222,868	55%
	Partner Grants Mgt.	Pass through funds	\$ 25,000	-	0%
	Contingency Funds	Unanticipated costs	\$ 295,180	-	0%
	Unappropriated Funds	Funds held in reserve	\$ 830,945	-	0%
Sub-total Grants, Funds and Reserves			\$ 9,566,412	\$ 1,506,579	16%
Total EMSWCD Budget			\$ 12,932,059	\$ 4,360,041	34%

Special notes for Table 7 above:

- Operations, with a combined total percentage of budget expended of 85%, represents unintended unspent funds. This is accounted for in part by staff vacancies in Conservation Legacy and Urban Lands, cost savings on capital projects and unutilized contracting funds in Rural Lands, Urban Lands and Conservation Legacy.
- Land Conservation Fund and Grants, are intentional carry-over funds, with the former constituting capital funds available for future land protection efforts, and the latter constituting committed grant funding for external entities including committed funds that will be spent in future fiscal years.

Figure 2: FY16-17 Budgeted vs. Actual Operations Expenditures





4.2 Office Management

Throughout FY16-17, office operations of the EMSWCD were carried out by the Office Manager who served multiple roles in the following areas:

- Customer service: Acted as the face and voice of EMSWCD in performing front office reception and responding to public information requests.
- Administration and records: Organized current and historical records in accordance with state law and retention schedules.
- 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 FY16-17 included:

- Recruiting and onboarding two new staff and assisting with the creation of a new internship position.
- Reviewing replacement options, including bid solicitation, for the EMSWCD office phone system which is currently at maximum capacity. Analysis of the costs and benefits of moving to a cloud base VoIP system determined that maximum value for EMSWCD could be achieved by budgeting for the upgrade of the office's current PBX system in a future fiscal year.
- Conducting a review of EMSWCD's needs regarding contracted IT support services and collected bids from alternate vendors. Discussions are ongoing with the most promising vendor and trial evaluation of their services is scheduled to take place in early FY17/18.

4.3 Facilities Management

During FY16-17, 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 at N. Williams Avenue in Portland, Oregon; 2) the Headwaters Farm located on Orient Drive near Gresham, Oregon; and 3) the Oxbow Farm located east of Gresham, in unincorporated Multnomah County.

Significant accomplishments in FY16-17 included:

- Researching, soliciting proposals for, and engaging a contractor to perform major maintenance and improvements to the N. Williams headquarters, including: repairing and replacing damaged siding panels, repairing the landscape lighting, and pressure washing all pervious pavement surfaces to keep them free of debris and functioning efficiently.
- EMSWCD entered into an agreement with the Multnomah Grange under which EMSWCD took on the coordination and expense of upgrading the Grange building to be ADA compliant in return for being able to use the Grange hall for meetings over the next 20 years.
- Assisting the Headwaters Farm Program Manager with major infrastructure and maintenance projects at Headwaters Farm which resulted in increased efficiency and ease of farm operations, including: assisting in new water line installation, building a new propagation house, overseeing the demolition and removal of two deteriorating buildings in the Dianna Pope Natural Area, and managing the grounds cleanup and removal of debris and hazardous materials from the newly acquired 1.1 acre property adjacent to Headwaters Farm.



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 and interviews. Marketing and media efforts were largely carried out by the Marketing and Media Manager and helped 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 FY16-17 included:

- Creating and running a comprehensive survey to measure constituent awareness, comprehension, perceptions of ease of access and opinions of EMSWCD. Worked with a contracted marketing research company to finalize the survey and conduct it among a demographically representative sample of 400 residents. Final analysis and report will be delivered in July 2017.
- Developing several assets and guides to help streamline EMSWCD messaging and visual branding, including a draft branding and identity guide, an "elevator messages" spreadsheet to coordinate consistent messaging, new material templates, and more.
- Selecting, custom coding, testing, and setting up a new plant sale plugin for the website, improving and streamlining the user interface and experience, while also making management easier for the plant sale team. Worked with the team to run one of the most successful plant sales: sold 87% of stock, had very few issues with orders, received very positive feedback from the public.



5.0 Rural Lands

The Rural Lands Program, with seven FTEs, operated with a total budget of \$1,320,688 for FY16-17. The program provided technical information, capacity, and financial assistance to help landowners improve and protect natural resources on their land. The work was divided into three areas:

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

5.1 Rural Water Quality Improvement

EMSWCD's rural water quality-related efforts focus on providing consultations to rural landowners, outreach and engagement, and monitoring water quality in two streams. Throughout FY16-17, two FTEs focused on landowner consultations/site improvements while another was dedicated to outreach. An additional staff member completed water quality monitoring one day each month. In addition to EMSWCD's property tax levy, this work was partially funded by the Oregon Department of Agriculture (ODA).

A narrative summary of major accomplishments related to Rural Water Quality Improvement is provided below while details relative to the FY16-17 Work Plan are provided in Appendix 4. The FY16-17 Work Plan identified 15 specific activities related to Rural Water Quality Improvement, of which 13 (or 87%) were completed and two (or 13%) are still in progress or were not completed to the planned target numbers.

5.1.1 Landowner Consultations and Outreach

During FY16-17, the EMSWCD continued its work with rural landowners to help them improve and protect natural resources on their properties, 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 that staff visit their property to identify site-specific conservation opportunities. In some cases, the regulations for agricultural water quality were also explained with a solution-oriented focus since EMSWCD is non-regulatory.

The goal for the number of site visits was exceeded, with a total of 52 for the fiscal year. Three successful cost share applications were submitted, two through the EMSWCD Cooperative Landowner Incentive Program (CLIP) and one through the Oregon Watershed Enhancement Board's Small Grant Program. Two of the three applications were for conversion to drip irrigation and the third was farm road improvement for erosion prevention.

In an effort to overcome the barriers to addressing erosion, the results of a survey of nurseries was used to develop a new program area called Erosion Solutions. In addition to developing an outreach strategy and materials, staff were able to present the new program area and get feedback from local producers. In addition, design work for an erosion prevention project at a nursery was initiated.

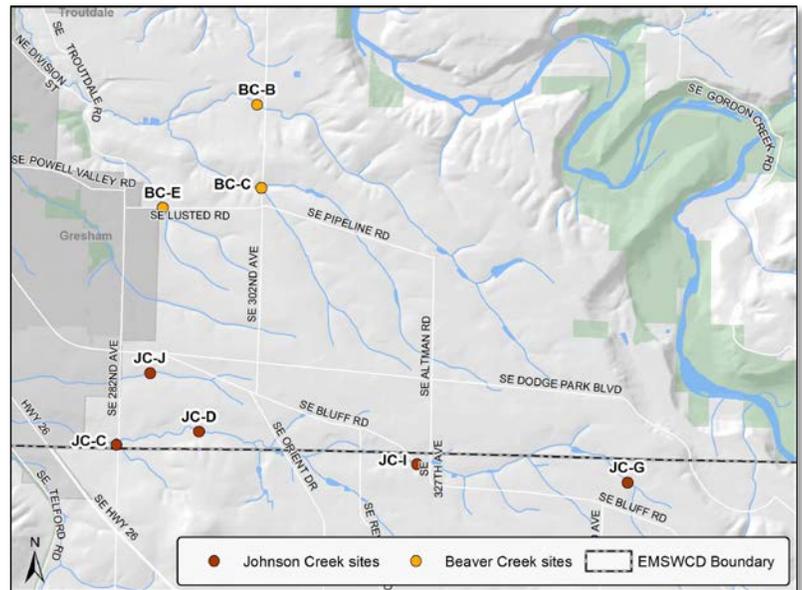
Staff also worked with the Natural Resource Division of ODA to complete the biennial reviews of the Lower Willamette and Sandy Agricultural Water Quality Plans. This included presenting a summary of EMSWCD's monitoring data and on-the-ground work.



5.1.2 Monitoring

EMSWCD Rural Lands staff collected monthly water quality samples at five sites in upper Johnson Creek, a tributary to the Willamette River, and at three sites in Beaver Creek, a tributary to the Sandy River (see Map 5). One monitoring site monitored in previous years was eliminated in Johnson Creek due to lack of year-round flow, and one in Beaver Creek because of ponding on the site. The data are collected to establish a baseline and determine water quality trends over time. Samples were analyzed for turbidity, pH, *E. coli* bacteria, nitrate, phosphorus, and total suspended sediment; the last four analyses were done by a laboratory. Continuous temperature loggers were installed at two sites in

Map 5: Water Quality Monitoring Locations



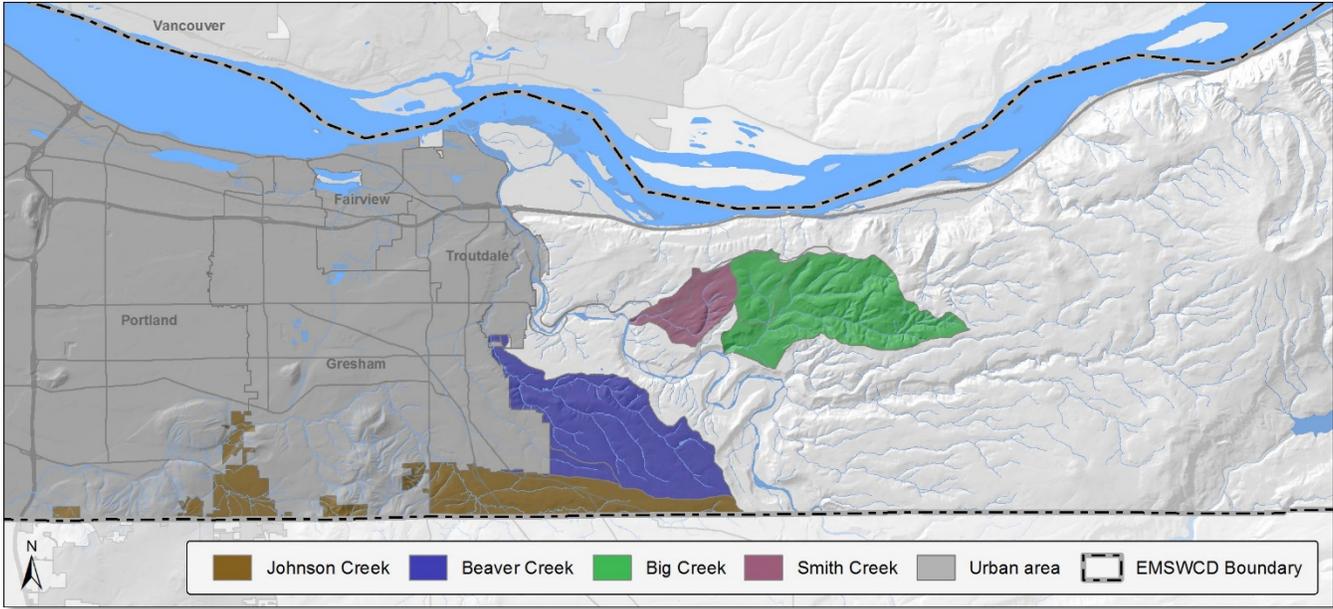
each watershed to collect data between May and October of 2017. Continuous temperature loggers were also installed for the second time in the Big and Smith Creek watersheds in 2017. Two loggers were deployed in Smith Creek and four were deployed in Big Creek.

This is the sixth year of monitoring in Johnson Creek and the fifth year of monitoring in Beaver Creek. EMSWCD’s 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 EMSWCD’s monitoring data confirm that there are exceedances of the total suspended solids standard in Johnson Creek, the data are variable and a correlation with weather events has not been established.

5.2 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 FY16-17 Work Plan are provided in Appendix 5. The FY16-17 Work Plan identified nine specific activities related to StreamCare. Six (or 67%) were completed, and three (or 33%) were not completed as planned. All three activities not completed were intentionally delayed. StreamCare staff were also responsible for management and improvement of the Dianna Pope Natural Area (DPNA). Information regarding the DPNA can be found in Section 7.2.3 of this report.

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 Creeks (see Map 6). The selection of these four areas was based on water temperature problems and a lack of riparian cover.



Map 6: StreamCare Sub-Watersheds

Beyond its primary goal to lower summer stream temperatures, StreamCare work contributes to wildlife habitat, improves additional water quality measures, and has helped build relationships with landowners. Because the majority of enrolled StreamCare sites have been planted and are in maintenance mode, the number of crew days needed for maintenance of this acreage can be estimated and this allows staff to estimate the number of new acres that can be added in a season. At the end of FY16-17, there were 119 sites enrolled in the StreamCare program. Table 8 provides a summary of the sites, miles, and acreage affected by StreamCare in FY16-17 and since the start of the program.

Table 8: StreamCare Sites Summary

StreamCare Results	FY16-17	Total all years
New sites prepared and planted	9 sites	189 sites *
Area of new sites	7 acres	701 acres
Stream miles of new sites	0.32 miles	25 miles
Native trees and shrubs planted on sites	45,055 **	413,668
Sites graduated	10	51
Sites cancelled	8	19
* includes all currently enrolled as well as graduated and cancelled sites.		
** includes Oxbow Farm forest and hedgerows at Oxbow and Headwaters.		

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'). Eight site agreements were extended within FY16-17. For sites that are ready to graduate from the StreamCare program, program staff are meeting one-on-one with each landowner. Staff walk their site with them, answer any questions they have, and discuss what to expect from the site as it matures. Landowners are provided with a list of the species planted as well as plant identification guide. In addition, graduating landowners are also sent a survey about their experience with the StreamCare program. The results of this survey were overwhelmingly positive.



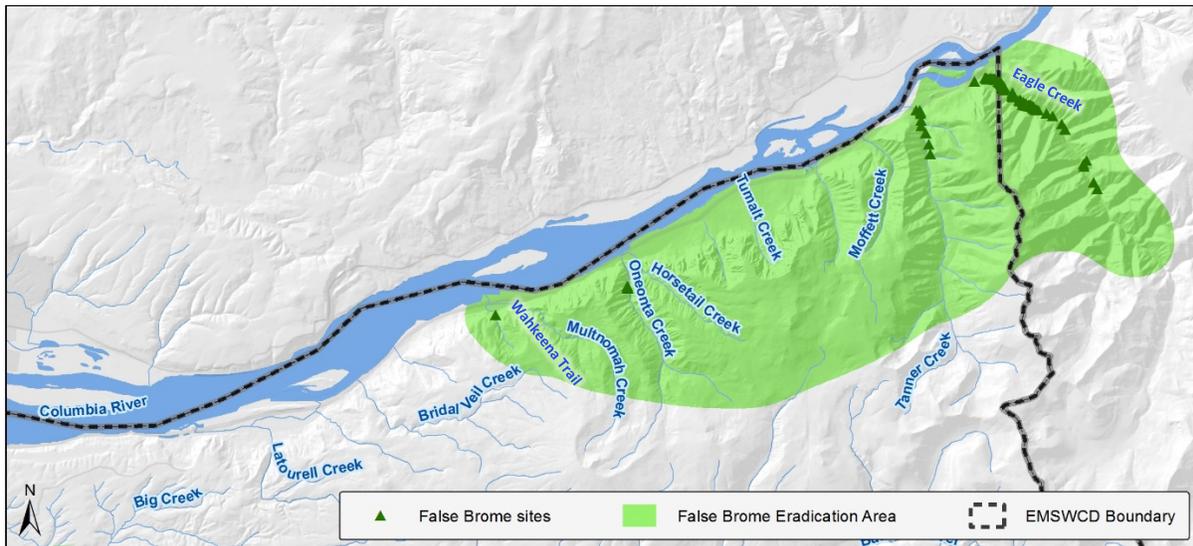
5.3 Weed Control

Throughout FY16-17, EMSWCD continued to reduce populations of invasive weeds in the Sandy River Basin and the Columbia River Gorge National Scenic Area. A narrative summary of major accomplishments related to weed control is provided below while details relative to the FY16-17 Work Plan are provided in Appendix 6. The FY16-17 Work Plan identified 14 specific activities related to weed control, of which 13 (or 93%) were completed and one activity (or 7%) was not completed.

The primary weed species targeted for control included 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.

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 7).² In addition, staff verified a report of false brome in the Gordon Creek watershed. 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. In FY16-17 staff surveyed an additional 277 gross acres for false brome finding only 545 square feet of infestation. A total area of 1,900 square feet was treated.

Map 7: False Brome Eradication Area

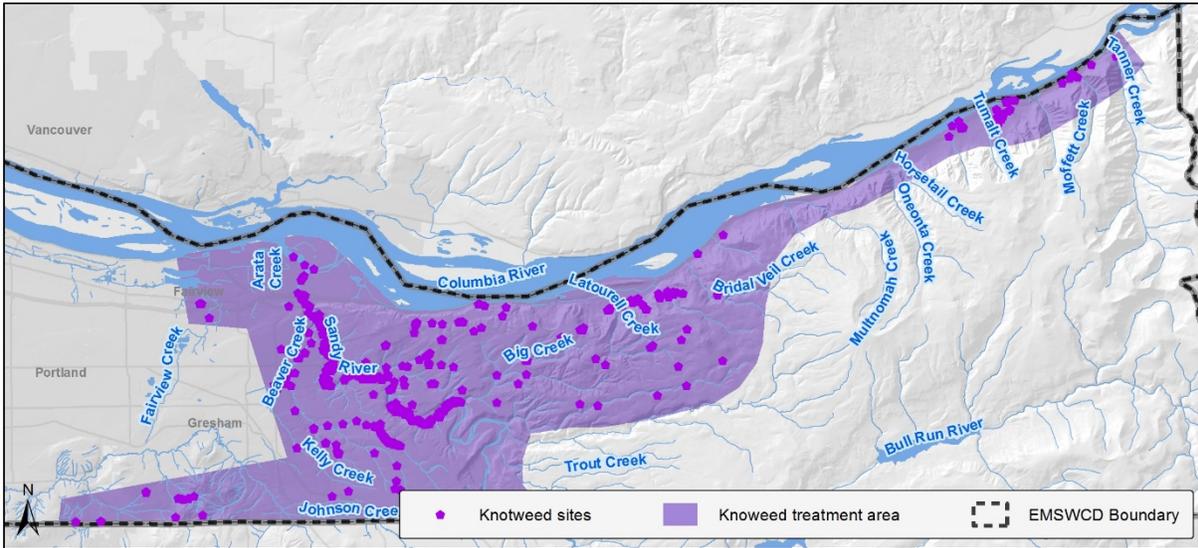


² EMSWCD eradicates False Brome in the portions of Eagle Creek that lie within the jurisdiction of the Hood River Soil and Water Conservation District under an Inter-Governmental Agreement.



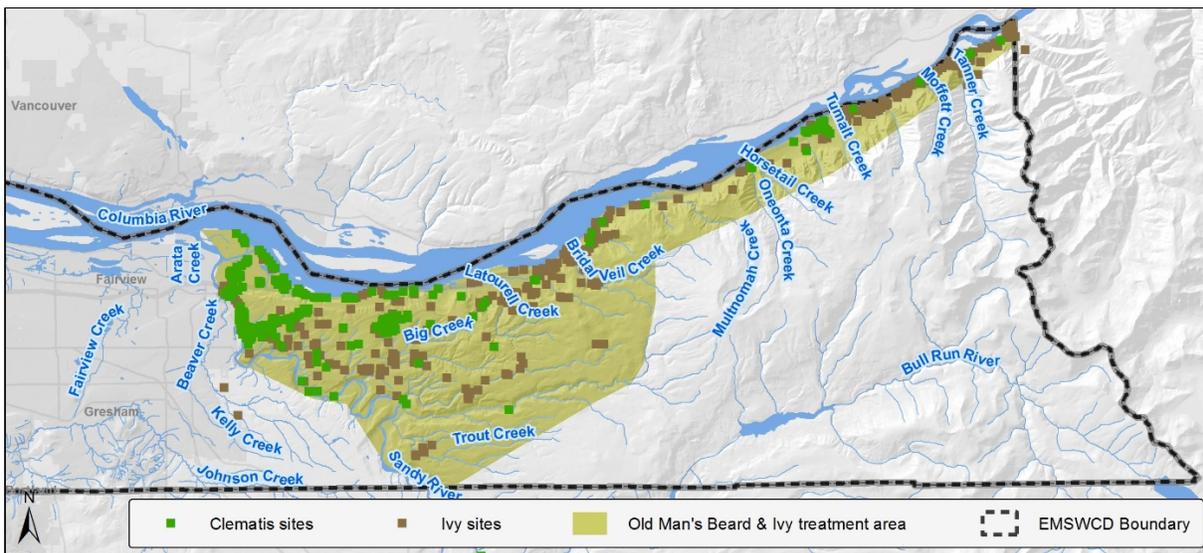
Knotweed survey and control work included re-visiting sites on the main stem of the Sandy River and in the Beaver Creek watershed. Previously treated sites were surveyed and only 2,614 square feet required treatment (see Map 8). Many of the sites had no visible growth. While it is hoped that knotweed does not re-grow on these sites, staff will continue to monitor these sites to ensure it does not. Additional surveys of 57 acres identified an infested area of 261 square feet.

Map 8: Knotweed Survey Area



Work to reduce the populations of *Clematis vitalba* (old man's beard) and *Hedera helix* (Ivy) on both private and public land in the Columbia River Gorge continued throughout FY16-17 (see Map 9). An area of 544 acres was surveyed for new infestations leading to the discovery of 16 acres. For both species, control totaled 18 net acres across a gross area of 875 acres. Both species climb and have a negative impact on trees due to both the weight of the vines and the competition for light.

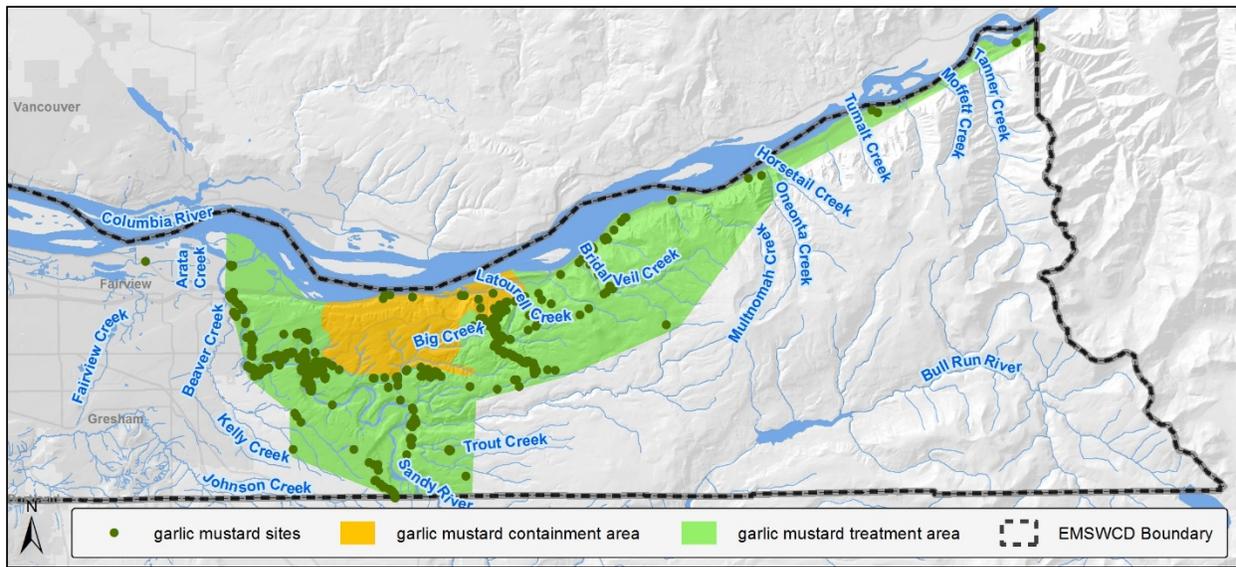
Map 9: Old Man's Beard and Ivy Treatment Area





The garlic mustard project focuses on preventing spread from a containment area around Corbett to new locations. A net area of 3.3 acres of garlic mustard was treated across 227 acres (see Map 10). Garlic mustard is rarely found in new locations outside of the containment zone and the EMSWCD objective of annually eliminating all known reproductive plants outside of the containment zone is being achieved. This year was the first time that there appeared to be a reduction in the total amount of garlic mustard. This could be because of successful fall treatments, or the seed bank in the soil may be decreasing in viability, or a combination of these and other factors.

Map 10: 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 FY16-17, the Urban Lands staff consisted of four FTEs and operated with a budget of \$628,555. 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. The program works primarily at the neighborhood level to give people the information, skills, and confidence needed to take action. This is achieved through the creation of workshops and presentations, educational posters and brochures, information-sharing events such as an annual native plant sale and Naturescaped Yard Tour, and demonstration projects.

A narrative summary of major accomplishments related to Urban Lands activities is provided in Sections 6.1 - 6.10, while details relative to the FY16-17 Work Plan are provided in Appendix 7. The FY16-17 Work Plan identified 38 specific activities related to Urban Lands, of which twenty-six (or 68%) were completed, six (or 16%) were in progress with success likely in future, and six activities (or 16%) were not completed. The 16% incompleteness rate is attributed in part to the senior urban conservationist position being vacant for a significant part of the fiscal year. The effects of that position's vacancy are most notably evident in the areas of technical assistance, one-hour presentations, and implementation of the rain garden incentives program.

Of note this year is the reprioritization of methods used to reach out to the public in regard to water conservation. A decision was made to not create and offer workshops for these specialized niches within water conservation. Instead, program staff are working with partner groups to build this knowledge within the community and to instead, become a source of knowledge via the EMSWCD webpage, thus avoiding the substantial initial input and resources that providing workshops entails.

As part of the 2014 EMSWCD strategic planning 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. However, in FY16-17, there were discussions surrounding the important niche EMSWCD's Urban Lands program fills in the area of adult education. As a result, a decision was made to continue to provide the level of conservation education that the program has become known for. In April 2017, the Board approved the creation of a part-time internship position that would assist in the management of these workshops and allow the current workshop coordinator to expand into new endeavors related to the program's large-scale demonstration projects.

Table 9 provides summary public participation numbers for presentations, workshops, and events related to Urban Lands activities. In total, 78 separate presentations, sales, tours, and workshops were held that resulted in over 6,329 public contacts.



Table 9: Summary of Public Participation in Urban Lands Activities

Presentations/Workshops/Events		# Held	# Attendees
General	Conservation Corner Tours	3	85
	Outreach Presentations	5	98
	Tabling at Partner Events	12	3,785
Events	Annual Native Plant Sale	1	779
	Annual Naturescaped Yards Tour (9 yards)	1	351
Workshops	Native Plants Workshops	8	161
	Intro. to Naturescaping presentations	3	110
	Naturescaping Workshops	11	264
	Intro. to Rain Gardens presentations	3	90
	Rain Gardens Workshops	9	186
	Urban Weeds Workshops	3	55
	Beneficial Insects Workshops	9	182
Pollinator Workshops	10	183	
TOTAL		78	6,329

6.1 Reaching New Audiences

Urban Lands staff are always looking for new ways to reach audiences that, for one reason or another, have not been made aware of EMSWCD’s many services or aren’t sure what EMSWCD can do for them.

Outreach Plan: To inform outreach to new communities, staff created an outreach plan that includes outreach strategies, prioritized geographical areas, and community contacts. This working plan will continue to help ensure that Urban Lands staff are strategically expanding services throughout the EMSWCD service area. In FY16-17, staff met with 12 new community groups and organizations in an effort to identify opportunities and areas of possible collaboration.

Demographic Data: To gauge the effectiveness of reaching out to new populations, the program began tracking demographic data in the fall of 2012 and has begun to establish a baseline from which to track and measure the program’s efforts.

Workshop Diversification: Urban Lands staff began to experiment with the variety of workshops, specifically regarding length (two hours instead of four hours), locations (actively promoting workshops east of 82nd Avenue), and timing (week nights rather than strictly on weekends). It is hoped that with these added variations, EMSWCD services will be accessible to more constituents.

High-leverage Constituents: In line with EMSWCD strategic goals, the program continues to strive to offer more opportunities that engage landscape professionals and other high-leverage constituents such as managers of campuses and industrial properties. This is done primarily through technical assistance, focused (often hands-on) workshops, and by offering Continuing Education Credits/Units (CEC/CEUs).



6.2 Naturescaping Workshops and Tour

Throughout FY16-17, the Urban Lands team promoted naturescaping by providing free workshops and hosting the annual Naturescaped Yard Tour.

During FY16-17, the following workshops were provided related to naturescaping:

- Introduction to Naturescaping: four presentations, 110 people; and
- Naturescaping Basics: 11 workshops, 264 people.

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. This year the tour took place on May 13th and featured nine yards, 42 volunteers, and attracted 351 visitors. This year the tour also included two grantee project sites that were established with support from funds through the EMSWCD Grants Program.

6.3 Rain Gardens & Stormwater Management Workshops and Incentives

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.

During FY16-17, the following workshops and presentations were provided related to rain gardens:

- Introduction to Rain Gardens: three presentations to 90 people; and
- Rain Gardens 101: nine workshops for 186 people.

“Rain Garden at Work” Signs: In addition to rain garden classes, staff created a way for homeowners to communicate to their neighbors and community what they are doing for clean water in the region. The Rain Garden Registration web tool allows people to register their rain garden on EMSWCD’s website and share lessons-learned from their personal rain garden installation experience. This information, which is posted on EMSWCD’s website, offers an opportunity for prospective rain garden owners to learn from their peers and receive encouragement from their neighbors. After homeowners register, they receive a rain garden sign they can install in their rain garden. This helps promote rain gardens in the surrounding neighborhood; people walking by can see a rain garden in action, and the sign directs them to EMSWCD’s website for more information. Additionally, this registry also helps EMSWCD know how many rain gardens exist. Eight rain gardens were registered in FY16-17; a total of 106 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 FY16-17. 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 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. In FY16-17, one homeowner finished their garden and received a \$200 reimbursement. Looking forward, staff are also exploring new methods and tools to encourage and incentivize the installation of stormwater solutions on properties within the higher priority locations in the urban area.

Urban Lands staff also provided 29 stormwater and/or drainage related technical consultations to EMSWCD residents during FY16-17.



6.4 Water Conservation Workshops

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, EMSWCD provides a variety of workshops (as described throughout Section 6) to encourage homeowners to let their lawn go brown in the summer, plant native and other drought tolerant plants in their yards, and if they are going to irrigate, reserve that water for food crops that require summer water. EMSWCD also provides technical assistance for, and encourages the installation of, greywater irrigation systems to reuse indoor water out in the landscape, as well as other water conservation practices such as drip irrigation, lawn reduction, native plant use, etc.

Urban lands staff provided eight water conservation consultations. These consultations involved questions about rainwater harvesting, greywater, and planting and mulch/soil recommendations.

Greywater use is a relatively new concept in the Pacific Northwest. In years past, EMSWCD hosted several workshops on the topic in collaboration with the Oregon Department of Environmental Quality. The workshop described the concept (utilizing greywater in the landscape) and then walked people through the greywater application process. However, due to the loss of a community presenter, staff made the decision to provide information through technical assistance and web-based information and to encourage interested local community groups to spearhead this specialized subject area. In FY16-17, EMSWCD met with partners to discuss the need and creation of the Greening with Greywater project, a collaborative effort of Greywater Action, Recode, Depave, and others. For this new collaboration, EMSWCD provided guidance, grant funding, and hosted initial meetings and workshops to help this initiative get underway.

6.5 Native Plant Workshops, Sale, and Web Tool

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.

The native plant workshops teach residents about the benefits of native plants and introduce native plant identification and maintenance techniques. EMSWCD worked closely with community partners and contracted presenters to provide eight native plant workshops for 161 people. These were typically held on weekday evenings.

EMSWCD's native plant sale is unique within the region in that it focuses, almost exclusively on bare-root plants, ensuring customers receive quality plant stock at inexpensive prices. For the second year in a row, in FY16-17 EMSWCD focused strictly on bare root trees and shrubs, foregoing the sale of ground covers. Selling ground covers imposed a substantial logistical burden on staff and volunteers leading up to the sale. Additionally, most nurseries sell those same ground covers for a very similar cost so it was decided that there was little need to provide those at the annual EMSWCD sale. During the January-February 2017 native plant sale, 91 volunteers were engaged and 10,929 native plants were sold to 729 customers. The sale generated \$30,681 in revenue.



In partnership with members of the Adult Conservation Education 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) Urban Lands staff worked to create a mobile-friendly, visually appealing, in-depth native plants database. In FY16-17, work was done to refine the data being entered into the tool and work began on the initial design aspects of the site and the first iterations of the online interface were developed. The website will 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.

6.6 Urban Weeds Workshops and Web Tool

Helping homeowners manage invasive species on their properties without the use of toxic chemicals is a high priority for the Urban Lands Program. To this end, presentations and workshops on identification and control of backyard weeds have been developed. Additionally, EMSWCD is helping to develop and fund a web-based Integrated Pest Management tool.

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 FY16-17, the program provided three backyard weeds workshops to 55 participants. These were typically held on weekday evenings.

Throughout FY16-17, staff continued to work in partnership with the WOIRK (Western Oregon 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 FY16-17, staff attended stakeholder meetings, helped to guide the planning, provided input on needs and design, and contributed \$10,000 in funding for an overall tool funding and development plan. Project partners submitted a 2017 grant proposal to EMSWCD. In lieu of funding through Grants Program, the Board decided to support the project by contracting directly with OSU going forward.

6.7 Wildlife Habitat Assistance and Workshops

Improving wildlife habitat is one of three priority goals for the Urban Lands Program. The program provides technical assistance to help homeowners create and maintain wildlife habitat within the urban areas of the district. Additionally, in an effort to educate the public about the numerous beneficial insects of the urban realm, and to discourage the use of toxic insecticides in the landscape, new workshop topics were added to the program’s offering. To assist with this effort, EMSWCD contracted with a local entomologist to offer workshops on both pollinators and beneficial insects.

This year, Urban Lands staff provided 37 wildlife habitat related consultations. These consultations ranged in topic from mulch and planting recommendations to invasive weed control.

Beneficial insect workshops introduce participants to the invertebrates that provide free pest control around the clock. Emphasis is placed on plants and best practices that will attract and provide habitat for beneficial insects that will help their garden thrive. In FY16-17, the program provided nine beneficial insect workshops to 182 participants.

Pollinator workshops introduce participants to the different kinds of pollinators commonly found in gardens. Participants discover plant palettes to help attract and support pollinators, and learn about ways to provide shelter, water, nesting, and overwintering sites. In FY16-17, the program provided ten pollinator workshops to 183 participants.



6.8 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 eco-roof, a composting toilet, permeable pavement and paving, naturescaping, rain gardens, and a number of other green infrastructure solutions including an artistic downspout solution. The Urban Lands team guides the development and maintenance of the demonstration aspects of the site and provides tours of the Conservation Corner upon request, while the Facilities Manager coordinates the facility maintenance and upkeep.

In addition to the interpretive signage on-site, in FY16-17 staff updated plant labels with more informative, sturdier signage throughout the demonstration area, to assist tour-goers and users of the property in identifying the numerous native plants growing on-site. In FY17-18, Urban Lands staff will develop educational materials about existing sustainable features and will review the site and facility for additional implementation opportunities.

Tours and use of the Conservation Corner in FY16-17 included:

- Three tours to 85 people, including two classes from Portland Community College;
- Over 730 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.

6.9 Demonstration Projects

FY15-16 marked the beginning of a new direction for the Urban Lands Program with the addition of large-scale, transformative demonstration projects. During FY16-17 the Urban Lands staff continued to expand upon this work and engage with new partners and projects.

During FY16-17, the Urban Lands Program continued to engage in a partnership to transform the Mt. Hood Community College (MHCC) campus. Partners include MHCC staff and faculty, the Sandy River Basin Watershed Council, the City of Gresham, Metro, and other community partners. To support this effort, EMSWCD contracted with a consulting firm to perform a needs assessment and produce a prioritized list of green retrofit opportunities. This year the partnership used this prioritized list to engage additional partners, obtain additional funding, and began work on the top three priority projects identified in the needs assessment.

In 2017, EMSWCD also met with staff from the Oregon Museum of Science and Industry (OMSI) to discuss opportunities for collaboration as they implement their 20-year vision for more sustainable grounds and infrastructure. Currently, EMSWCD is partnering with OMSI on a Five Star National Fish and Wildlife Federation grant to fund and implement riverbank restoration as part of phase one of the project.



6.10 Urban Cost-share and Technical Assistance

The Urban Lands Program provides technical assistance on a myriad of topics, such as invasive plant control, stormwater management, water conservation, wildlife habitat creation and enhancement (noted in several sections above). Some projects, if eligible, receive funding through EMSWCD's cost-share program, Conservation Landowner Incentive Program (CLIP).

In FY16-17 the Urban Lands Program began taking a greater role in managing CLIP projects for landowners within the urban area. The cost-share program offers private landowners and managers financial assistance to implement significant conservation practices in high-priority areas of the district. Forward looking, in FY17-18 the Urban Lands Program will continue to refine program eligibility requirements to better meet EMSWCD's long-range strategic planning goals.

This year, EMSWCD consulted with and/or presented to several Homeowners' Associations and Community Development Corporations about implementing more sustainable landscaping practices, including: removing lawn, reducing the amount of highly-manicured ornamental landscaping, mulching instead of leaf blowing, naturescaping, and removing invasive plants. Technical assistance on these projects is on-going and may become eligible for cost-share assistance as EMSWCD refines its long-term goals.



7.0 Conservation Legacy

The EMSWCD's Conservation Legacy team, which consisted of 4.87 FTE and an operational budget of \$779,895 in FY16-17, 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. The Headwaters Incubator Program accomplished this by supporting beginning famers establish viable farm businesses and be good stewards of land.

7.1 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 11). During FY16-17, the Headwaters Farm and related Headwaters Incubator Program were staffed primarily by a 1.87 FTE, a full-time Headwaters Farm Program Manager, who was assisted by the EMSWCD Facilities Manager (0.5 FTE) and a part-time and seasonal Operations Assistant (0.37 FTE). While assisted from time to time by other EMSWCD staff, together, these three positions were responsible for site development and management, and the farm incubator program development and management.

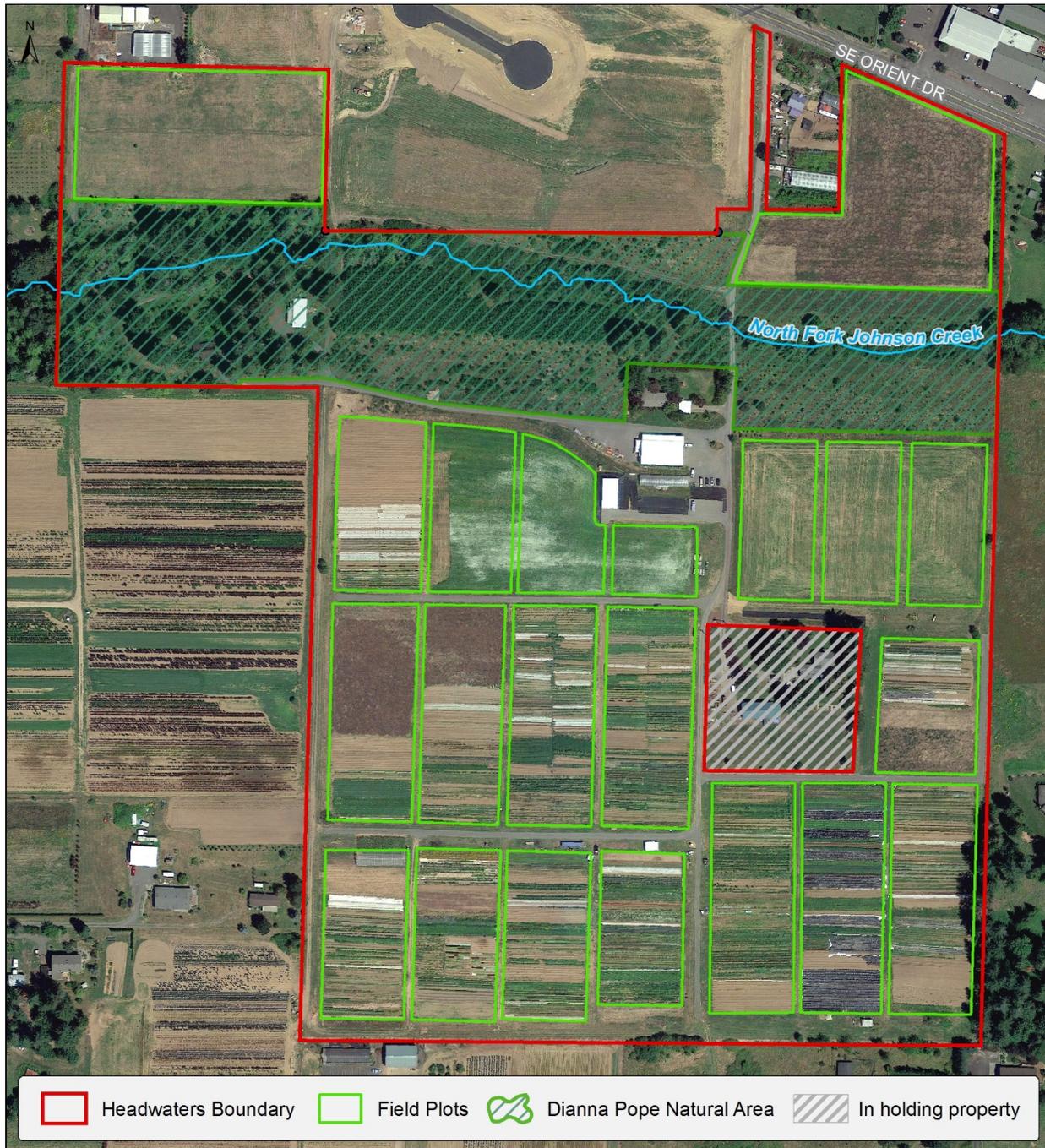
Map 11: Location of Headwaters Farm



Headwaters Farm is a 60-acre parcel (see Figure 3), of which approximately 30 acres is farmland that is 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 30 rentable acres, approximately seven acres, were kept in cover crops during FY16-17.



Figure 3: Headwaters Farm



During FY16-17, 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 the local small-farm networks. In overcoming these common barriers to beginning farmers, the EMSWCD is assisting the generational transition in local agriculture, keeping quality farmland in production, promoting conservation agriculture practices and good stewardship of agricultural land.



A narrative summary of major accomplishments for HIP is provided below while details relative to the FY16-17 Work Plan are provided in Appendix 8. The FY16-17 Work Plan identified 28 specific activities related to Headwaters and HIP, of which 26 (or 93%) were completed, one (or 4%) is in progress and will be completed in FY17-18, and one (or 4%) was not completed.

7.1.1 Program Management

The following goals for Headwaters and the HIP program were approved by the EMSWCD board in the revised 2012-2017 strategic plan:

- 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.
- Operate a thriving, dynamic farm incubator.
- 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. The five-year plan was not finalized and approved this year (as planned) and will be revisited and finalized after the EMSWCD strategic planning process in November 2017. Relative to the activities identified in the FY16-17 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 serves as an agreement with incubator farmers);
- Applicant vetting, interviews, and participant acceptance; and
- New farmer orientation, mid-season check-ins, and end-of-year meetings.

A major component of incubator program management is recruiting participants and assisting with new farmer establishment and operations. In the fall of 2016, six applications from new farmers were submitted to HIP for the 2017 farm season. Of these, two new farms were accepted into the program, making a total of 14 farms operating through HIP on roughly 23 acres during the 2017 growing season (see Table 10).

7.1.2 Site Management

Several improvements were made to Headwaters Farm during FY16-17. The most notable addition to the farm was the construction of two 30ft x 148ft hoophouses that are leased out to incubator farmers by the bed and provide greater opportunities for season extension and specialty crop production. Each house is flanked by a drainage ditch that overflows into a 600ft grass waterway to infiltrate above-ground water and keep sediment from entering Johnson Creek.

Other notable improvements to Headwaters Farm during FY16-17 included:

- Build-out of the curing shed with pallet racking to utilize vertical space;
- Removal of a dilapidated barn and garage from the Dianna Pope Natural Area;
- Construction and build-out of the propagation house with tables and an irrigation system;
- Pouring of an apron for the front and back doors to the barn;
- Installation of 450ft of gravel access road to combat mud and erosion while providing year-round access to active fields;
- Expansion of the germination chamber; and
- Development of a seedling hardening off area.



Table 10: FY16-17 HIP Farmers

Farm	Acres Leased	Farm Business Type	Sales Outlets	Years in HIP
Abundant Fields Farm	1.5	Mixed Veggies	Market/Restaurants/CSA/Wholesale	5
Happy Moment Farm	0.75	Mixed Veggies	Farmers Market/Direct	5
Stadnikov Farm	0.75	Mixed Veggies/Honey	Farmers Market/Direct	5
Alquimia Botanicals	0.25	Herbs/Value Added	Farmers Markets/Wholesale	4
Full Cellar Farm	1.5	Mixed Veggies	CSA/Farmers Market	4
Rainbow Produce	0.33	Mixed Veggies	Direct	3
Wild Roots Farm	2.5	Mixed Veggies	CSA/Restaurants/Wholesale	3
Black Locus Farm	4.6	Mixed Veggies	Restaurants/Wholesale	3
Gentle Rain Farm	1	Mixed Veggies	Wholesale to Personal Cracker Business	3
Springtail Farm	1.5	Mixed Veggies	Farm Stand/CSA	3
Tanager Farm	0.5	Mixed Veggies	CSA/Farmers Market	2
Glasrai Farm	1.5	Mixed Veggies	Farmers Markets	2
Fawnlily Farm	0.25	Flowers	Markets/Weddings	1
Lazy Dog Farm	0.5	Mixed Veggies	CSA	1
14 Farms	17.4			

Another big success was the continued use of cover crops to improve soil health and water quality at Headwaters Farm. Fall plantings of legumes and grains were used as a tool for remediating land and preparing it for crop production. A second cover crop regime was conducted as an experiment on over 3.5 acres that were simultaneously sown with Sudan grass and red clover. The Sudan grass remains the dominant crop during the summer and adds significant soil organic matter. The clover lingers below during warm months but then takes over during the cooler months after the Sudan grass has been killed by the first frost. This keeps a perpetual cover over the ground, fixes nitrogen for future cropping, requires little maintenance and no irrigation, suppresses weeds, and helps to build soil structure and depth. This program was then implemented on two new plots not being leased by incubator farmers for the 2017 growing season.

Two new pollinator meadows were established, one near the barn (1,500ft²) and the other just north of the in-holding property (4,300ft²). These meadows are installed with a combination of nursery fabric with bark dust mulch. They are being used to demonstrate a method of pollinator habitat establishment in organic systems.

Two signage projects were planned for FY16-17 but did not take place, and are anticipated to be completed in FY17-18. These include:

- Farm sign along Orient Drive road frontage. While the sign was designed and printed, the erection of the sign was held up by permitting and the impacts of acquiring an adjacent property.
- Container sign. The container was prepped for the new signage but decisions remain on the best approach for letter size and mounting.



7.1.3 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 for overall farmer development.

One of the prominent formal training offered during FY16-17 was Food Safety. This topic was taught by Atina Diffley with the organization Family Farmed. It tied together important issues pertaining to: Food Safety Modernization Act produce rules; post-harvest handling for quality and safety; designing a packing shed for efficiency and food safety; and food safety checklists and plan.

Other trainings and workshops included:

- Land Access – spearheaded by Nellie McAdams, Rogue Farm Corps’ Farm Preservation Program Director
- Tractor Training – taught by the Headwaters Farm Program Manager (a second training was offered exclusively to EMSWCD staff)
- Nutrient Management – taught by Dean Moberg USDA-NRCS Basin Resource Conservationist and the Headwaters Farm Program Manager
- Irrigation Management – taught by the EMSWCD staff
- New Farmer Orientation – led by the Headwater Farm Program Manager

A recording keeping cohort was also established at Headwaters Farm. This program is an approach to estimating labor and production costs for better decision making and more accurate farm financial projections. This initiative is led by Oregon Tilth.

Countless one-on-one exchanges were conducted between the Headwaters Farm Program Manager and incubator farmers or between the farmers themselves that contributed to HIP farmer learning.

7.1.4 Outreach

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, 12 tours were conducted, including tours for Multnomah County’s Office of Sustainability, Oregon’s Soil and Water Conservation Commission, Tax Supervising Conservation Commission, a Portland Community College class, and a pollinator workshop. Additional off-site outreach included opportunities at Small Farm School, the Oregon Small Farms Conference, the Agricultural Biodiversity Conference, and on an X-Ray FM radio show called Grow PDX.

Much of the program’s outreach for new farmers came via partner organizations. Emails and updates were sent out at key times of the year to highlight upcoming tours, events, and the HIP application period. The Headwaters Farm Program Manager worked closely with EMSWCD’s Marketing and Media Manager to ensure regular social media posts and occasional advertisements and press releases.



7.2 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. In FY16-17, the Land Conservation Fund (capital fund) available for property interest acquisitions was \$6,184,987.

A narrative summary of major accomplishments related to the Land Legacy Program is provided in Sections 7.2.1 through 7.2.3 while details relative to the FY16-17 Work Plan are provided in Appendix 9. The FY16-17 Work Plan identified 21 specific activities related to the Land Legacy Program, of which five (or 24%) were completed, seven (or 33%) substantively progressed but were not completed as planned, and eight (or 38%) were not completed during the fiscal year.

For much of FY16-17, from the beginning of August 2016 to the end of May 2017, EMSWCD did not have a Land Legacy Program Manager in place. As such, the Land Legacy Program was in something of a holding pattern for much of this reporting period, with the work that did take place mostly focused in pursuing the existing projects to conclusion and addressing new opportunities reactively as they arose, with limited proactive outreach and engagement. The vacancy explains the limited progress made against the planned activities for the fiscal year. This includes the decision not to go ahead with the farm succession workshop that was planned.

7.2.1 Program Planning and Management

During FY16-17, limited steps were taken to establish and strengthen implementation of several important components of the Land Legacy Program. Programmatic accomplishments realized for the Land Legacy Program during the fiscal year included:

- The recruitment of a new Land Legacy Program Manager to lead and manage the program.
- Initial work was done on elements of the five-year program plan and strategic plan for the agricultural land protection elements of the program once the new program manager was in place in the fourth quarter.
- The production and refinement of foundational documents for the agricultural land component of the program.

7.2.2 Site-specific Protection

Land Legacy Program FY16-17 accomplishments related to the protection of specific sites are divided into agricultural lands, natural resource lands; and access to nature lands. Several potential projects were and are being pursued, with one project progressing to closing during this fiscal year (see below).

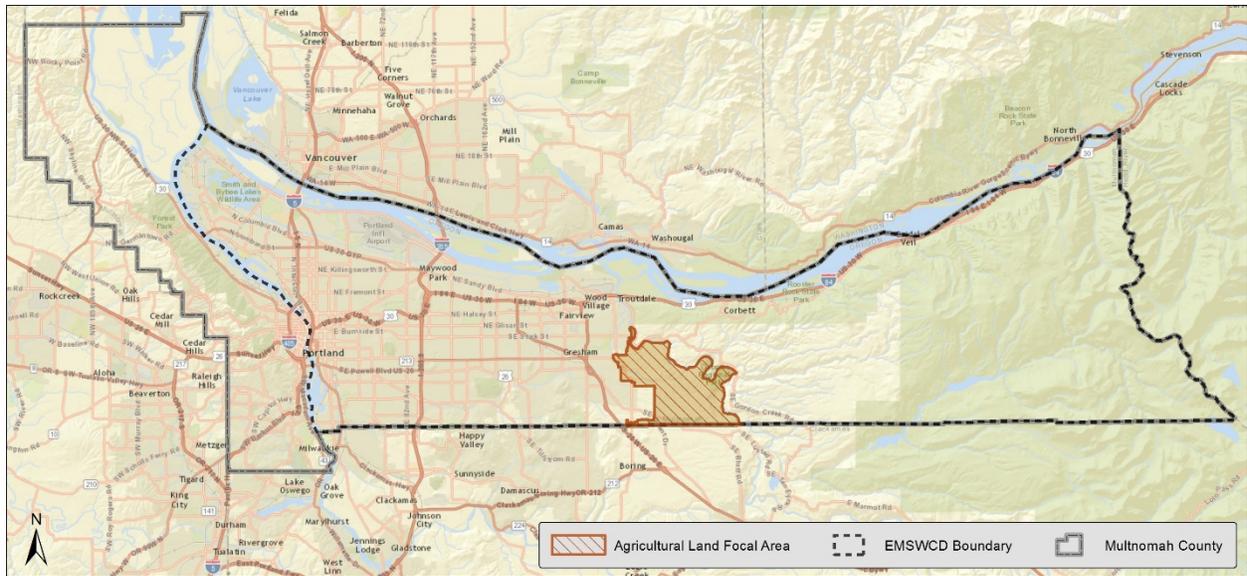
Agricultural Lands: EMSWCD focuses the working lands protection efforts on the area east of the urban growth boundary and west of the Sandy River, excluding the urban reserve. In FY16-17, the focus was on pursuing existing active projects to conclusion and reactively pursuing opportunities that arose.

An opportunity to purchase a small 1.1-acre property that is surrounded by EMSWCD's Headwaters Farm on three sides arose in the winter. After successful negotiations with the owner, the property was purchased by EMSWCD, with the deal closing in May 2017. The property offers opportunities for Headwaters and the HIP Program through increased road frontage on Orient Drive, as well as opportunities for consolidating management and infrastructure development to support the farm operations. In terms of the future use and management of his property, it will functionally be included into Headwaters Farm as an expansion and consolidation of that property.



One 32-acre agricultural protection opportunity the program has been working on from the previous two years was pursued further in FY16-17, while first being considered for a conservation easement it was then pursued as a fee simple purchase. This project is on hold indefinitely as an agreement on a purchase price could not be reached. An additional 59-acre farm property was identified for sale and secured under contract as a fee simple acquisition in FY15-16. Program staff undertook various due diligence activities confirming the suitability of the property which was due to close in FY16-17, however the sale fell through and is no longer being pursued. Other agricultural land protection opportunities were identified and pursued late in FY16-17 once the new Land Legacy Program Manager was in place.

Map 12: FY16-17 Land Legacy Program Focal Area for Agricultural Land Protection



Natural Resource Lands: Several natural resource properties were pursued in FY16-17 with potential partners, including a forest property east of the Sandy River, and a forested property on Grant Butte. None of these progressed to closing in FY16-17, and one will be pursued further in FY17-18.

Access to Nature Lands: Several access to nature properties were investigated or pursued in FY16-17 with partner agencies. These included properties within the Columbia Slough watershed and in north Portland. Neither progressed to closing in this reporting period, and are pending agreements with landowners, sourcing sufficient funding, or identifying an agency to hold the property interest.

7.2.3 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 7.1 and 7.2.3. During FY16-17, staff made progress with the clean-up and stabilization of the acquired property adjacent to Headwaters, including the removal of unwanted structures and debris. The demolition of the dilapidated house will take place in FY17-18.

EMSWCD staff (primarily from the Rural Lands Program) progressed with the implementation of stewardship activities identified in the operational plan for the Oxbow Farm. This included weed control and replanting in the forested portions of the property, as well as establishing a native plant hedgerow along the southern boundary of the property along Oxbow Drive.



7.2.3.1 Dianna Pope Natural Area

EMSWCD acquired Headwaters Farm in 2011 (see Section 7.1), and the restoration of the 14-acre riparian area along the North Fork Johnson Creek on the property was initiated shortly thereafter. In 2015, this 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. A Rural Lands staff serves as the manager of the DPNA. In FY16-17, maintenance was conducted within the entire DPNA, and infill planting, largely focused on planting around ground disturbed during the culvert removal/replacement project (see below) and on decommissioned roads, was conducted. A wildlife survey also began and is to be completed in FY17-18. Rural Lands staff completed a third draft of a five-year site management plan for the DPNA, and conducted a three-week public comment period for the plan. The final plan was approved by the Board of Directors early in FY17-18.

After a fish survey by Multnomah County showed native salmon and trout on the mainstem of Johnson Creek but not on the North Fork, and a culvert assessment by the Johnson Creek Watershed Council identified fish passage barriers on the North Fork, EMSWCD staff took a closer look at the three culverts in the Dianna Pope Natural Area (DPNA). All three culverts were undersized for the flow in the North Fork. The downstream culvert was assessed as 67% passable by fish, but the other two were only 33% passable. In addition, our partners were making plans to replace or repair the culverts downstream. The EMSWCD Board approved funding to remove all three culverts, and the work was completed in August and September of 2016. The downstream (west) culvert was replaced with a bridge (Figure 3). The middle culvert was removed and not replaced. The upstream (east) culvert was replaced with a properly sized arch culvert (Figure 4). Cuttings and bare root trees and shrubs were planted in February 2017 at all three locations. The farm road on the north side of the creek was decommissioned and planted. The project was completed on time and under budget. Both the bridge and arch culvert performed well during the winter of 2017.

Figure 4: Before and after pictures of downstream (west) culvert replacement in DPNA.





Figure 5: Before and after pictures of upstream (east) culvert replacement in DPNA.



7.3 Grants

The EMSWCD administers a multi-faceted Grants Program that helps fund projects that are led by external entities, but which also help achieve EMSWCD's goals. In FY16-17, \$2,230,300 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 Incentive Program; 4) Strategic Conservation Investments; and 5) Strategic Partnership Agreements.

A narrative summary of major accomplishments related to the Grants Program activities is provided below in Sections 7.3.1 through 7.3.7 while details relative to the FY16-17 Work Plan are provided in Appendix 10. The FY16-17 Work Plan identified 15 specific activities related to the Grants Program, of which all 15 (or 100%) were completed or largely completed.

7.3.1 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 two to three-year time frame. The Grants Program Manager oversees and administers the PIC grant program. A PIC Review Committee makes recommendations for funding and the Board of Directors gives final approval.

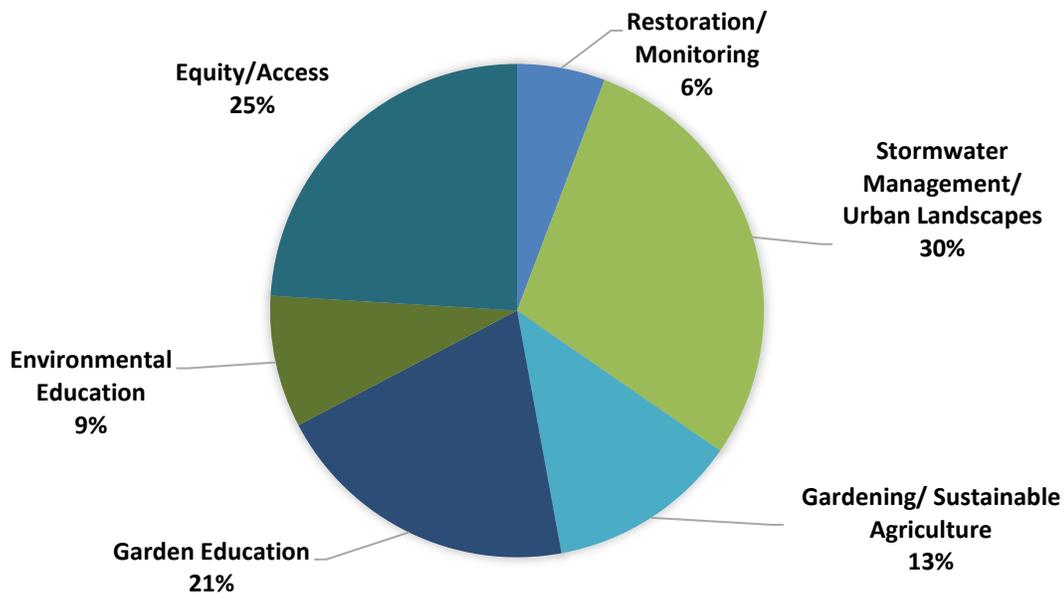
This year, EMSWCD awarded three PIC Plus multi-year grants of over \$100,000 each, but funded fewer PIC grants overall compared to prior years. Supporting fewer projects with some larger grants may enable more significant impact in the long-term.



During FY16-17:

- Out of 32 total grant applications, the EMSWCD Board of Directors awarded 18 PIC grants in FY16-17, including three multi-year PIC Plus grants.
- Regular PIC grants ranged in size from \$10,000 to \$40,000. The average PIC grant size was \$23,000. The three PIC Plus grants ranged from \$101,000 to \$143,000.
- 13 of 18 PIC projects funded in 2017 involved underserved youth or communities in the district.
- A total of \$760,416 was awarded in PIC grants in 2017: 6% of funding went to restoration/monitoring projects, 30% to naturescaping/stormwater management, 13% to gardening/sustainable agriculture, 9% to environmental education, 21% to garden education, and 21% to equity/capacity building for underserved population (see Figure 6). Note however that several of the PIC grant projects overlap outcomes in these categories.

Figure 6: FY16-17 PIC Grant Categorization



A complete list of the awarded PIC grants in FY16-17 is given in Appendix 11. PIC and PIC Plus project highlights include:

- **Funded two equity-focused multi-year PIC Plus tree planting projects in the urban part of the district.** These large neighborhood-scale tree planting initiatives include the Jade/Lents neighborhoods of east Portland and parts of Rockwood and the City of Gresham, all regions heavily in need of investment in green infrastructure. Both grants will enable involvement of local communities and youth.
- **Funded two restoration and/or water quality monitoring projects in the rural part of the district.** A grant to Northwest Youth Corps enables low-income youth to work with public land agencies to complete restoration projects in east Multnomah County. Columbia Riverkeeper was awarded funding to support volunteer river monitoring on the Columbia River as well as river clean-up and restoration efforts involving underserved youth.



- **Funded the development of one new community garden.** Centennial School District and Portland Parks & Recreation’s Community Gardens Program will create a 30,000 square foot community garden at Lynch Wood Elementary School that will provide a racially diverse and low-income population with a community hub where they can grow food and engage in environmental stewardship.
- **Funded ten garden projects that incorporate soil and water conservation education and serve low income communities.** A three-year PIC Plus grant to Growing Gardens will create the opportunity for systemic change within participating school districts. The grant supports garden coordinators and is focused on establishing an equitable model for staffing garden education so that it becomes a permanent part of the curriculum in all schools.
- **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. One project funded this year supports Native American youth and adults to work with the Johnson Creek Watershed Council to develop skills in environmental assessment and habitat restoration through service learning in local natural areas and watersheds.

7.3.2 Small Project and Community Event Grants

Small Project and Community Event (SPACE) grants provided up to \$1,500 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 FY16-17:

- Out of 41 SPACE grant applications, the EMSWCD Board of Directors approved 37 grant awards.
- A total of \$47,500 was awarded through the SPACE grant program for smaller community conservation and education projects and events.

A complete list of the awarded SPACE grants in FY16-17 is given in Appendix 12. SPACE grant highlights include:

- **Support projects that help build capacity of organizations to work in underserved areas.** A SPACE grant in early 16/17 provided important seed money to launch an outdoor education camp targeting African American youth. The successful project enabled the camp program to develop sufficiently to then receive a PIC grant for summer 2017.
- **Funded events focused on environmental education that reached at least 500 district residents.** The SPACE grant program funded a Tree Advocacy Workshop that had over 70 people in attendance. Several local experts spoke on Portland’s tree code and ways to reform it, and tools for preserving neighborhood trees.

7.3.3 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 EMSWCD. Urban projects on private properties with springs, creeks, wetlands, or other water bodies are also eligible. The CLIP program provides up to 75% cost-share with up to \$10,000 per application. Applications can be submitted at any time and are approved by the Board of Directors. In FY16-17, CLIP



projects received cost share funding commitments totaling \$60,400. Conservation practices include, for example, irrigation efficiency, weed control, erosion control, and revegetation and maintenance.

7.3.4 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 generally do not lend themselves to any of the EMSWCD's other grant opportunities. A Board member or the Executive Director must sponsor a project for funding to be considered. No SCI grants were made during FY16-17.

7.3.5 Line Item Grants

The EMSWCD's largest environmental education grant project for FY16-17 was the \$184,000 contribution made to the Multnomah Education Service District in support of Outdoor School. The project made it possible for over 6,000 students in the EMSWCD service area to participate in an extra half day of outdoor school. An Oregon ballot initiative to fund Outdoor School, which the EMSWCD supported, passed in 2016 securing funding for Outdoor School at the state level. EMSWCD committed to three years of "gap" funding for Outdoor School until state funding could be obtained.

7.3.6 Strategic Partnership Agreements

In 2016, the EMSWCD entered into a five-year Strategic Partnership Agreement (SPA) with the three watershed councils that operate within the EMSWCD's service area; the Columbia Slough Watershed Council, the Johnson Creek Watershed Council, and the Sandy River Basin Watershed Council. The partnership is intended to better integrate, more fully develop, and increase the effectiveness of conservation efforts implemented by the parties to the SPA. The partnership includes joint planning, project-based collaboration, and progress reporting, as well as grant funding from EMSWCD to the watershed council partners at agreed-upon levels for agreed-upon activities, as well as external collaborative grant-seeking by all the partners.

In FY16-17, the first year of the SPA agreement implementation, EMSWCD awarded a total of \$174,874 under the SPA to support the operations and projects of the three watershed councils.

7.3.7 Grants Program Management

The EMSWCD Grants Program continues to explore and develop new processes for improving our services and the effectiveness of our grants. Some new activities in FY16-17 that reflect progress in this area include:

- The EMSWCD adopted an on-line application and grants management system for the FY16/17 PIC applications. After researching options with other funders and service providers in the summer and fall of 2016, the ZoomGrants system was selected. ZoomGrants has been fully implemented for PIC 2017, enabling on-line applications, awards, contracting, reimbursement administration and grant reporting.
- Evaluating the success of the Grants Program is a priority and included site visits for all PIC grantees as well as collection and compilation of reported project outcomes. Staff will continue to expand and adopt new evaluation methodologies as the Grants Program moves forward with program planning.



8.0 Next Reporting

As identified in Section 2.1, progress for the period July 2017 through June 2018 will be reported to the Board of Directors and the public through quarterly reports in October 2017, January 2018, and April 2018. The next annual report, the FY17-18 Annual Report, will be completed in September 2018.

In FY17-18 EMSWCD is undertaking a strategic planning process to formulate a new strategic plan for the organization for the period 2018 to 2022. This strategic plan will inform the future annual planning and reporting for the organization.



Appendix 1: Board and Staff Directory

Board of Directors	Zone 1 Director	Nellie McAdams		
	Zone 2 Director	Laura Masterson		
	Zone 3 Director	Mike Guebert		
	At-large Director	Allison Hensey		
	At-large Director	Rick Till		
	Director Emeritus	Dianna Pope		
Executive Director		Jay Udelhoven	503-935-5352	jay@emswcd.org
Finance & Operations	CFO	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 and Media	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	Jeremy Baker	503-935-5361	jeremy@emswcd.org
	Senior Conservationist	Lucas Nipp	503-935-5363	lucas@emswcd.org
	Conservation Specialist	Chris Aldassy	503-935-5372	chris@emswcd.org
	Conservation Specialist	Jon Wagner	503-935-5369	jon@emswcd.org
	Outreach Specialist	Chelsea White-Brainard	503-935-5376	chelsea@emswcd.org
Urban Lands	Program Supervisor	Kathy Shearin	503-935-5365	kathy@emswcd.org
	Senior Conservationist	Whitney Bailey	503-935-5366	whitney@emswcd.org
	Outreach Specialist	Katie Meckes	503-935-5368	katie@emswcd.org
	Outreach Specialist	Angela Previdelli	503-935-5371	angela@emswcd.org
	Urban Lands Intern	<i>(Vacant)</i>		
Conservation Legacy	Program Supervisor	Andrew Brown	503-935-5354	andrew@emswcd.org
	Land Legacy Manager	Matt Shipkey	503-935-5374	matt@emswcd.org
	Grants Manager	Suzanne Easton	503-935-5370	suzanne@emswcd.org
	Headwaters Manager	Rowan Steele	503-935-5355	rowan@emswcd.org
	Headwaters Assistant	Stuart Moeller		stuart@emswcd.org

Updated: 9/1/2017



Appendix 2: Draft Unaudited Financial Statement Summary

EMSWCD	
Balance Sheet	
As of June 30, 2017	
ASSETS	
Current Assets:	
Cash and investments	\$ 9,128,629
Property taxes receivable	\$ 295,394
Accounts receivable	\$ 9,739
Total current assets	\$ 9,433,762
Noncurrent assets:	
Capital assets, net of accumulated depreciation	\$ 4,535,936
Total assets	\$ 13,969,698
LIABILITIES	
Current Liabilities:	
Accounts payable	\$ 200,733
Accrued payroll	\$ 60,913
Other current liabilities	\$ 2,800
Accrued compensated absences	\$ 70,183
Total liabilities	\$ 334,629
EQUITY (NET POSITION)	
Invested in capital assets	\$ 4,535,936
Board Designated Restrictions	\$ 6,871,741
Unrestricted	\$ 1,597,736
Net Income	\$ 629,656
Total equity (net position)	\$ 13,635,069
Total liabilities and equity	\$ 13,969,698

EMSWCD	
Income and Expense Statement	
For the Year Ended June 30, 2017	
Expenses:	
Soil and Water Conservation	\$ 4,193,392
Program Revenues:	
Operating Grants and Contributions	\$ 72,674
Charges for Services and Sale of Products	\$ 82,857
Total Program Revenues	\$ 155,531
Net Program Expenses	\$ (4,037,861)
General Revenues:	
Property Taxes	\$ 4,542,260
Interest Income	\$ 103,349
Miscellaneous	\$ 21,908
Total General Revenues	\$ 4,667,517
Change in Net Position	\$ 629,656
Net Position, Beginning of Year	\$ 13,005,508
Net Position, End of Year	\$ 13,635,164



Appendix 3: Finance & Operations Summary

FINANCE & OPERATIONS		Timeframe / Status				End of Year Comments
		Q1	Q2	Q3	Q4	
Budget & Finance	Complete FY15-16 budget audit.	In Progress	Complete	Complete	Complete	Audit complete, financial reports accepted and approved at December 2016 board meeting.
	Track FY16-17 budget.	In Progress	In Progress	In Progress	Complete	Ongoing and on schedule. 4 th quarter budget reports have been created and distributed. No issues to report.
	Develop FY17-18 budget.	No progress	No progress	In Progress	Complete	Completed on schedule.
	Review Fiscal Policies and recommend changes as needed.	No progress	In Progress	In Progress	Complete	Completed.
	Review Contracting Policies and recommend changes as needed.	In Progress	In Progress	In Progress	In Progress	In progress, delayed due to other priorities.
	Create draft Investment Policy for board review and submittal to State Treasury Department for approval.	In Progress	In Progress	In Progress	In Progress	In Progress. Draft policy submitted to State Treasury Department for review, response received on June 30 th . Expect to finalize in 1 st quarter of FY17-18.
	Complete an expense and revenue analysis of EMSWCD operations since inception of permanent property tax levy and report out on accomplishments.	No progress	No progress	In Progress	In Progress	In progress. Financial data has been gathered. Still determining the best way to report out on accomplishments in a meaningful way.
Office Management & Human Resources	General office support (e.g. reception, filing, travel arrangements, supply orders, meeting coordination, correspondence, workshop registration, events).	In Progress	In Progress	In Progress	Complete	Ongoing. Annual activities completed as planned.
	Information technology support to ensure properly functioning equipment and timely troubleshooting of technology problems.	In Progress	In Progress	In Progress	Complete	Ongoing activities, completed. Alternate desktop and network support vendor has been identified and an evaluation of their performance and capabilities is underway.
	Create and begin implementation of an IT equipment replacement plan.	Complete	Complete	Complete	Complete	Replacement plan was created in 1 st quarter. Implementation took place throughout the fiscal year.
	Retain historical information per the state retention schedule, and maintain an organizational record keeping and archival system.	In Progress	In Progress	In Progress	Complete	Ongoing. Annual activities proceeded as planned/normal.
	EMSWCD History Project - review document created by contracted historian in FY15-16 (originally intended to chronicle the tenure of board member Dianna Pope) and rework into a history of the EMSWCD generally.	In Progress	In Progress	In Progress	In Progress	Project shelved due to time pressures and difficulties working with source material.



Reorganize copy room and reception area for greater efficiency and usability.	In Progress	In Progress	No Progress	Complete	Rescoped to focus on more efficient use of current space instead of installation of new storage and cabinetry. Significant improvements in usability were achieved by donating outdated and no-longer-useful materials that were being stored.
Work with UL/RL/CL staff to reorganize basement for efficiency and usability, and relocate "Quiet Room" to the basement.	No progress	No progress	No Progress	In Progress	Some reorganization was completed, however plans to convert space into a quiet room are on indefinite hold while other more urgent facilities matters are addressed.
Work with Equity Team to identify and implement trainings, refine purpose and goals, and continue to move forward with incorporating equity/diversity/inclusion into organizational policy and program work.	In Progress	In Progress	In Progress	Complete	Ongoing. Equity Team met meeting regularly. The team put together a proposal to advance equity throughout EMSWCD that was presented to the Board in the 4 th quarter, with the equity initiative to begin early FY17-18.
Create a plan for expanded use of volunteers in EMSWCD's activities.	No progress	No progress	In Progress	Complete	Discussions with Urban Lands staff culminated in the creation of a new internship program in Urban Lands. However, the consensus among program staff is that current EMSWCD activities are not well-suited for, and would not benefit from, the use of volunteers.
Propose an "Administrative Issues and Techniques" presentation to OACD/OCEAN training conference in Autumn of 2016. If accepted, prepare and present at the conference.	In Progress	No Progress	No Progress	No Progress	Concept was unable to be implemented prior to FY16/17 CONNECT conference due to unexpected workload leading up to the meeting, particularly regarding HR and legal matters. Concept now shelved indefinitely due to the departure of the EMSWCD's Office Manager.
Research and recommend possible additional "employee well-being" benefits (e.g. HSAs, DCAPs, commute incentives).	No progress	In Progress	In Progress	No Progress	Pricing for several options was obtained, however no formal proposals were created.
Review health and other insurance benefits to determine if changes or enhancements are needed for upcoming fiscal year.	No progress	No progress	Complete	Complete	Undertaken ahead of schedule to ensure budget projection numbers were accurate. Lincoln Vision Plan was discontinued in favor of Providence plan.
Review and update Employee Handbook in conjunction with Personnel Policies.	In Progress	In Progress	In Progress	In Progress	This task has, in general, been taken over by ED as part of his policy update project. As of the end of the year, approximately half of the policies have been reviewed and updated.
Implement new OSGP retirement plan and close out old VALIC plan.	In Progress	In Progress	In Progress	In Progress	Still in progress but getting closer to final closeout. All active staff members have now transferred funds to the new deferred compensation plan. VALIC continues to



						impose onerous paperwork requirements, but completion is expected in early FY17-18.
	Publicize opportunity for candidates to file for elected Director positions and ensure potential candidates receive timely information.	Complete	Complete	Complete	Complete	Completed in 1 st quarter.
	Prepare for, coordinate and host 12 board meetings and 16 committee meetings.	In Progress	In progress	In progress	Complete	All meetings were held as planned.
Facilities	General maintenance of buildings, equipment and facilities at Headwaters Farm.	In progress	In progress	In progress	Complete	Ongoing, progressed as planned.
	General maintenance of buildings and facilities at Oxbow Farm, and other properties acquired through the Land Legacy Program.	In progress	In progress	In progress	Complete	Ongoing, progressed as planned.
	General maintenance of building, state vehicles and facilities at Williams Headquarters.	In progress	In progress	In progress	Complete	Ongoing, progressed as planned.
	Work with UL staff to replace failing informational signage at Williams headquarters and add additional signage as needed.	No Progress	In progress	In Progress	Complete	New interpretive signage was installed in January but failed again in March. Worked with installer to modify the anchoring system and completed in April. Plant identification signage has been ordered.
	Repair or replace landscape lighting at Williams headquarters.	No progress	No progress	Complete	Complete	Completed ahead of schedule.
	Research and solicit bids for fire suppression system at Williams headquarters.	In progress	In progress	Complete	Complete	Two quotes were obtained as of the end of the 3 rd quarter, indicating that this project is large enough in scope and expense to be put out to public bid if it is decided to move forward with it.
	Research feasibility of gas fireplace insert in board room for possible heating source and meeting space ambience.	No progress	No progress	No progress	No progress	Delayed indefinitely due to other priorities.
	Research feasibility of solar and/or wind power generation at Williams headquarters.	No progress	No progress	No progress	In progress	A company interested in helping EMSWCD figure out the plausibility of a solar project has been identified. Staff is in the process of putting together data they have requested in order to determine feasibility.
	Finalize and implement the organizational Emergency Action Plan.	Complete	Complete	Complete	Complete	Completed in 1 st quarter as planned.
Marketing	Finalize and implement Marketing Plan.	In Progress	In Progress	No Progress	In Progress	Ongoing. Staff began reorganizing the Marketing Plan to remove program marketing sections and organize into appendices. This is now scheduled for completion in 2 nd



					quarter of FY17-18 for discussion at Strategic Planning retreat.
For all programs: Develop, revise, maintain and add content to the website to reflect ongoing EMSWCD updates, events and priorities.	In Progress	In Progress	In Progress	Complete	Ongoing. Annual activities proceeded as planned. Website content for all programs was updated and maintained, for generic updates, organizational needs, annual events, news, and specific campaign updates.
For all programs: Develop and integrate social media to drive traffic to website, encourage event participation and promote conservation practices.	In Progress	In Progress	In Progress	Complete	Ongoing. Proceeded as planned. Social media continues to be a vital tool to drive participation in EMSWCD and partner events, promote employment opportunities, and keep public informed of conservation topics with general interest conservation posts.
For all programs: Perform web and social media analytics to determine efficacy of marketing efforts and action-driven web content.	In Progress	In progress	In progress	Complete	Ongoing. Proceeded as planned. Analytics on Urban Lands, Rural Lands campaigns were run, worked to obtain related information from the EMSWCD survey project and streamline it with other data.
For all programs: Assist with outreach, press releases and media contacts.	In Progress	In Progress	In Progress	Complete	Ongoing. Proceeded as planned. Helped edit, draft and release EMSWCD press releases; assisted staff with media contacts, got in touch with media about advertising and press opportunities.
For all programs: Develop “elevator messages”.	In Progress	In Progress	In Progress	In Progress	Developed a draft elevator message spreadsheet, sent to supervisors, pending review to take further steps. Made additional edits based on input from staff.
For all programs: Identify advertising opportunities, develop advertisement content and coordinate publication.	In Progress	In Progress	In Progress	Complete	Ongoing. Proceeded as planned. No social media ads in the 4 th quarter, a newspaper ad ran and an existing running set of ads was continued, frequently contact was made with local media advertising staff, and newspaper ad specials was discussed with staff.
For all programs: Coordinate printing for all mailing and outreach materials.	In Progress	In Progress	In Progress	Complete	Ongoing. Proceeded as planned. Coordinated with Rural Lands to finalize and print several postcard designs. Printed in-house fliers and postcards, created and refined EMSWCD material designs.
Develop EMSWCD branding identity style guide of standard imagery, tone and messaging in conjunction with the Marketing Plan, to be used in creating templates and developing publications and outreach materials.	In Progress	In Progress	In Progress	In Progress	Proceeding as planned. A final draft branding and identity document was created and sent for review.



Create templates in In-Design for outreach materials.	In Progress	In Progress	In Progress	Complete	Proceeded as planned. Completed a tri-fold template design.
Create new EMSWCD general informational brochure.	No progress	No progress	In Progress	In Progress	Still in progress. Final draft of informational brochure created, pending review.
Develop and publish an EMSWCD semi-annual newsletter.	No progress	No progress	No progress	No progress	On hold. Current stand-in for newsletter is to use email blasts as an opportunity to highlight other items of interest in lieu of a formal newsletter.
For all programs: Create sectional display templates to be used with panel display boards at events, conferences, trade shows, etc.	No progress	No progress	In progress	In progress	In progress. Template was created last year, and further refinements were made in 3 rd and 4 th quarters. General EMSWCD panel was created. Template is complete and ready for staff use.
Format materials that have been translated into Spanish.	No progress due to other priorities.				
Develop informational signage in conjunction with program staff.	No progress	In Progress	In progress	In progress	Proceeding as planned, but still in progress. Staff worked to draft, finalize and order signage for the office and Headwaters Farm.
Develop and administer surveys in conjunction with program staff.	No progress	No progress	No progress	In progress	Sent out for bids from marketing research companies, developed a survey and worked with selected company to survey a representative sample of EMSWCD constituency. Survey project was nearly complete by end of quarter, and will be finalized in early FY17-18.

Completed or progressing as planned, targets met or largely met	28/48	58%
Not completed as planned, but substantive progress made and success likely	15/48	31%
Not completed or progressing as planned	5/48	10%



Appendix 4: Rural Lands - Water Quality Improvement Summary

RURAL LANDS		Timeframe / Status				End of Year Comments
		Q1	Q2	Q3	Q4	
Rural Water Quality	Complete the five-year program plan.	No Progress	In Progress	In Progress	In Progress	First draft completed in March 2017; further work on hold until after strategic planning in FY 17-18
	Develop an outreach strategy and calendar.	In Progress	In Progress	In Progress	Complete	Instead of one strategy and calendar, both are developed for each outreach campaign.
	Use mailings, advertisements, displays, presentations, workshops, demonstrations, social media, and tours to reach rural landowners concerning water quality and soil conservation.	In Progress	In Progress	In Progress	Complete	Outreach included 3 advertisements, 4 workshops, tabling at 5 events, and two direct mailings to promote our services.
	Prioritize outreach in our ODA Ag water quality focus area (Beaver Creek HUC).	In Progress	In Progress	In Progress	Complete	A mailer was sent to the focus area, and 7 people contacted us for site visits.
	Partner with other SWCDs to fund, develop and staff booths at the NW Ag Show and the Far West Show.	In Progress	In Progress	Complete	Complete	Tabled at Far West Show during 1 st quarter and NW Ag Show during the 3 rd quarter.
	Create outreach messaging to tell the water quality story in a compelling way.	No progress	In Progress	In Progress	Complete	Program messaging summary document developed.
	Collect and analyze monthly samples in upper Beaver and Johnson Creeks.	In Progress	In Progress	In Progress	Complete	Sampling completed. Two monitoring sites were dropped due to issues with flow.
	Install continuous temperature loggers in upper Beaver Creek, upper Johnson Creek, Big Creek and Smith Creek.	In Progress	No progress	No progress	Complete	Temperature loggers were re-deployed 4 th quarter: 3 each for Beaver, Johnson, and Smith creeks and 1 in Big Creek.
	Conduct 40 site visits including first-time site visits with 10 landowners.	In Progress	In Progress	In Progress	Complete	Conducted a total of 52 site visits including 22 first-time visits.
	Develop 10 technical recommendations and/or conservation plans that include recommendations to address erosion and/or water quality.	In Progress	In Progress	In Progress	Complete	11 Technical recommendations were developed this fiscal year.
	Assist 5 landowners with cost share applications.	No Progress	In Progress	In Progress	In Progress	A total of 3 cost share applications were submitted and funded during the fiscal year.
	Establish an easily accessed geodatabase of CLIP projects; begin outreach to previous recipients; track conservation practice installations that resulted from technical assistance.	No Progress	No Progress	In Progress	Complete	Map of CLIP projects completed 3 rd quarter.
	Partner with NRCS to promote and deliver cost share assistance.	In Progress	In Progress	In Progress	Complete	Providing additional assistance while the District Conservationist position is vacant.



Develop plan to overcome the barriers to addressing erosion.	In Progress	In Progress	In Progress	Complete	Presented to Board and developed outreach strategy and materials.
Begin implementation of the above plan during the second half of the fiscal year.	No progress	No progress	In Progress	Complete	Presented to and got input from the Multnomah County Farm Bureau. Began design work at one nursery.

Completed or progressing as planned, targets met or largely met	13/15	87%
Not completed as planned, but substantive progress made and success likely	2/15	13%
Not completed or progressing as planned, little substantive progress made	0/15	0%



Appendix 5: Rural Lands - StreamCare Summary

RURAL LANDS		Timeframe / Status				End of Year Comments
		Q1	Q2	Q3	Q4	
Another 7 acres prepared and planted in 2016-17.	In Progress	In Progress	In Progress	Complete	Planted 3530 live stakes in 2 nd quarter. Over 40,000 plants planted on ~300 acres along 14 miles of stream 3 rd quarter. Seven acres were planted for the first time. The rest were infill planting on already planted sites.	
Coordinate contracted labor crews to prepare new sites for planting, control weeds on existing sites, and plant native trees and shrubs.	In Progress	In Progress	In Progress	Complete	Completed in 1 st quarter.	
Maintain GPS and GIS data; track and compile deliverables.	In Progress	In Progress	In Progress	Complete	Ongoing, progressing as planned.	
Manage wholesale plant orders, delivery, and storage.	In Progress	In Progress	Complete	Complete	Complete. 45,055 plants ordered, received, and stored for planting.	
StreamCare sites that reach the five-year mark will be evaluated to determine if the site is 'free to grow' or if the landowner agreement should be extended.	In Progress	In Progress	In Progress	Complete	Complete. Ten sites graduated, seven sites extended.	
Offer assistance with enrolling in the ODFW Riparian Program for sites that graduate from StreamCare.	In Progress	In Progress	In Progress	Complete	One riparian plan submitted to Multnomah County and for review.	
Explore options for offering easements on graduated StreamCare sites.	In Progress	No Progress	No Progress	No Progress	On hold while Land Legacy Program Manager position was vacant.	
Determine if the water temperature model can be run by Rural Lands staff or if we will need to hire a contractor.	No Progress	No Progress	No Progress	No Progress	Cancelled. ODA is asking us not to run the model because of quality control concerns expressed by DEQ.	
Complete modelling for Johnson and Beaver Creeks.	No Progress	No Progress	No Progress	No Progress	Cancelled. See above.	

Completed or progressing as planned, targets met or largely met	6/9	67%
Not completed as planned, but substantive progress made and success likely	0/9	0%
Not completed or progressing as planned, little substantive progress made	3/9	33%



Appendix 6: Rural Lands - Weed Control Summary

RURAL LANDS		Timeframe / Status				End of Year Comments
		Q1	Q2	Q3	Q4	
Weed Control	Complete the five-year program plan.	In Progress	In Progress	In Progress	In Progress	In progress and not yet complete. A second draft is being worked on by staff.
	Confirm reports of species on the EDRR weed list, obtain landowner permission, and provide rapid treatment to locations outside of the City of Portland.	In Progress	In Progress	In Progress	Complete	Controlled 190 square feet of loosestrife
	Provide technical assistance with weed identification and control methods.	In Progress	In Progress	In Progress	Complete	Responded to phone calls and emails.
	Participate in both the 4-county and Columbia Gorge Cooperative Weed Management Areas.	In Progress	In Progress	In Progress	Complete	Attended meetings and trainings.
	Re-visit knotweed sites and continue to treat any new growth.	Complete	Complete	Complete	Complete	0.06 acres (2614 square feet) treated 1 st quarter.
	Continue to survey for additional knotweed; obtain permission and treat sites.	Complete	Complete	Complete	Complete	Completed in 1 st quarter. 57 acres were surveyed for additional knotweed infestations. A total area of 0.006 acres (261 square feet) was found.
	Re-vegetate knotweed sites as needed.	No progress	No progress	No progress	Complete	Not needed this fiscal year.
	Continue to annually treat all known satellite populations of garlic mustard to prevent seed set.	No progress	No progress	In Progress	Complete	Controlled 3.3 acres across 227 acres of infestation
	Continue to survey for and treat new satellite populations of garlic mustard.	No progress	No progress	In Progress	Complete	Surveyed 49 acres and treated new infestation of ~174 square feet.
	Coordinate with partners to ensure that garlic mustard control is happening regionally.	No progress	No progress	In Progress	Complete	Coordinated with State Parks, USFS, and Multnomah County.
	Provide a free dumpster in Corbett for landowners to dispose of pulled garlic mustard plants.	No progress	No progress	In Progress	Complete	Dumpster in place on April 3. Created and installed better signage.
	Continue to survey for additional infestations of false brome, English ivy, Old man's beard, and spurge laurel.	In Progress	In Progress	In Progress	Complete	Surveyed 785 acres for new infestations; found 17 acres of new infestations.
	Treat all known false brome and spurge laurel populations in target areas where landowner agrees. Continue working to reduce English ivy and Old man's beard in the target areas.	In Progress	In Progress	In Progress	Complete	Treated 13.3 acres across an area of 534 acres.



	Re-vegetate controlled areas of false brome, English ivy, Old man's beard, and spurge laurel as needed.	No progress	No progress	No progress	Complete	Not needed this fiscal year.
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Completed or progressing as planned, targets met or largely met	13/14	93%
Not completed as planned, but substantive progress made and success likely	1/14	7%
Not completed or progressing as planned, little substantive progress made	0/14	0%



Appendix 7: Urban Lands Summary

URBAN LANDS		Timeframe / Status				End of Year Comments
		Q1	Q2	Q3	Q4	
Urban Program	Complete the five-year program plan.	In Progress	In Progress	In Progress	In Progress	A draft was completed and reviewed. Final edits are being made to the draft document pending the FY17-18 Strategic Planning Sessions.
	Develop draft program monitoring and evaluation framework.	No progress	In Progress	In progress	In Progress	Existing data being identified.
	Research details of possible survey of multi-family property owners and managers.	In Progress	No Progress	In Progress	In Progress	Discussed experience with Rural Lands program. Drafted document that will assist in strategic planning and further refining of CLIP eligibility.
	Develop new printed outreach materials.	In Progress	Complete	Complete	Complete	3 topics created. Rain gardens, naturescaping and native plant series have been printed and are being distributed.
	Refine and update EMSWCD web content.	No Progress	In Progress	In Progress	Complete	2 nd quarter: Updates made to Native Plant Section and Native Plant Sale FAQ pages. 3 rd quarter: Yard Tour Event and FAQ pages are up to date.
Workshops / Education	Provide 1-hour presentations to increase awareness of water quality issues. 5/year; 100 attendees. (RG)	No Progress	In Progress	In progress	In Progress	Goal not met. 3 presentations given, with 90 total attendees.
	Provide 1-hour presentations to increase awareness of naturescaping, native plants, and urban weeds. 5/year; 100 attendees.	In Progress	In Progress	In progress	Complete	1 st quarter: 2 presentations (naturescaping & weeds), 43 attendees. 2 nd quarter: 1 presentation (naturescaping), 30 attendees 3 rd quarter: 2 presentations (naturescaping), 60 attendees 4 th quarter: 0 presentations.
	Provide 1-hour presentations to increase awareness of water conservation issues. 3/year; 75 attendees.	No Progress	No Progress	No Progress	No Progress	Goal not met. No presentations given - no requests.
	Provide 4-hour naturescaping basics workshops to increase awareness of wildlife/pollinator, water conservation, and water quality issues and residential scale solutions. 6/year; 150 attendees.	In Progress	In Progress	Complete	Complete	1 st quarter: 2 workshops, 46 attendees. 2 nd quarter: 3 workshops, 66 attendees. 3 rd quarter: 3 workshops, 85 attendees. 4 th quarter: 3 workshops, 67 attendees.
	Provide 4-hour Rain Garden workshops to increase awareness of water quality issues and residential scale solutions. 6/year; 150 attendees.	In Progress	In Progress	Complete	Complete	1 st quarter: 1 workshop, 32 attendees. 2 nd quarter: 3 workshops, 63 attendees. 3 rd quarter: 3 workshops, 56 attendees. 4 th quarter: 2 workshops, 35 attendees.



	Provide 2-hour native plants workshops to increase awareness of native plant benefits for residential landscapes. 6/year; 150 attendees.	No progress	In Progress	In Progress	Complete	2 nd quarter: 2 workshops, 42 attendees. 3 rd quarter: 3 workshops, 71 attendees. 4 th quarter: 3 workshops, 48 attendees.
	Provide 2-hour urban weeds workshops to increase awareness of the threats posed by invasive and noxious weeds. 6/year; 150 attendees.	No progress	In Progress	In Progress	In Progress	Progress made, but targets not met. 2 nd quarter: 1 workshop, 15 attendees. 3 rd quarter: 1 workshop, 22 attendees 4 th quarter: 1 workshop, 18 attendees
	Provide 2-hour Pollinator workshops to increase awareness of wildlife habitat and reduce the use of synthetic chemicals used in the landscape. 6/year; 150 attendees.	In Progress	In Progress	In Progress	Complete	1 st quarter: 1 workshop, 19 attendees. 2 nd quarter: 4 workshops, 74 attendees. 3 rd quarter: 3 workshops, 47 attendees. 4 th quarter: 2 workshops, 43 attendees.
	Provide 2-hour Beneficial Insects workshops to increase awareness of wildlife habitat and reduce the use of synthetic chemicals used in the landscape. 6/year; 150 attendees.	In Progress	In Progress	In Progress	Complete	1 st quarter: 2 workshops, 48 attendees. 2 nd quarter: 3 workshops, 65 attendees. 3 rd quarter: 1 workshop, 17 attendees. 4 th quarter: 3 workshops, 52 attendees.
Technical and Financial Assistance	Provide technical consultations and site visits to residential, commercial, and industrial landowners. 80/year, 20/quarter.	In Progress	In Progress	In Progress	In Progress	Progress made, but targets not met. 55 total technical consultations or site visits. Urban and Rural Lands staff filled in as much as are able, for vacant senior conservationist position, particularly in third quarter.
	Provide technical consultations and site visits to grants program applicants and/or projects. 20 consults/year.	In Progress	No Progress	In Progress	In Progress	Progress made, but annual targets not met. 15 total grants related consultations or site visits. This included SPACE, CLIP and an OWEB grant related request.
	Provide \$200 reimbursement incentives to support installation of residential rain gardens in qualifying areas. 10/year (\$2,000).	In Progress	No Progress	No Progress	In Progress	Target not met. 5 total RGIP consultations, with one incentive award made.
	Connect with 3 large land managers per year to build relationships, encourage sustainable land management practices, and promote EMSWCD services.	In Progress	In Progress	In Progress	Complete	3 rd quarter: connected with OMSI to discuss possible partnership on their campus. Connected with an HOA in Gresham interested in converting their landscape to Naturescaping. 4 th quarter; Met with HOA in Gresham; set up a meeting with a CDC in Portland; discussed riverbank restoration with an industrial property; resumed conversations with an HOA on Hayden Island.
Events	Host a native plant sale to support naturescaping principles throughout the EMSWCD service area by providing affordable and a diverse selection of native plants to residents. 700 participants; 20,000+ plants sold.	No progress	In Progress	Complete	Complete	Successful plant sale event completed, with 799 orders from 729 participants and 10,929 plants sold. Target for plants sold not met.



	Offer a naturesscaped yards tour to demonstrate and encourage naturesscaping principles. 500 attendees.	No progress	No progress	In Progress	Complete	3 rd quarter: Planning in progress for event in May. 4 th quarter: Successful Yard Tour event complete. 472 registered, 351 attended.
Outreach	Engage new/existing community leaders/groups/organizations in priority areas each quarter. Q1=4, Q2=2, Q3=2, Q4=4.	In Progress	In Progress	In Progress	Complete	1 st quarter: 3 presentations, 85 attendees. 2 nd quarter: 5 meetings, 310 attendees. 3 rd quarter: 2 meetings, 25 people reached. 4 th quarter: 4 meetings 60 people reached.
	Provide group tours of the EMSWCD facilities to demonstrate naturesscaping principles in practice. 4 tours/year; 100 attendees.	In Progress	In Progress	In Progress	Complete	1 st quarter: 1 tour, 25 attendees. 2 nd quarter: 1 tour scheduled. 3 rd Quarter: 1 tour 30 attendees 4 th quarter: 1 tour, 30 attendees
	Table at community events with literature about EMSWCD programs and events.	In Progress	In Progress	In Progress	Complete	1 st quarter: 3 events, 60 people reached (445 attendees). 2 nd quarter: 5 events, 162 people reached (680 attendees). 3 rd Quarter: 4 events, 210 people reached (1800 attendees). 4 th quarter: 3 events, 80 people reached (1400 attendees).
	Translate selected workshop and outreach materials.	In Progress	In Progress	In Progress	In Progress	Waiting on formatting.
	Work with Community groups to promote EMSWCD workshops.	In Progress	In Progress	In Progress	Complete	1 st quarter: 2 meetings, 36 people reached. 2 nd quarter: 4 presentations, 73 people reached. 3 rd quarter: 1 presentation, 25 people reached. 4 th quarter: 0 presentations, 0 people reached.
	Conservation Corner - assess how we utilize the demonstrations at the headquarters office and develop an outreach plan to enhance the visibility and education value of the site.	In Progress	No Progress	In progress	In Progress	1 st quarter: Held conversations about and planning for current and future demonstrations at the site. 3 rd quarter: Conservation Corner outreach planning in progress. Met with two community groups to discuss how they can utilize site as an educational tool. 4 th quarter: Continuing conversations about how site can be utilized as an educational tool and possible community science site.
Partnerships	Help to guide the development of user-friendly native plants web tool. Contract with designer to create the web format and populate it with data.	In Progress	In Progress	In Progress	Complete	Data being cleaned up, new (additional) funding partners have been identified. New funders have been identified and a new scope of work is being fleshed out. Web interface has been drafted and reviewed. Data is being loaded.
	Help to guide the development of user-friendly IPM web tool. Sit on review committee.	In Progress	In Progress	In Progress	Complete	We continue to participate on the stakeholders group. Funding for the project was discussed at the December EMSWCD board meeting. Project partners submitted PIC



						proposal in 3 rd quarter. Urban Lands will contract directly with OSU going forward.
	Utilize and promote community organization or non-profit services to increase wildlife and pollinator habitat within targeted neighborhoods via community action projects, workshops and citizen science.	In Progress	In Progress	In progress	Complete	We continue to promote Backyard Habitat Certification program, pollinator app creators, greening schoolyards and neighborhood groups working to increase wildlife habitat and awareness.
	Explore the possible establishment a water culture think-tank for greywater, rainwater harvesting, and composting toilet professionals; including professional trainings and seminars. Develop partnerships, identify experts and be a source of web-based resources.	In Progress	In Progress	In Progress	Complete	Met with partners to discuss them applying for a PIC application to provide workshops and build momentum within the region. PIC application was granted. Hosted a Greywater working group meeting and Greening with Greywater workshop at EMSWCD in 4 th quarter.
	Explore the possibility of collaborating with partner SWCD's towards a more strategic approach to providing continuity across urban workshop offerings and messaging content.	In Progress	In Progress	No progress	Complete	Attending Coalition for Clean Rivers and Streams to determine level of involvement in a state-wide information campaign. The SWCD's met to discuss continuity across urban boundaries with regards to workshops and other offerings.
	Collaborate with partner SWCD's towards a more strategic approach to providing continuity across urban workshop offerings and messaging content.	No progress	In Progress	In Progress	Complete	EMSWCD workshops and materials have been provided for use by other SWCD's.
	Collaborate with Watershed Councils within EMSWCD boundaries.	In Progress	In Progress	In Progress	Complete	EMSWCD continues to participate in watershed council meetings and participates in the technical/restoration teams for both Johnson Creek and Columbia Slough. Urban Lands program staff also participates in the Beavercreek partnership of the Sandy.
Demonstration Projects	Complete MHCC Campus assessment.	Complete	Complete	Complete	Complete	Assessment was completed in the 1 st quarter.
	Evaluate MHCC Campus assessment, prioritize potential retrofit projects.	Complete	Complete	Complete	Complete	Completed in the 1 st quarter. Out of 23 projects identified in the assessment, the top 5 projects were prioritized and funding is being identified to implement these projects.
	Work with project partners to draft a 5-yr implementation plan for prioritized retrofit projects on the MHCC campus.	No progress	In Progress	In Progress	In Progress	Primary stakeholders are meeting and charting the course for implementations. Primary stakeholders/funders meet bi-weekly to guide the effort. Numerous grants have been applied for. A Metro Capital Grant was awarded to the project.



Begin work on top priority projects identified in the MHCC assessment.	No progress	No progress	No progress	Complete	Funding for the first three projects has been secured and work has begun.
Partner with community organizations, jurisdictions and non-profits to identify potential large-scale demonstration projects within targeted neighborhoods. Develop project plan and partnership agreements.	In Progress	In Progress	In Progress	Complete	Urban lands program continues to meet and strategize with potential demonstration project partners

Completed or progressing as planned, targets met or largely met	26/38	68%
Not completed as planned, but substantive progress made and success likely	11/38	29%
Not completed or progressing as planned, little substantive progress made	1/38	3%



Appendix 8: Conservation Legacy - Headwaters Farm and Incubator Program

CONSERVATION LEGACY		Timeframe / Status				End of Year Comments
		Q1	Q2	Q3	Q4	
Headwaters Program	Finalize Five-Year Headwaters Farm Plan.	No progress	In progress	In progress	In progress	It was decided to wait to update the Five-Year Plan after the upcoming Strategic Planning Process in November 2017.
	Outreach and engagement to prospective farmers, program partners, and the general public will be conducted annually through social media, print media, events, presentations, tabling, farm tours, fliers, and press releases.	In progress	In progress	In progress	Complete	12 tours were offered to the general public and organizations.
	Obtain at least ten HIP applicants for the 2017 growing season.	No progress	Complete	Complete	Complete	HIP applications closed at the end of October 2016. 6 were received. Target not met.
	Two to five new farms recruited in FY16-17.	No progress	In progress	Complete	Complete	Two new farms recruited for FY16-17
	Host at least twelve incubator farmers at all times.	Complete	Complete	Complete	Complete	14 HIP farms hosted at Headwaters for 2016 season, and 14 farms are being hosted for the 2017 season.
HW Site improvements	A new propagation house (20ft x 96ft low profile style) and two hoop houses (30ft x 148ft gable-style) constructed.	In progress	In progress	Complete	Complete	The propagation house and hoophouses have been completed and are fully operational.
	Roughly 450ft of new gravel roads installed to provide year-round access to the remaining fields that lack it.	In progress	Complete	Complete	Complete	New road development is completed in the 1 st quarter.
	Signage installed at the entrance to Headwaters Farm.	In progress	No progress	No progress	No Progress	Sign has been made. Erection of the sign has been delayed due to the acquisition of an adjoining property and decisions to be made around that site's development.
	Removal of old barn and other dilapidated structures in the DPNA.	No progress	In progress	Complete	Complete	Work is done and permitting by the City of Gresham complete.
HW Farmer Support	Tractor safety and usage training.	No progress	No progress	In progress	Complete	Class has been offered and numerous farmers cleared to operate equipment. Tractor test and Standard Operating Procedures have been translated into Russian and an additional training will be held to assist the Russian-speaking HIP farmers.
	Record keeping training.	No progress	No progress	Complete	Complete	The time-trial record keeping class has been offered and a record keeping cohort of HIP farmers has been established.



	BCS maintenance and individual farmer trainings.	No progress	No progress	No progress	Complete	Completed over the fourth quarter.
	New farmer orientation.	No progress	No progress	Complete	Complete	All new HIP farmers have received orientation and are actively using the facilities.
	Nutrient management training.	No progress	No progress	No progress	Complete	This workshop took place on May 30 th .
	Irrigation management training.	No progress	No progress	No progress	Complete	This workshop took place on June 4 th
	Land access and finance training.	No progress	Complete	Complete	Complete	This workshop took place on November 2 nd .
	Post-harvest handling training.	No progress	No progress	Complete	Complete	This workshop took place on February 17 th .
HW Soil Health	Cover cropping used on all farmable areas of Headwaters Farm not currently in winter production (approximately 36 acres).	In progress	In progress	In progress	Complete	An effective winter cover was used. Summer covers of buckwheat and/or Sudan grass were sown in the 4 th quarter.
	Soil samples taken for all fields in October—both in production or not—to help determine management needs.	No progress	Complete	Complete	Complete	Soil samples were taken for all fields in early October. Results showed excellent application of Nitrogen by farmers in 2016.
	Management of invasive weeds.	In progress	In progress	In progress	Complete	Both staff and incubator farmers have worked to reduce the Farm's weed bank and weed biomass, especially regarding thistle, nut sedge, and pig weed. The 4 th quarter required a much more active weed management effort.
	Lime fields as needed.	No progress	Complete	Complete	Complete	Based on soil sample results no liming will be needed this year.
HW Resource Protection	Gravel road constructed (~450ft) and existing roads improved (~2,000ft), to improve access and manage mud and runoff.	In progress	Complete	Complete	Complete	Planned road improvements were completed in November.
	Stormwater management facilities installed on newly constructed facilities, including: 70ft extension to an existing swale, 500ft grass waterway, and two new swales (size to be determined). Permanent vegetation, cover crops, and if necessary waddles, used to ensure that all surface water is free of sediment.	In progress	Complete	Complete	Complete	Planned stormwater management improvements were completed in November.
	Establish additional 5000ft ² of native hedgerows around the farm for habitat, ecosystem services, and demonstration value.	In progress	In progress	Complete	Complete	The site has been planted and mulched.



	Incubator farmers implement a suite of practices that promote good stewardship, including: organic practices, cover cropping, amending as needed, properly timed tillage, drip irrigation, etc.	In progress	In progress	In progress	Complete	Incubator farmers are meeting or exceeding EMSWCD conservation expectations in the vast majority of instances.
HW Demonstration	Conduct site tours of Headwaters Farm to demonstrate conservation agriculture practices.	In progress	In progress	In progress	Complete	12 tours were given to the general public and another was offered to the Soil and Water Conservation Commission.
	Highlight and promote key conservation efforts by publishing articles on the EMSWCD website and social media. Update conservation agriculture content on EMSWCD website.	No progress	In progress	In progress	Complete	Content for the website update is underway. Additional social media posts will be made in the 4 th quarter.
	Plan for the incorporation of interpretive signage and other specific outreach and engagement practices, to increase the visibility and leverage of EMSWCD and NRCS conservation farming practices at Headwaters.	No progress	In progress	In progress	Complete	General concepts and locations have been documented and mapped.

Completed or progressing as planned, targets met or largely met	26/28	93%
Not completed as planned, but substantive progress made and success likely	1/28	4%
Not completed or progressing as planned, little substantive progress made	1/28	4%



Appendix 9: Conservation Legacy - Land Legacy Summary

CONSERVATION LEGACY		Timeframe / Status				Year End Comments
		Q1	Q2	Q3	Q4	
Land Legacy Program (LLP)	Finalize 5-year Land Legacy Program plan.	No progress	No progress	No progress	In progress	On hold pending new Land Legacy Program Manager appointment for most of the year. Some progress was made in the 4 th quarter on elements of the 5-year plan.
	Develop outreach/communications plan.	No progress	No progress	No progress	No progress	On hold pending new Land Legacy Program Manager appointment for most of the year.
	Update and expand Land Legacy content on the EMSWCD website.	No progress	No progress	No progress	No progress	Although some minor changes and updates were made to the program website pages, no substantive progress was made. This Will be addressed by the new Program Manager in FY6-17.
	Assess appropriate role for the Land Legacy program in farmer succession support, and develop farm succession program plan.	No progress	No progress	No progress	No progress	Little progress made this year. Will be addressed by new Program Manager is appointed as part of strategic planning for the program.
LLP Farm Lands	Refine agricultural focal area property prioritization and tracking system.	No progress	No progress	No progress	No progress	No substantive changes made.
	Meet with priority landowners to pursue protection of working lands within the ag land focal area. At least 60 meetings total (Q1=10, Q2=14, Q3=18, Q4=18), with at least 16 first-time visits/meetings (4 per quarter) with landowners not previously engaged by the program.	In progress	In progress	In progress	In progress	Progress made, but goal not met for the year. 22 total landowner visits, 3 of which were initial meetings with new landowners. 12 landowner meetings held in 4 th quarter, 2 initial visits. 4 landowner meetings held in 3 rd quarter, all repeat visits. 3 landowner meetings held in 2 nd quarter, 1 initial visits. 1 st quarter 3 landowner visits, all repeat visits.
	Thoroughly assess at least five parcels in which landowners are interested in participating.	No progress	No progress	No progress	In progress	Target no met. Much of this work was delayed due to staff vacancy.
	Parcels that meet criteria will be processed for protection to the extent possible given a variety of issues and constraints that occur in every land transaction.	In progress	In progress	In progress	In progress	Substantive progress made on three ag properties, two of which were already under consideration the previous year. Two of these are no longer being pursued because the landowners withdraw or an acceptable price could not be reached.
	One to five properties will be brought before the EMSWCD board to consider for protection.	No progress	In progress	In progress	In progress	One 1.1-acre ag related property adjacent to EMSWCD's Headwaters Farm was brought to the board for consideration to purchase, which closed in the 4 th quarter.



	Undertake forest restoration, hedgerow establishment, and other identified site improvements at Oxbow Farm.	In progress	In progress	In progress	Complete	Completed as planned. Hedgerow on the southern boundary was planted out in 3 rd quarter, with further grass control and mulching in the 4 th quarter. Weed control treatment in the forested portion of Oxbow undertaken in 1 st , 2 nd and quarters.
	Develop and implement site assessments and management plans for any newly acquired parcels, and conduct on-site stewardship activities.	No progress	No progress	No progress	Complete	Initial site clean-up and stabilization plan developed for new parcel in 4 th quarter, which is being implemented.
	At least one farm succession related workshop held to help local farmers.	No progress	No progress	No progress	No progress	Planned for 3 rd quarter, but cancelled due to Program Manager vacancy and other priorities for the program.
LLP Natural Lands	Maintain catalogue of relevant partner the plans, identify and obtain new partner plans, and to the extent possible, retrieve the associated maps and spatial data to allow for a prioritization of natural areas in need of protection. Work with partners to ensure EMSWCD has the most up to date versions of all relevant plans.	No progress	No progress	No progress	In progress	Catalogue of plans exists. Little new work done in this area this year because of staff vacancy.
	Meet with potential partners to discuss priority natural areas; if successful, initiate at least one parcel-specific protection effort with partner entity in the lead.	No progress	In progress	In progress	Complete	Three properties were considered for protection this year. One is likely to result in the successful purchase of 15 acres of natural area within the UGB in FY16-17.
	Receive and process grant applications for natural areas as they are submitted; present to board for decision.	No progress	No progress	No progress	No progress	No grant applications submitted this year.
	Complete the stream crossing replacement project in the Dianna Pope Natural Area	In progress	Complete	Complete	Complete	Culvert replacement completed in 1 st quarter.
	Finalize the long-term management plan for the Dianna Pope Natural Area.	No progress	In progress	In progress	Complete	Rural Lands staff completed final draft which was presented to the board in 4 th quarter. Final adoption of the plan is likely in early FY16-17.
LLP Access Lands	Maintain catalogue of relevant partner the plans, identify and obtain new partner plans, and to the extent possible, retrieve the associated maps and spatial data to allow for a prioritization of access to nature areas in need of protection.	No progress	No progress	No progress	In progress	Catalogue of plans exists. Little new work done in this area this year because of staff vacancy.
	Using partner plans and other relevant tools that relate to under-served communities and access to	No progress	No progress	No progress	No progress	Not much progress made this year, pending appointment of Program Manager position.



nature; assess and prioritize potential access to nature protection opportunities.						
Meet with potential partners to discuss priority access areas; if successful, initiate at least one parcel-specific protection effort with partner entity in the lead.	No progress	Two properties were explored this year, with one likely to result in partnering on an acquisition (included under natural areas above).				
Receive and process grant applications for access to nature areas as they are submitted; present to board for decision.	No progress	No grant applications submitted this year				

Completed or progressing as planned, targets met or largely met	5/21	24%
Not completed as planned, but substantive progress made and success likely	7/21	33%
Not completed or progressing as planned, little substantive progress made	8/21	38%



Appendix 10: Conservation Legacy - Grants Summary

CONSERVATION LEGACY		Timeframe / Status				End of Year Comments
		Q1	Q2	Q3	Q4	
Grants Program	Investigate online Grants management systems, select and implement system for 2017 PIC grant cycle if appropriate.	In progress	Complete	Complete	Complete	Implementation of ZoomGrants proceeded smoothly and was used successfully for receiving and reviewing the 2017 PIC grant applications in the 2 nd and 3 rd quarters, and for contracting in the 4th quarter.
	Fund at least one large scale, multi-year restoration project in the rural part of the district through the PIC Plus or Strategic Partnership.	No progress	In progress	In progress	Complete	Goal only partially met. One multi-year restoration project was considered for funding but was selected for only one year of support at a reduced amount. Project funding through the Strategic Partnership is supporting Year 2 of a multi-year restoration project through the Johnson Creek Watershed Council. Additional 1-year restoration projects have been approved for support through the Strategic Partnership Agreements.
	Fund at least five restoration, naturescaping and/or water quality monitoring projects in the urban part of the district.	No progress	In progress	In progress	Complete	Three PIC 2017 applications were approved for funding that promote naturescaping and habitat restoration in urban areas, including a project in Backyard Habitat Certification and another that involves restoration through youth workforce development. Eight SPACE grants were funded that supported smaller scale naturescaping projects such as pollinator planting and weed removal. Additional funding in this area was approved through Strategic Partnerships with the Watershed Councils.
	Fund at least five projects that address stormwater runoff, water quality/ conservation, and/or soil erosion.	No progress	In progress	In progress	Complete	Seven PIC 2017 applications were approved for funding, including three large neighborhood scale tree planting initiatives and one with multiple sub-projects focused on pavement removal and native planting. Through the Strategic Partnership, one Watershed Council was also supported to participate in a large demonstration project involving a major stormwater retrofit.
	Fund at least three projects that promote sustainable agriculture in the rural part of the district.	No progress	In progress	In progress	Complete	Two PIC 2017 applications were approved for funding that support rural farmers in the district, one through a farmer intern program at Zenger Farms and the other, through marketing education at a local farmer's market. Additionally, two SPACE grants were provided to support



						farmers, including the OSU Small Farms program to support participation of district farmers in a training course, and a grant for an event to promote community supported agriculture.
Grants - Environmental Education	Convene PIC grantees and other key stakeholders involved in environmental education to identify the scope of existing programs, identify service gaps, and gain input on how EMSWCD can provide funding more strategically in this area.	No progress	No progress	In progress	Complete	A meeting was held on June 2, 2017 with 14 people in attendance, including environmental education grantees and fellow grantmakers. EMSWCD received important feedback on grantmaking processes, direction on where the EMSWCD can focus its funding, and how to address the challenges of evaluation and equity. This information will be used in 2017 strategic planning.
	Fund at least three formal environmental education projects for youth.	No progress	In progress	In progress	Complete	Three PIC 2017 applications focused on environmental education were approved for funding. These included a nature summer camp for underserved youth, and two formal, well established programs providing classroom lessons and outdoor education components. EMSWCD also is providing year-long support to Multnomah Education Service District for Outdoor School participation for youth in our service area.
	Fund at least five projects that contain an educational component – hands-on involvement of students or volunteers, work skills training (restoration, gardening, sustainable agriculture), and/or demonstration/interpretive element.	In progress	In progress	In progress	Complete	Twelve PIC 2017 applications were approved that contain an educational component but were not primarily education projects. For example, a large scale multi-year tree planting initiative in Gresham will involve youth internships and volunteer engagement.
	Fund at least five community events focused on environmental education that reach at least 500 district residents (SPACE grants).	In progress	In progress	In progress	Complete	Seven community events were funded through the SPACE grant program, including the Willamette River Celebration and the initial opening of the Gateway Green park. Over 800 residents participated in the seven events.
Grants - Gardens	Convene PIC grantees and other school and community gardens stakeholders to review outcomes of school survey and mapping projects, identify gaps and how to address them.	No progress	Complete	Complete	Complete	The meeting of garden stakeholders took place in December with seven participating garden grantees. One group presented a survey and assessment report of school gardens in the district.
	Fund the development of at least two new community or school garden spaces in the district.	No progress	In progress	In progress	Complete	One PIC 2017 application was approved that will build a new community garden on elementary school grounds. Eight SPACE grants provided during the year enabled new or significantly enhanced garden spaces at schools or areas used by students.



	Fund at least three garden projects that incorporate soil and water conservation education and serve low income communities.	In progress	In progress	In progress	Complete	Three PIC 2017 applications were approved that specifically address gardening education through primarily low-income schools or farm-based work experience. All incorporated elements of soil and water conservations education. Seven SPACE grants supported garden education for low income schools or communities, including an opportunity for largely African American low-income school students to visit a local farm.
Grants - Capacity	Support at least two partnerships that cross traditional sector lines and help to build alliances between conservation groups and community organizations.	No progress	In progress	In progress	Complete	Three PIC 2017 projects were approved for funding that address equity and support partnerships between community organizations and more traditional conservation groups. These included two grants awarded to culturally specific groups to engage in tree planting and restoration efforts with other organizations.
	Support at least three projects that help build capacity of organizations to work in underserved areas.	No progress	In progress	In progress	Complete	Nine PIC 2017 applications were approved that provide some opportunity for organizations to work with low income and/or communities of color. Many of these are focused on improving tree canopy and stormwater management in underserved areas of the district.
	Participate with the Equity Grant Makers group and other equity related groups to, identify key issues and barriers to greater equity in conservation project funding, and develop opportunities for new PIC grants that support the EMSWCD equity goals.	In progress	In progress	In progress	Complete	Staff participated in the Equity Grant-makers group and the EMSWCD Equity Team – completing an Equity Development Proposal that was presented to the Board and approved for funding. Equity Grantmakers participation has included creation and upkeep of a common document tracking equity measures and tools used by grantors participating in the group. Two meetings were hosted by EMSWCD.

Completed or progressing as planned, targets largely met	15/15	100%
Not completed as planned, but substantive progress made and success likely	0/15	0%
Not completed or progressing as planned, little substantive progress made	0/15	0%



Appendix 11: 2017 PIC Grants

TOTAL: \$760,416

Asian Pacific American Network of Oregon

Jade/Lents Greening \$101,000

Project will improve climate, storm water, and health outcomes in the Jade District/Lents through green infrastructure, with a focus on tree planting.

Audubon Society of Portland/ Columbia Land Trust

Backyard Habitat Certification Program - East Multnomah County Expansion and Equity Project
\$30,000

Program provides technical assistance, incentives, resources, and recognition to urban/sub-urban participants as they create backyard habitats and manage stormwater.

Camp E.L.S.O. Inc.

Camp ELSO Adventurers Day Camp \$9,148

Provides culturally inclusive environmental education camp program for children of color.

Centennial School District

Lynch Wood Elementary Community Garden \$24,511

Project creates a 30,000-square foot community garden at Lynch Wood Elementary School in partnerships with Portland Parks & Recreation.

Columbia Riverkeeper

Columbia River Monitoring and Restoration Project \$15,000

Project will collect water quality data for E. coli to promote safe swimming and fishing and engage underserved youth in restoring riparian habitat.

Depave

Depave Season 2017 \$40,000

Project engages community members in transforming neighborhood spaces by removing impermeable surfaces, capturing stormwater, and adding nature to urban areas.

Ecology in Classrooms and Outdoors

Ecology Enrichment in Elementary Schools \$25,000

Provides environmental education program to East Multnomah County Title One schools.

Friends of Zenger Farm

Zenger Farm Internship Program \$40,000

Provides support for 6-month program to train interns in commercial sustainable farming.

Growing Gardens

Growing Minds, Growing Food: School Garden Programming in East Portland \$131,916

Specialized Garden Educators will integrate garden-based lessons into school day curricula in 7 schools.



Janus Youth Programs, Inc.

Growing in Place \$20,000

Program connects children, youth and adults to sustainable agriculture and natural spaces through hands-on experience with local food production.

Lower Columbia Estuary Partnership

Outdoor Conservation Education Program \$32,643

Provides elementary East Multnomah students with watershed education and supports teacher training workshops.

Multnomah County

Green Gresham / Healthy Gresham \$143,000

In partnership with Friends of Trees, this project will plant over 200 trees in the low-income neighborhoods of Rockwood, Wilkes East, and North Gresham with local youth and volunteers.

Northwest Youth Corps

East Multnomah Youth Stewardship Project \$30,000

Project supports crews comprised primarily of low income youth and youth of color who will complete 6600 hours of restoration work.

Outgrowing Hunger

Garden-Based Environmental Education \$30,000

Provides school garden-based delivery of environmental education to K-12 students within Portland area public schools.

PDX Greywater Partnership

Greening with Greywater 2017 \$18,198

Project partners such as Greywater Action, Recode, and others deliver an educational workshop series to the public on greywater residential systems.

Portland Opportunities Industrialization Center Inc.

Rosemary Anderson High School & Friends of Trees Student Crew Leader Training Program \$40,000

Through hands-on classroom and site-based experiences, students learn techniques of habitat restoration; plant, monitor, and prune street trees; and gain appreciation for our urban forest and watersheds.

Wisdom of the Elders, Inc.

Wisdom Workforce Development Initiative \$20,000

Provides Native American adults and youth with environmental assessment and habitat restoration training and service learning in local natural areas and watersheds.

Woodlawn Neighborhood Association

Woodlawn Farmers Market \$10,000

Provides support for Introducing Farmers Program and bilingual workshops and farm tours.



Appendix 12: 2017 SPACE Grants

Organization	Project	Amount
Camp ELSO	Urban Ecology & Exploration Day Camp	\$1,500
Create Plenty	Leaven Community Garden Collaborative Project	\$1,500
Soul River, Inc.	Celebration Wild Steelhead	\$1,500
Confluence	Sandy River Delta Restoration Celebration	\$1,144
Northwest Earth Institute	EcoChallenge	\$1,500
Blair Community Garden	Blair Community Garden South Entrance Improvement	\$1,098
Religious Society of Friends	Multnomah Meeting Garden, Third Stage Planting of Backyard Habitat Renovation	\$1,500
JOIN	Seeds of Community: Water Pump Installation	\$1,480
Save the Giants	Urban Tree Advocacy Workshop	\$500
KairosPDX	KairosPDX Grows Field Trip - Zenger Farm (#1)	\$467
Margaret Scott Elementary	Margaret Scott School Garden	\$1,500
Trillium Charter School	Winter Row Tunnel Project	\$300
OSU Small Farms Program	Women in Sustainable Agriculture Conference Scholarships	\$725
TIA Oak Prairie Work Group (Urban Greenspaces Institute)	Strategic Action Planning	\$1,500
King-Sabin Tree Team	Sabin Community Street Tree Assistance Project	\$1,500
Lents Springwater Habitat Restoration Project,	Tree planting field trip with Lents Elementary	\$1,500
Powell Valley Neighborhood Association,	Restoration work in East Gresham Park	\$1,500
Portland Area CSA Coalition	CSA Share Fair 2017 (Hollywood Farmers Market)	\$1,500
Rigler Elementary PTA	Rigler Native Oak Demonstration Garden & Workshop Series (Cully neighborhood)	\$1,100
Portland Fruit Tree Project	Pollinators Count in PFTP orchards	\$1,500
Kelly School PTA	Native Plant Courtyard Classroom Project (Lents neighborhood)	\$1,500
OSU Small Farms Program	Growing Farms Successful Whole Farm Management	\$1,485
Prescott Elementary School	Kindergarten Garden and Outdoor Classroom.	\$1,500
City of Troutdale	Earth Day Event/Helen Althaus Park.	\$1,500
Community Transitions Program, PPS	Raised Vegetable Garden Beds for Disabled Student Access	\$1,500
Abernethy Elementary PTA	Native Plant Habitat	\$1,500
North Portland Tool Library	Annex Courtyard Restoration	\$1,500
KairosPDX	Zenger Farm Field Trip (#2).	\$475
Immigrant and Refugee Community Organization	Gilbert Park Rain Barrel Installation Workshops	\$1,500
Ockley Green Middle School	Garden Restoration	\$1,500
Four Corners Therapeutic School - Trillium Family Services	Four Corners Community Garden	\$250
Brentwood North Community Garden	Brentwood North Berries Planting and Irrigation	\$1,500
St. John's Community Garden	Garden Improvements and Fixes	\$1,447
Portland Harbor Community Advisory Group	Watershed Science in Cathedral Park	\$1,100
Parkrose Community Church	Summer maintenance of community orchard	\$1,375
Friend of Gateway Green	Gathering at Gateway Green	\$1,500
Audubon Society of Portland	Lights Out Portland Pilot Project: Take the Pledge	\$1,500
TOTAL:		\$47,446