



Board of Directors Meeting Agenda

East Multnomah Soil and Water Conservation District

Monday, October 2, 2023, 6:00 – 9:00 PM

To be held at the Lower Columbia Estuary Partnership (400 NE 11th Ave, Portland, OR 97232) or

Join online via GoToMeetings: <https://meet.goto.com/EastMultSWCD/boardmeeting>

or call in: United States (Toll Free):1 (866) 899-4679 Access Code:578-282-301

AGENDA

Item #	Time	Board Meeting Agenda Item	Purpose	Presenter	Packet
1	6:00 5 min	Welcome and meeting called to order: <ul style="list-style-type: none">• Introductions• Review/revise agenda• Review previous action items• Review/approve June and September Board Meeting Minutes	Information/ Decision	Zimmer- Stucky	a) 9/6/2023 Board Meeting Minutes b) 9/20/23 Special Board Meeting Minutes c) 6/26/23 Special Board Meeting Minutes Previous Action Items
2	6:05 5 min	Time reserved for public comment and introductions ¹	Information	Public	N/A
DISTRICT BUSINESS					
3	6:10 60 min	Executive Session under ORS 192.660(2)(f) to consider information or records that are exempt by law from public inspection	Discussion	Motus Recruiting	N/A
4	7:10 20 min	Executive Director Recruitment Details	Discussion/ Decision	Zimmer-Stucky	N/A
5	7:30 10 min	NRCS: New Urban Conservationist and brief overall updates	Information	Galland	N/A
6	7:40 15 min	Executive Director and Leadership Team Updates & Something to Celebrate	Information	Leadership Team	a) ED & L-Team Updates

¹ Each member of the public who wishes to speak shall be given approximately 3 minutes.

Packet materials referenced above available in hardcopy by request or electronically at: <http://emswcd.org/about/board/meetings/>



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7	7:55 45 min	Land Legacy Committee Recommendations	Discussion/ Decision	Shipkey	Sent Separately
FINANCE AND OPERATIONS					
8	8:40 5 min	<ul style="list-style-type: none">Monthly Financial Reports: August 2023	Information	Mitten	Sent Separately
BOARD OF DIRECTORS BUSINESS					
9	8:45 10 min	Board of Directors Discussion <ul style="list-style-type: none">Portland Water Bureau Treatment Plant Project	Discussion	Board of Directors	a) Letter of Opposition
CLOSING ITEMS					
10	8:55 5 min	<ul style="list-style-type: none">Announcements and remindersAction itemsAdjourn meeting	Information	Zimmer-Stucky	N/A



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EMSWCD Board Members, Committees and Meeting Dates

EMSWCD Board			EMSWCD Committees			
Members	Positions	Officers	Budget	Land Legacy	Personnel	PIC
Joe Rossi	Director - Zone 1		X	X		
Laura Masterson	Director - Zone 2	Secretary	X	X	X	
Mike Guebert	Director - Zone 3	Vice Chair	X	X	X	
Jim Carlson	Director - At-Large 1	Treasurer	X	X	X	
Jasmine Zimmer-Stucky	Director - At-Large 2	Chair	X	X	X	
Upcoming Schedule						
FY23-24	2023	July	5		31	17
		August	16			
		September	6		25	
		October	2			16
		November	6		27	
		December	4			
	2024	January	3		22	17
		February	5			
		March	4	4	25	
		April	1	1		15
		May	6	6	29	
		June	3			

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**East Multnomah Soil and Water Conservation District
Board of Directors *FINAL* Meeting Minutes**

Wednesday, September 6, 2023

6:03pm- Call to Order

Zimmer-Stucky, called to order the regular meeting of the EMSWCD Board of Directors at 6:03pm on Wednesday, September 6, 2023, at EMSWCD's Office.

6:03pm- Introductions, Review/revise agenda, Review previous action items.

Zimmer-Stucky conducted introductions for the record. The following persons were present:

Board of Directors: Jasmine Zimmer-Stucky (At-Large 2 Director, Chair), Mike Guebert (Zone 3 Director, Vice-Chair), Laura Masterson (Zone 2 Director, Secretary), Jim Carlson (At-Large 1 Director, Treasurer), Joe Rossi (Zone 1 Director)

Staff: Nancy Hamilton (Executive Director) (virtual), Dan Mitten (Chief of Finance & Operations), Heather Nelson Kent (Community Outreach & Engagement Program Supervisor), Julie DiLeone (Rural Lands Program Supervisor), Kathy Shearin (Urban Lands Supervisor), Matt Shipkey (Land Legacy Program Manager), Asianna Fernandez (Executive Assistant), Jeremy Baker (Senior Rural Conservationist)

Guests: Dreshawn Vance (Motus) (virtual), Orlando Williams (Motus) (virtual)

Changes to the agenda: N/A

Time reserved for public comment: N/A

6:04pm- Approval of minutes

Carlson requested a change to the August 16, 2023, minutes: Instead of a local OAN representative, he spoke with a Sales Representative from JB Instant Lawn about soil and amendments and their use of cover crop in between rows.

MOTION: Carlson moved to approve the August 16, 2023, Board of Directors Meeting Minutes as amended, Masterson 2nd. Motion passed unanimously (5-0).

Previous action items:

- **Fernandez** to send the policy language around the process for employees to express grievances of the Executive Director to Masterson/Personnel Committee Chair. - Done
- **Zimmer-Stucky and Hamilton** to work on the Portland Water Bureau testimony letter. -Done
- **Zimmer-Stucky and Hamilton and Masterson** to work with Motus on the Executive Director Job Announcement. -Done

6:05pm- Board Member Meeting Scheduling

The Board of Directors discussed their availability for upcoming Board Meetings and Executive Director interviews.

6:09pm - Executive Director Recruitment Update

Williams gave an overview of the recruitment project plan.

- Highlighted that they want to try to stay as accurate to the proposed timeline as possible. The job announcement and description are now posted and Motus is actively in the recruitment process.
 - This will run through the first couple weeks of October. Motus is accepting candidates from the normal job listing process and also contacting candidates who are passive or

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not actively looking but are in alignment with what the District is looking for. Those candidates are getting vetted before they call; based on their background, mission alignment, etc.

- Next, we'll be going into the interview process. Motus will only present the top 10 candidates if there are 10 who are qualified and who Motus knows the District will be excited to hear about.
 - The Board will then choose 5 of those to move on to the interview process.
 - Anyone who will be a part of the interview process will have to participate in Motus' Better/Best training, which is a comprehensive methodology covering all aspects of what it's like to be in an inclusive interview process.
 - There will be two panels, one of the Board Members, and one of a few staff members for interviews.
- Finally, the meet and greet of the top two candidates are interactive and have both formal and organic aspects to them.
 - The candidate presents a specific TBD topic to staff and the candidate can also ask the organization questions. This process is used to gather feedback (via survey) from staff as a formalized process to present to the Board to assist them in their decision making.
 - Motus doesn't usually provide their own feedback and opinions on individual candidates unless it's asked for, unless it's something they feel staff and Board need to know.

Williams explained the Better/Best methodology: Motus is looking to achieve an opportunity to allow candidates to authentically show up. This is how we find out who these candidates are. Motus asked the hiring committee to be authentic as well.

Zimmer-Stucky How often do you have one or two candidates in the final process?

Williams About 30% of the time, there's only one, majority of time there are two. We want to allow the best candidates to have a legitimate shot. It's usually pretty obvious by the end whether there will be one or two candidates to move on to the meet and greet.

Williams There is a total of 31 applicants, and 5 direct-sourced candidates. Segmented based on regionality, most are coming from the West, which is expected. There's a small distribution from across the rest of the country, except the Northeastern region. Motus' internal evaluation of candidates based on their rubric will change week by week based on how many more applicants come in, and they will explain that when they present their top 10. They will also make the distinction between which candidates applied vs. were direct-sourced. Candidates are also vetting the organization. Williams has had great conversations about this opportunity in the marketplace. There are many familiar names.

Rossi At the calibration meeting with the Board, will we review candidates? Will the Board have a say in getting down to the top 5?

Orlando We will not waste time and put the burden on the District by looking through all the candidates, but Motus will review some of them, besides the top 10.

Zimmer-Stucky Once we get into the check in and calibration meeting, from there on, interviews will be done in Executive Session. The process is that the Board will decide on which 5 candidates to move on to interviews. The Staff committee (Leadership Team, Equity Team representative, and Fernandez) will be able to listen in to the presentation of the top 10. The Board will deliberate alone about which candidates to move forward with to the first round of interviews. The Board decides who moves from round 1 to round 2. At round 2, there will be 2 panels. The Board will still make the decision, but Staff will give the Board info and insight. For round 3, everyone is included in the meet and greet, but ultimately the Board makes the final decision.

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Williams As a framework, consensus works well in order to choose who moves on from top 10 to 5 to 3. If that doesn't work, we will go into a democratic vote. We then typically like to move back into consensus after the final decision.

Zimmer-Stucky What are the ways that the Staff panel's interests will move over?

Williams Expectations are set before staff interviews, in which their insight and contribution are valuable to the Board. Motus will ask the staff panel for their "rapid reactions" after each interview in which staff will give their immediate insight about the candidate's alignment with the Organization. This info will be synthesized by Motus and then presented back to the board. If there's any feedback contrary to the Board's view, that will need to be reconciled.

Zimmer-Stucky How long is needed for each of the meetings before the interview process?

Williams 90 minutes for both the calibration meeting and top 10 candidate presentation. 60 minutes for the Better/Best training.

Shearin is thankful for the two panels in this process but wants to recognize that this is the first time that there wouldn't be a staff on the final selection committee in this organization. The Executive Director spends a lot more time with staff than it would the Board on a day-to-day basis.

Masterson This is our time to get the word out and get as many candidates as possible. Reminded the Board to send the announcement out to their network.

Williams The candidates Motus has spoken to know who the organization is, is inquiring about staff, knows the board, etc., so agrees with Masterson about continuing to engage your networks.

Hamilton sent Motus a list of places where the Equity Team has identified as helpful for the announcement to be posted. Is that something the staff can assist with, or has it been done?

Dreshawn Motus has posted on some of those sites. Some of them have declined the posting, and for some, they're still waiting to hear back about their processes.

Motus representatives left at 6:42pm.

6:42pm- Executive Director and Leadership Team Updates

Hamilton gave her Executive Director update:

- Continuing to have meetings with other District Managers at neighboring SWCDs. Everyone seems excited about being a part of the group. Nellie McAdams and Kelly Beamer attended our last meeting to discuss easements and how each organization approaches land protection. Our next meeting in November will include our Board Chairs and Leo Preston from the USDA to have the Board chairs meet each other and find out what federal grants are out there.
- Met with Cathy Cohen (Portland Harbor Community Coalition) and Lynn Barlow (ED at WMSWCD)
 - All three met with Willie Levinson (Human Access Project), and Caleb Shaffer (EPA). Trying to figure out what to do with the Willamette River clean up and discussing what role an SWCD has on the Willamette?
 - We provided Human Access Project with funding through our PIC grant for their study on the algae blooms around Ross Island.
- Multiple meetings with Motus, Zimmer-Stucky, and Masterson

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- Something to Celebrate: Senator Merkley visited Headwaters Farm. He was very interested in sustainable farming, new technology for farming, and the needs of small farmers since we didn't get the USDA grant.
- Met with Lyles at OSU Extension and Andrew Norwood from their foundation. Multnomah County hasn't had OSU Extension since 2003 because the County pulled their money out, and District decided we didn't have enough money to fund it ourselves. Looking for some kind of program that would last four to five years. Lyles talked about seeing the new County Chairperson to get some focus on the removal of extension from Multnomah County.

Zimmer-Stucky thanked Rossi for kicking off that conversation with Lyles at the Farm Bureau meeting. Lyles seems motivated to bring the program back if the Board is open to rearranging the budget for the next Fiscal Year to get the program up and running again. We should be able to see a more formal proposal and presentation from Lyles in October or November.

Hamilton One of his staff members will be working with Shearin and DiLeone for more specifics around what we already have and what we need.

Rossi asked to be invited to the next meeting with Lyles. Clackamas has a whole suite of things to choose from that we could use too. Also, at the Clackamas' program, the info goes both ways, there's an opportunity for a lot of transfer of knowledge between all participants.

Hamilton's Upcoming Meetings:

- Meeting with Steve Fancher and Carrie Pak from City of Gresham
- Town hall with Lynn Peterson (Metro) and Jon Blasher (Director of Parks and Nature) on September 29th.
- Visiting Blue Raven Farm
- The OAHP Legislator tour will be at Full Cellar Farms, OAT, and COLT. The goal is to get \$5,000,000 for OAHP to continue to do the work they've started, since they were not funded in the recent session.
- Congressman Blumenauer's office is holding a meeting to find out what East County constituents' needs and priorities are. Working with DiLeone and Shearin to identify a few requests to present at that meeting as well.

Shearin gave her Urban Lands Program update:

- Weston Miller, who runs the master gardener program at OSU extension has left the position, so Extension asked Shearin to be on the community panel for their interview process. There are three interesting candidates so far.
- Urban Lands has started tabling in person again and are moving back into in-person workshops.
- McAllister represented the District at an Oregon Land Justice event at the Confederated Tribes of Warm Springs.

Mitten gave his Finance and Operations Program update:

- Building Modifications: Contractors and Subcontractors did a full walk through the building this morning. October 2nd is when construction begins, and the office will be closed to the public, staff, and board, until it's finished by the end of December.
- QuickBooks Desktop Payment Center: Trying to get all payments to be paid online with credit card or PayPal. Got it to work this morning, so we no longer need payments from farmers or contractors by checks, and we can invoice them instead. This also fixes the payment tracking situation and accounts for less manual bookkeeping.

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- CRM Team: Woolery (Staff, project manager) is coordinating the roll-out of the project with the CRM Team and other staff. Should expect to send all the data out in 3 weeks for the vender to finish.
- Pre-audit prep work: Fiscal Year 2022-2023 is now closed out. Company files have been sent to the auditor. The auditor usually comes to do filing on site, which is usually in mid-October, but that will be in the middle of construction.

Masterson gave her thanks for all that hard work.

DiLeone gave her Rural Lands Program update:

- Wagner has officially begun taking on the StreamCare position.
- Big Creek Farm: It will be leased for 2024 growing season to Cal Farms. Wanted to make the decision quickly so they can begin to plan, and it would give us time to talk to Board about what to do with it going forward.
- Shipkey hosted a fieldtrip this morning for the Land Trust Alliance Rally. They stopped at Black Futures Farm, Headwaters Farm, Full Cellar Farm, and Zenger Farm. Steele and DiLeone presented their work. OAT and BOLT were also part of the presentation. Shipkey also was able to round up local food donations for the attendees.
 - **Shipkey** It took a village. He gave his thanks to everyone who helped.
- Farm Succession:
 - October 26, 2023: Partnering with Clackamas SWCD, OAT, and Clackamas Small Business Development Center for a half-day workshop on farm-succession and sharing resources and knowledge.
 - Have offered a 4-part workshop in the past, but we are now working with Clackamas and Tualatin SWCDs to turn this into a video-series that hopefully will help people who can't attend in person.

Kent gave her Community Outreach and Engagement and Grants Programs updates:

- CO&E has begun working on a few projects.
- Got postcards made for upcoming Grants applications opening. Similar to the PIC postcards from last year.
- Helping with the Farm Succession workshop, working on getting outreach materials put together.
- Working on the Annual Report with Fernandez.
- White-Brainard also attended the Oregon Land Justice event at the Confederated Tribes of Warm Springs.
- Received the first-phase deliverables from our consultants at Brink for our Communications Plan. They will then craft a District-wide communications plan for us. Exciting phase as we're starting to see the products coming out from the Team.
- Got most of the Grants agreements completed for the 2022 cycle. It's a little difficult to get some of these organizations to sign their paperwork, so we're continuing to support them and meet people where they're at.
- A few SPACE grants were awarded. Will continue to talk about these at each Board meeting for the Board to see what we're funding.

Masterson Where are we at with Headwaters Farm? Spoke to Susan Lerman recently.

Kent Susan Lerman was hired to do a more robust outreach campaign for HWF recruitment. She's

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begun pulling together content materials for the webpage and social media outreach. She's been really good about finding other places to advertise and promote the program. The recruitment period is between October 1st and the end of November.

7:07pm- 2024 PIC Grant Application Goals and Criteria

Kent For next year's PIC Grants cycle, the schedule is typically to open for applications from mid-October to mid-December. We need to ensure we're all in agreement about what the program goals are. Each program adopted five-year goals that have expired this year. Staff have been talking about updating those goals and using the new Strategic Plan to inform those goals. Because of the Grant's different timeline, we need Grants goals to be ready now. We were talking about doing this program goal updating work in the Spring due to bandwidth. Needs the Board's approval for interim goals for the moment and will come back to reevaluate after the comprehensive work and community engagement has been done. Some of the goals are exactly the same, but she added one to focus specifically on climate change action and changed some language slightly on other goals to be more aligned with community goals.

Guebert In goal number five, what about adding agriculture to the goals?

Board agrees.

Kent agrees, will add.

Masterson is surprised because she helped make the goals. Number one in the old goals names sustainable agriculture, is there a reason that language was removed?

DiLeone The way Kent described it was for the need to fund organizations and farmers to help them get started, not funding the sustainable practices that we fund in other ways. For example, a cost share grant is different. In the past, didn't think of the Grants program covering CLIP, even though it's funded by the Grants budget, but it lies in Rural Lands and Urban Lands management.

Zimmer-Stucky Does goal one capture CLIPs goals? The fifth one seems like it's more about careers in Agriculture.

Kent Number one is intended to focus on the outcomes of sustainable practices.

Masterson would feel more comfortable to still use the previous number one goal.

Guebert requested to replace habitat restoration in the old number one with "fish and wildlife habitat."

Zimmer-Stucky reiterated the changes to the interim Grants Program goals:

- New goals 2-4 are to remain as is.
- Change Goal 1 to "Complement other EMSWCD program efforts in water quality, soil health, fish and wildlife habitat and sustainable agriculture."
- Add careers in agriculture to Goal 5.

MOTION: Guebert moved to approve the new Program goals as amended. Masterson 2nd. Motion passed unanimously (5-0).

7:19pm- Land Legacy Program Discussion

Shipkey Shared that in the packet, there is a suite of programmatic adjustments to the Land Legacy Program (LLP). Not included in the packet and what will be discussed in the September LLC Meeting are agricultural practices, which will take more time to deliberate on. These recommendations were informed by the farmer survey results.

There were four buckets of initiatives: valuation, Incentivizing early adoptions, outreach, and partnerships.

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Initiative A

Shipkey There was already general agreement at the last LLC meeting on valuation, so we're just looking for confirmation on that front tonight. We have been advancing initiatives in valuation mostly on farmland easement, not a farm property that we're purchasing. So, many farmers keep saying no, not only to our offers, but to other SWCDs as well. We worked with a new appraiser who valued the Dancing Roots property. The numbers were pretty healthy, which we'll discuss at the September LLC Meeting. Another initiative we could select is paying more than the appraised value, but we would need to discuss shifting the policy around that. We may have a project that fits that box by the end of the year. We're several months into working with ECONorthwest on alternative ways to value easements. We expect to have a draft to present to the Board by December, with potential adoption of it in January 2024. We also discussed possibly compensating folks for doing certain practices that enhance soil and water health.

Masterson How does this change what we would be doing going forward?

Shipkey We could be paying more than appraised value. We could have a whole new rubric for how we value easements, depending on what ECONW comes up with. This could yield stronger and higher easement values and make the process quicker.

Guebert is excited to hear more about the ECONW work.

Carlson As far as paying for agricultural practices, what do you have in mind in including in that?

Shipkey We make certain practices within our agricultural (ag) management plans a requirement of doing an easement with us which we don't already pay for, but if we did, we could pay for more practices that support our mission.

DiLeone Those ag management plans are solely requiring practices that are in line with soil and water laws. And while farmers are eligible to apply for CLIP grants to do those practices, we haven't gotten a lot of farmers doing that, so this is our way of getting those practices done.

Rossi By "agricultural practices," he thinks of what's being produced in agriculture on the property. Asked for clarification.

DiLeone believes that might be the problem with calling them ag management plans, but it wouldn't consist of changing what they grow or buy. Would like to change the name of the plan.

Rossi What are we paying for? Reimbursing or paying farmers?

DiLeone That would be something we need to determine depending on what works best for each farmer.

Masterson Seems like we should be getting to a more competitive process, with more farmers interested, Doesn't think we should be requiring the ag management plans and that we should be paying for the things that we ask farmers to do. They can be linked to the easement, but not written in.

Zimmer-Stucky When thinking of getting to the buy, protect, sell process, the properties will already have the practices built in because we made room for them through the easements, making it easier for farmers to purchase lands with easements on them.

Carlson FSA used to have cost-share programs for cover crop, which they stopped doing. It was very helpful to his own family farm.

Zimmer-Stucky confirmed that Initiatives in A are okay with the Board.

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Initiative B

Shipkey Something we saw a lot of in the survey, were recommendations being from peer to peer in the program, so the question is how do we get more of their peers to participate in our programs? Do we offer more incentives for signing up? Another idea was around term easements, which we are looking into with our valuation research, as it was an idea brought forward by a landowner Shipkey is working with now. Term easements are not often valued the same way as one in perpetuity, so how would we ensure the incentive is enough, but also not overpay them?

Masterson thinks we should try everything else first before turning to term easements, especially if farmers are already not liking the value of them in perpetuity, and term easements have to cost less too.

Hamilton It might be helpful if they don't feel bound to it forever. Nellie McAdams gave her numbers, and it seems like term easements cost 80-85% of perpetuity ones.

Masterson suggested putting easement partners first on the list for other District project grants or allowing them to get more funding than stated in our grant's terms, since they already made a commitment with our easements.

Zimmer-Stucky is feeling nervous about changing closing costs and term easements. Wants the program to succeed within the parameters of the market. Willing to hear more about helping farmers make their farms more sustainable through cost share on farm improvements, beyond the District's CLIP Grants.

Guebert CLIP projects fall under initiative A. Reminded the Board that we're looking beyond that here now.

Initiative C

Shipkey This one is focused on communications, and how we'll be crafting messages to respond to the folks who are confused or uncertain about what the District does. We will draw on experiences of peers and using CO&E's expertise. Another opportunity could be partnering with an NGO (like an ag trust) to address the issue of being associated with the government.

Board fully supports this initiative.

Initiative D

Shipkey We've talked with OAT on Farm succession a year ago about deepening our relationship with them, especially for outreach, easement projects, etc. There's concern around capacity on their end and meshing together both organizations' missions, especially in terms of daily services and systems.

Guebert We used to say that the District wants to create easements, but not be easements holders, and we haven't found anyone who could fill that role, but maybe OAT can.

Masterson clarified that there were discussions about how to work around easement management, and it's great to work with partners.

Rossi What is the cost of holding an easement? OAT holds a cost at \$6,000 per easement per year. We're affecting future Boards ability to have more money for other initiatives.

Shipkey It's nothing close to \$6,000. Using some of his own time and Baker's time to monitor and manage the easements. There's also a budget in LCF for extraordinary legal expenses, which we can use in case a farmer tries to sue the District over an easement.

Mitten There's \$150,000 for contracted attorneys specifically for land conservation initiatives, and to defend future easements.

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Rossi When we take on an easement with future liabilities, no one wants to hold it because it's only a negative. We're now in the position of being enforcement or we let them go, especially over time when we forget where they all are at. We pride ourselves on not being an enforcement agency.

Masterson pushed back because we're creating long term conservation benefit.

Rossi But what's the cost of holding easements?

Zimmer-Stucky The District doesn't have regulatory authority unless we enter into a legal agreement with a landowner.

Rossi Easements can be forgotten very fast.

Guebert These properties are going to sell at a discount because of the easements on them, so it's going to be written in each transaction it goes through.

Rossi If we can get someone else whose role is to manage them, and we facilitate it, that could be great.

Carlson asked Shipkey about the approach we used in the past that was getting resistance because we're getting in the way of trying to quickly close, who is that resistance coming from?

Shipkey That comes from all sides of the deal, buyer, seller, and broker.

Rossi proposed working with the buyer to help fund their purchase of the property, instead of buying the property outright and selling it back to the buyer for less.

Shipkey We will be working on engaging with more brokers in the future.

Rossi knows a few agricultural brokers, would be interested in asking them what the possibility is to work with them on projects like this.

8:02pm- Monthly Financial Reports:

June 2023

Mitten This is the unaudited, end of the fiscal year report. It will change slightly once the audited numbers come through. The Balance Sheet looks great, it's 1.28% above last year's at this time. Noted that in the Profit and Loss budget performance, we received over \$5,600,000 in prop tax, when we budgeted for just over \$5,400,000, which is great. For Interest, we received \$363,796.73. Based on interest rates increasing over the year for government accounts, we anticipated \$85,000 based on what we would receive during the Covid-19 pandemic. Overall, our entire revenue including the Mainstem/Full Cellar sale, was \$712,000 over what we budgeted. Expenses were well under budget throughout the entire year. For the last Profit and Loss by Class for the end of the Fiscal Year, all lines were under 100% spend, with most of them being around 70-80% spend rates. Highlighted the unspent fund for each program in the packet. Overall, about \$892,000 underspent and returned to the General Fund.

Zimmer-Stucky Is that \$892,000 underspent value moved into the next Fiscal Year's budget?

Mitten This is estimated, but once we get our official end balance, any unspent value rolls into the Beginning Fund Balance.

July 2023

Mitten Nothing extraordinary in the July Financials, due to it being the first month of the Fiscal Year.

8:08pm- Board of Directors Discussion

The Board decided that for the first Motus meeting, October 18, 19, and 21 from 7:30-9am and October 20th before noon works. These meetings will be virtual.

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Zimmer-Stucky reminded the Board that it is a requirement for the Board and any Staff members on the interview panel to attend the October 2nd Board Meeting in order to be on the Hiring committee. In person is preferred.

The Board decided that the evening of October 11 or October 13 works for the next Motus meeting.

Zimmer-Stucky and **Rossi** will attend the NAYA Powwow celebration.

The Board approved of Zimmer-Stucky giving a small thank you speech at the event.

Guebert is planning on attending the OACD Annual Conference in mid-October. Asked Fernandez to register him for tickets.

Action Item: Fernandez to register Hamilton and Guebert for the OACD Annual Conference.

Rossi There's a lot of land that needs to be cover cropped at Headwaters Farm (HWF) before Winter. Can we over seed it?

DiLeone That's summer crop, Steele has plans to prepare for Winter. He's ordering seed now.

Masterson and Rossi had an opportunity to tour HWF with Steele and talked about what's going well and some of the farm's challenges. They asked where can the Board help? We should be hearing back from staff about ways to address those concerns. We didn't talk about Fall and Winter cover crop because they aren't in the ground yet, but there are plans.

Hamilton Thanked Masterson and Rossi for the feedback and their time.

8:25pm- Announcements, Action Items, and Adjournment

Carlson has been getting updates on the fire in the Bull Run reserve. There's only a little bit of containment around Reservoir 2. There's been talk about shutting down the headworks, which is bad because the cities on the Eastern side of the Willamette River don't have as good of a water savings as Portland does.

Guebert On September 26th, there's a Legislative Farm Day in Eugene for a few farms. They're trying to get 15 legislators to talk about small farm issues. He will give a recap at the October Board Meeting.

Guebert is considering throwing his name in to be an OACD Board Member.

Action Items

- **Fernandez** to register Hamilton and Guebert for the OACD Annual Conference.

Zimmer-Stucky adjourned the meeting at 8:28pm.

9/25/2023



**East Multnomah Soil and Water Conservation District
Special Board of Directors *FINAL* Meeting Minutes**

Wednesday, September 20, 2023

9:00am - Call to Order

Zimmer-Stucky, called to order the special meeting of the EMSWCD Board of Directors at 9:00am on Wednesday, September 20, 2023, via Zoom Meeting.

9:00am - Introductions, Review/revise agenda, Review previous action items.

Zimmer-Stucky conducted introductions for the record. The following persons were present (all virtual):

Board of Directors: Jasmine Zimmer-Stucky (At-Large 2 Director, Chair), Mike Guebert (Zone 3 Director, Vice-Chair), Laura Masterson (Zone 2 Director, Secretary), Jim Carlson (At-Large 1 Director, Treasurer), Joe Rossi (Zone 1 Director)

Staff: Nancy Hamilton (Executive Director), Dan Mitten (Chief of Finance & Operations), Julie DiLeone (Rural Lands Program Supervisor), Kathy Shearin (Urban Lands Supervisor), Heather Nelson Kent (Community Outreach & Engagement Program Supervisor), Alex Woolery (IT and Analytic Specialist), Asianna Fernandez (Executive Assistant)

Guests: Orlando Williams (Motus Recruiting), Dreshawn Vance (Motus Recruiting), Keela Tillery (Motus Recruiting), Sharone Ross-Mayer (Motus Recruiting)

Changes to the agenda: This meeting's Executive Session is held under ORS 192.660(2)(a), not ORS 192.660(2)(i).

Previous Action Items: N/A

9:05am - Executive Session under ORS 192.660(2)(a) for the Employment of a Public Officer

Entered at 9:05am

Exited at 10:29am

Rossi arrived at 9:10am.

10:29am - Announcements, Action Items, and Adjournment

Action Items: N/A

Zimmer-Stucky adjourned the meeting at 10:30am.



6/26/2023

**East Multnomah Soil and Water Conservation District
Special Board of Directors *FINAL* Meeting Minutes**

Wednesday, June 26, 2023

6:08pm - Call to Order

Guebert, at the request of Zimmer-Stucky, called to order the EMSWCD Board of Directors Work Session at 6:08pm on Monday, June 26, 2023, at EMSWCD's Office.

6:08pm - Introductions, Review/revise agenda, Review previous action items.

Guebert conducted introductions for the record. The following persons were present:

Board of Directors: Jasmine Zimmer-Stucky (At-Large 2 Director, Chair) (virtual), Mike Guebert (Zone 3 Director, Vice-Chair), Laura Masterson (Zone 2 Director, Secretary) (virtual), Joe Rossi (Zone 1 Director), Jim Carlson (At-Large 1 Director, Treasurer)

Staff: Julie DiLeone (Rural Lands Program Supervisor), Matt Shipkey (Land Legacy Program Manager), Asianna Fernandez (Executive Assistant)

Guests: N/A

Changes to the agenda:

Zimmer-Stucky and Guebert agree that Item 3 is just a discussion about Ball and Burlap, no need to make any decisions on EMSWCD's stance on Ball and Burlap.

6:09pm - Climate Change as related to EMSWCD's Strategic Plan and programs.

Guebert wanted to open up conversation on Climate Change, as it stands as one of the lenses for our mission, as stated in the Strategic Plan.

Guebert asked the Board if they had any initial thoughts? **Board** None yet.

Rossi would like to hear Guebert's ideas first.

Guebert How does climate change impact each of our programs? How do we use Federal dollars to implement or fund new programs? Do we have existing money to fund existing programs? Anything new we want to consider doing? Are these the right questions we should be asking?

Carlson would like to know a lot more about climate change before asking a question. Hears about it all the time but hasn't read up on the news or numbers.

Guebert Our total precipitation in the course of a year won't change a whole lot, but there will be less snowpack and hotter/drier summers, over the years, all of which will likely affect our District the most. We're already seeing the effects of urban heat.

Zimmer-Stucky When thinking of climate change, thinks of increased frequency of extreme weather events. SWCDs are uniquely positioned to tackle these issues, as SWCDs were born out of the Dust Bowl, an extreme weather event that decimated lives, livestock, and farms across the nation. How do we build resiliency around those extreme weather events?

Guebert Looking at California and British Columbia's flooding and increased rain fall, it could be a matter of time until we have similar issues here.

Masterson Resiliency is crucial, especially for farmers and ranchers. Soil health data shows that communities, farms, and natural areas will be more climate resilient with healthier soil than what we have now.



Guebert Agreed. Healthy soil has the ability to retain more water, grow healthier crops, which will keep ground cooler, lessening operation loss. That's a good area to focus on.

Rossi The District's mission is, "We help people care for land and water." The biproduct of our work helps climate change. Unsure of what the data is. We don't have a big data pool in terms of time. Could we be diverting resources from helping people with land and water health? Feels like this topic is off mission. In the Strategic Plan, this is not a pillar of the District, it is a lens to look through. If there's climate change actions we do that doesn't take away from soil and water benefit resources and from opportunities to build farmer relationships, he's in, but to tackle the problem head on is off mission. On the topic of Dust Bowl, we didn't try to change the dust, we tried to protect soil and water health from future dust bowls. If we have water deficiencies due to climate change, our role is to assist farmers in using less water to better utilize our resources. We don't have the ability to change the climate, but we do have the ability to help farmers through things that might challenge them due to climate change.

Guebert What can we do within the District's work for soil and water that will help aid against changing climate? Not saying we're doing this only for climate change but doing so has soil and water health benefits.

Zimmer-Stucky Helping people care for soil is building soil health. How is the District helping people build soil health? What are achievable goals that we can implement on a year-to-year basis? To the Board: How have you all worked to build your soil health over time?

Masterson Reducing erosion, increase cover crops, increase organic matter, etc. It depends on where you're at, what kind of farming you're doing, and what kind of practices you're already using. For HIP for example, can we demonstrate how to do less/no-till, how to have cover crop interseeded, etc. Maybe one potential action to consider is would farmers use no-till drills if we rented one out to them?

Carlson We actively cover crop with oats or wheat; Summer with sudan grass, Fall with grey oats or wheat, and then till it back into the soil in the Spring. If he had the opportunity to do more, he would look more into diverse cover crop ideas and speak with Dr. Loas from OR State University about getting an OSU Extension service back into Multnomah County. That's something we can push forward.

Guebert Partnership between OSU Extension and the District would be a great idea.

Rossi Coming in with cover crop as soon as season is done results in more biodiversity maintained in the soil. It costs money to do that, in the Dust Bowl, people were struggling to farm and what government entities probably didn't realize is that taking land out of production means taking profit away. Paying for cover crops and showing farmers how to use it would be helpful. Extension leaving the county probably lost us a lot of relationships. Wide buffer strips and bioswales cost money but help soil and water health. Historically, the District would pay for those things to help those farmers make the changes. Referencing something Zimmer-Stucky has said before, the best outcome would be to keep land in land and water in water. OSU Extension service would play a great role in helping farmers, even himself.

Carlson There used to be FSA cost share money for cover crops.

Guebert We've done programs that helped pay for cover crops. Maybe that's a program we have, buying in bulk and helping to get them to farmers. An idea could involve partnering with a mid-scale farmer to implement this on an existing production farm, pay for such, and use it as a demonstration workshop, instead of a demonstration farm?

Zimmer-Stucky That's a great idea, the CLIP program has so many successes that people tend to notice farm improvements. If there was a way to use a CLIP farm to do a demonstration for cover cropping, once people see someone else doing it, they're more likely to believe it instead of receiving a webinar or brochure.



Rossi Rossi farm is a good example of taking land out of ag production for the best soil and water benefit only. Taking as little out of ag production as possible is required for farmers to consider something like this.

Guebert What about not taking land out of production but doing practices that improve soil health and there's a little less room for cropping, but the benefits you get from the increased soil health may increase the farmer's yield enough to make up for that.

Rossi is hoping to see the stigma about the District taking income away from farmers for long term solutions being undone.

Guebert Has a little advantage as he's not growing crops, he is growing grasses, so he doesn't have to deal with as much soil disturbance but likes the 6 principles of soil health. How can we do these better and show other farmers the way?

1. Limit disturbance of the soil – no tilling, etc.
2. Keeping surface armor - always keeping some sort of vegetation in the ground
3. Plant diversity- which then leads to diverse microbial communities in the soil.
4. Keeping living roots in soil- combats heat and feeds the microbes.
5. Integrating livestock
6. Context- each farm is unique, what works on 1 farm might not work on another.

Guebert There are dollars from the Inflation Reduction Act and the state for these sorts of projects. How can we ask staff to do some research into available funds?

Shipkey updated the Board that the District did not receive the USDA Grant we applied for recently.

Zimmer Stucky We've talked a lot about cover crops. Both using CLIP to pay for cover crops and buying in bulk and distributing feel like low barrier, high reward activities that could be executed easily and quickly with the programs we already have.

Masterson agrees. Seems like most farmers have already adopted basic cover cropping practices. Maybe the next step is figuring out where cover crops are not being used? For veggies, that is inter-seeding. Most farmers are getting cover crops in at the end of the season, but there are opportunities to intercrop which achieves a few of the NRCS principles of soil health mentioned before. Would love to see the District working to find a way to get farmers to use more cover crops where they're not as is available.

Zimmer-Stucky Farmers in the District grow a lot of winter crops, curious what cover crops could work with that. Same goes for nurseries. Would like to see the creation of District materials to address those.

Masterson Feels like we did get more extension agents this legislative cycle. Believes Staff is already aware of this information, but if not, would like to see staff getting up to speed as to get information about extension agents out to the District's farmers.

Rossi would like to do all that. In spending time with Ivy (a Farm Bureau member), Clackamas county has a program with OSU Extension that is in their tax base for consulting with farmers, but we lost ours in 2003. They have an open house coming up, Ivy offered a tour. What does OSU Extension have to offer on this topic? They have some demonstration sites as well. Working with Extension would magnify our effectiveness (to local farmers) as we'd be working with someone else.

Carlson Ekstrom's property and the Park property used to be on the same level, but now the Park property is 4 feet higher than Ekstrom's, and erosion is going to soon be an issue. Building more houses will also bring those issues, also damaging water health in the area with development.



Guebert The Board seems to agree on wanting to see increased cover crops in the District. Another topic: in terms of livestock, very few people are grazing their animals in a responsible manner. They just let the animals graze all the time, which is not safe for the grass, animals, or the soil. His family has been working on keeping their pastures healthy for 20 years, moving livestock, and not letting them graze the same thing every day. It saves money, it's a little bit more work, but it's important. How do we help livestock farmers grow better forage? A study was done on Carbon emissions rate for grass fed cattle based on a life cycle analysis. It showed that 33g of Carbon was released into the air for 1kg of beef, fake meat was 4g for every 1kg of fake beef. How do we work harder at getting that story told? Would like to do a workshop on showing farmers how easy it is to get livestock rotation started.

Masterson proposed a few ideas:

- Ask staff to respond to some of these ideas we've brainstormed: cover crops, different types of soil health, smart ways to take land out of production, getting some of Extension's services if not Extension themselves.
- More information on StreamCare monitoring. How are staff thinking about new/different species to plant to combat extreme events?
- More information on water conservation in terms of climate change as well.
- Another Work Session on climate change in our Urban programs?

Guebert On monitoring these practices, how do we show that they are working?

DiLeone Some of what the Board discussed tonight, we're already doing, and some we have tried already. We are already providing technical assistance with soil health, putting in buffer strips because we don't want to take any more land out of production, etc. The Board in the past has said we could use CLIP for cover crops, but only for two seasons. Maybe the Board wants to revisit that. It would be tricky though as we'd be competing with the private sector if we provide cover crop seed in bulk, so we would need to talk to people who know the legalities around that.

Zimmer-Stucky Reminder that climate change was one of the supporting pillars of our strategic plan, so it's expected that all workplans will have climate change implemented into it. Looking forward to seeing new ideas and maybe reviving old ideas with new technology and skillsets.

Shipkey We've engaged with ECONorthwest to create an alternative easement valuation methodology and a step in that would be evaluating agricultural practices. This project could set the stage for valuating agricultural practice incentive payments.

7:05pm - Ball & Burlap Nursery Production

Guebert asked Carlson to give the Board a rundown of what the ball and burlap nursery production process looks like.

Carlson When planting trees in the field, they usually start as bare roots that his farm propagates themselves. They are dug in the winter and healed in a greenhouse with soil and sand. They did a lot of grafting, where they use a potting mix for seedlings, which they're putting back into the ground, meaning more organic matter is going back in. Typical life cycle three to four years before harvest. A lot of ball and burlap farmers are still digging by hand, but his family bought a machine to dig them up. Small three to four foot track hoe that just scoops the trees up. This creates 12–32-foot root balls, depending on the size of the tree. Grew 130 different varieties: shade, conifers, ornamental, etc. Has heavy grass waterways around the perimeter of the farm, and cover cropping is normal in bare root operating.



Guebert It's important to note financial impact. Doesn't think the Board wants to get rid of ball and burlap operations as it's important to the economy of this state. How do we interface with the industry? Very little data on ball and burlap impacts on soil health. Seems to be understudied, unsure why. University of Missouri worked with a nursery who was doing 32-inch balls, looked at quantity of soil compared to quantity of roots, how often they harvest, and what that looks like in terms of soil loss. The roots by weight, dried, is about 1% of the ball, and 99% of the ball was soil. ¼ inch of soil loss per year. 30 tons of soil loss per year. Max soil loss, according to NRCS recommendations, should be 3-5 tons.

Carlson Sester's Farm is a good example of cover cropping. Many nurseries are doing that now but didn't used to be as normal before. Cost sharing helped and incentivized his family to start cover cropping. The cost share ended, so did the cost share for drain tiles. But farmers continue to do it since it is helping.

Zimmer-Stucky How do we push conservation practices further than what individuals are already doing? Is there a way for us to implement that new era of soil health in nurseries? Is there certain equipment that farmers need to improve their practices, unique to the nursery industry, that the District could acquire for a tool share project?

Carlson A lot of the equipment his family has been using has been developed themselves. Most ball and burlap farmers have had to do something similar. Explained some of the tools his family has created to make their operations easier/quicker.

Guebert has seen that there's more equipment coming out, including a drill that can be dragged by an ATV, etc. But on the back end, how would the District manage a tool library and where would we store it all?

Rossi On the veggie side, we would also take off the shelf tech and adapt it for cheap. The practical knowledge of the industry is hard to quantify. The practical knowledge that Carlson has is helpful, but we need someone to facilitate the sharing of that knowledge. The ball and burlap industry has been unnecessarily disparaged, but because it's a big industry in Gresham, this is a good opportunity to come into the industry and share practical and academic knowledge, especially with OSU Extension's help.

Carlson Dealing with crops that haven't been harvested, is used to seeing nursery farmers burning it all or mulching it all back into the soil. Hydro-ax mulched even 12-14 ft Douglas Firs. There's better tech for stuff like that out there now too.

Rossi That's an example of being able to transfer practical knowledge.

Guebert Sensing a theme over the past few meetings that maybe the District is not in contact with those farmers who have that practical knowledge. What's the District's role in getting those farmers onto other farms to share that information, without taking a lot of staff time?

Carlson Ekstrom is actively going to animal farms, picking up manure, and spreading it on their own farm for biomass.

Rossi The City of Portland sometimes offers free compost by the dump truck load. Ekstrom uses a lot of biomass on his farm, so maybe his ball and burlap operation could be neutral in terms of soil loss. Would be nice to see similar data for ball and burlap carbon loss. Could we publish that data?

DiLeone We don't have the capacity to do that publishing work here, but we have tried to get some of the Northwest nursery owners to get some of the data. OSU is always happy to have people fund data research.

Zimmer-Stucky Can you test topsoil, maybe through a drill down, to see what's there?



Guebert You can do it by hand or by soil probes for a foot or two of soil, but there's also companies out there who can do up to six feet of testing.

Zimmer-Stucky asked Carlson if he would be interested in doing a test to see what his soil is comprised of after production for so long?

Carlson would be open to that, but already knows that there are sections of his farm where he can get a 24-inch subsoil shank into the ground before hitting clay. His dad always said the farm had 18-36 inches of topsoil.

Guebert Can we fund that evaluation every few years on a select few farms? Some on ones that are implementing soil health practices and some on ones that aren't to see the difference.

Masterson In measuring soil, you can measure quality and aggregate stability, organic matter, which should all be increasing over time if we're promoting the right practices. That takes a long time, but if you never start, you'll never get the data. Would be nice to show farmers that overtime the practices are working and improving soil and still producing product.

Guebert Maybe the District can contract with a company who does this kind of testing and find a few farms who are open to testing their soil and evaluating the data over time.

Rossi A small farmer would be excited to look at someone else's farm that they see as being an industry leader, as opposed to attending workshops. Example, CAL Farms across the street, is an example of a leading farm that Rossi uses as inspiration for things he could be doing on his own farm. Having a young nursery farmer visit and get knowledge from Ekstrom's farm is a great idea.

Guebert In his experience of trying to set these types of things up, finds that farmers are often too busy to attend or host a tour.

Rossi It depends on who leads it. It's less likely farmers will go if we, the District, host it.

Zimmer-Stucky There were 100+ Farm Bureau members on Rossi's property the other day, how do we get into the farmers' mindsets and spread the mentality that these opportunities will bring value to them and their productivity. If they see the value in it, they'll make time for it. So why don't farmers see value in the workshops that the District has held in the past?

Guebert We haven't done a lot of on-farm workshops.

DiLeone Not in the past couple years, but before that we did recently do a soil health workshop on Clackamas SWCD's Farm. A soil erosion simulator on site was available as well but wasn't the focus. We usually do one of those a year with partners.

Guebert Maybe we could organize a tour of CLIP projects for farmers to go on to demonstrate what's possible.

Rossi Something like a soil erosion simulator is not going to entice a farmer to attend a workshop. Connecting farmers could make the District more dynamic.

Guebert Get farmers to tour a ball and burlap property that is already doing some of these soil health practices, could show them what's possible.

Carlson The Oregon Nursery Association (OAN) does a similar tour to the farm tour that the Farm Bureau did recently at their Far West show. A future OAN partnership could help us get an idea of which nurseries should be toured to show soil and water health practices. OAN partners with OSU to bring college students too.

Zimmer-Stucky Could we cohost or pitch in for a tour bus?

Carlson is a member of the OAN. President Jeff Stone is open to presenting information to the District.

Action Item: Carlson will talk to Jeff Stone about possible partnership between EMSWCD and OAN.

Rossi thanked Guebert for bringing this conversation up.



6/26/2023

7:45pm - Announcements, Action Items, and Adjournment

Zimmer-Stucky will be meeting with Jill Critchfield tomorrow to discuss recruiting companies at 1pm. Can take one more Board member, if anyone would like to join. Will have a report on the topic at the August Board meeting.

Zimmer-Stucky, Rossi, and Hamilton have a meeting next week with a mediator to work through some communication stuff.

Carlson's work schedule will be changing starting July 10 through August, Monday nights will be unavailable.

Carlson Friday is the Multnomah County Planning Commission Hearing for Portland Water Bureau water treatment plant project.

Rossi Extension has an open house on July 19th. Ivy will be there.

Action Item: Rossi will find out more info on the OSU Extension open house and send it to Fernandez.

Action Items:

- **Carlson** will talk to Jeff Stone about possible partnership between EMSWCD and OAN
- **Rossi** will find out more info on the OSU Extension open house and send it to Fernandez.

Guebert adjourned the meeting at 7:50pm.



Executive Director Update – October 2, 2023

External Meetings in September:

1. Met with Congressman Blumenauer and leaders from across the east side of Multnomah County, including Metro, State Legislature, Reynolds School District, County, MCDD and city of Gresham. 90-minute roundtable discussion about the diversity of issues that are challenging to us. Blumenauer wanted to know where he might be able to get some dollars invested here from the Infrastructure Reinvestment Act specifically. I asked for \$2.5 million to remove the dam at MHCC (where the meeting was held) and construct a bridge. I also asked for tree maintenance \$\$, noting that tree maintenance was a key reason many of our low-income neighborhoods don't want trees planted and also reflects where our heat islands tend to be. I also discussed Tree of Heaven removal dollars. Well received and Tyler Frisbee on his staff has scheduled a follow-up with me to try to get some specifics together. Kathy Shearin and Julie DiLeone also attended.
2. Stephanie Payne – new NRCS Urban Conservationist. Kathy Shearin and I met with her prior to her introducing herself at the October board meeting. She is trying to ID what kind of urban ag might exist here inside the UGB. We plan to do a follow-up meeting that includes Julie (my bad!) and tended to focus on ag needs outside the UGB with a focus on those properties right at the edge, given the future threat there.
3. OSU Extension – Berit Dinsdale – Post Doc student at OSU – discussed next steps on an Ag Needs Assessment for Multnomah County; set up f/u mtg with Kristopher Elliott and Sam Angima with OSU Extension.
4. NJH and Julie DiLeone met with Kristopher Elliott and Sam Angima, to huddle on our needs to help inform the proposal they are looking to develop for us. Their next steps are to do an independent Needs Assessment of what commercial farmers want/need from their program. Are working to have a proposal for our November board meeting. Given their delay in getting started, that may get pushed out.
5. Jon Blasher and Dan Moeller on the continued discussion related to a possible role that Metro can play in easements. Metro has proposed providing some very modest funding towards ag easement projects that have a Natural Area aligned w/their program outcomes (a few thousand dollars an acre for any Natural Area acreage and paying for certain transaction costs such as a boundary survey). The money is modest and not critical, but what keeps me trying to realize this is a hope for future larger scale investments by Metro.
6. Steve Fancher/Carrie Pak – City of Gresham – discussed their recent unsuccessful PIC application and they asked for feedback from us in order to be more successful. I am arranging to have both Heather and Kathy talk with them (focus is related to pervious materials study). We discussed the many different programs and projects we work on together and they shared some thinking on long-term planning for Shaull/Grant Butte and we discussed the possibility of having someone from the city provide an update to the Board at a future board meeting.

Looking Back at September:

- Did an all-hands on deck office clean-up in preparation for the building upgrades. We filled several bins of paper as folks cleaned out their file cabinets and bookshelves. There was an incredible amount of unnecessary paper from long ago. Major shout-out to Dan, Sasha, Alex and Scot. And even those who were a bit reticent to come in and really clean out were ready to roll up their sleeves and help get everything done.



October 2023 Board of Directors Meeting – Leadership Team Updates

East Multnomah Soil and Water Conservation District

9/26/2023

- The Leadership Team conducted an all-day retreat to begin to consider how to create some five-year goals that help actualize the Strategic Plan for next year and beyond. We reviewed the three major categories identified in the strategic plan and then brainstormed new ideas, amendments to current programs, and considered ideas against the critical questions and key themes outlined in the Strategic Plan. It was very productive, and we have ID'd next steps, which we will work on at our weekly L-Team meetings moving forward. Our goal is to have those five-year goals in place to inform the budget and our work plans for next year. We also spent time discussing transition for the L-Team once I retire, which was very valuable.

External Meetings in October:

1. Tour Redd Campus & Come Thru Market w/ Ecotrust
2. Huddle with Merkley's office, post visit by the Senator
3. Meeting with MCDD to help them understand how to establish elections proceedings for when they formally become Urban Flood Safety and Water Quality District
4. Headwaters Farm Open House
5. OAHP Legislative tour
6. SWCC Annual Meeting in Central Oregon
7. Jon Blasher/Lynn Peterson Town Hall – virtual
8. Tyler Frisbee, follow-up on possible funding opportunities per our meeting with Blumenauer.

Looking Forward to October:

- Work on transition outline for my successor
- Continue to develop five-year goals in preparation for presentation to the Board later this year
- Participate in the external meetings noted above



Leadership Team Updates – October 2, 2023

Kathy Shearin – Urban Lands Program Supervisor – September 2023

1. Attended (with Nancy and Julie) the Round Table with Earl Blumenauer
2. Met with community partners to discuss potential partnerships (DePave, APANO)
3. Attended Neerchokiko Pow Wow at NAYA - Jasmine represented EMSWCD and received recognition for our contribution to their capital campaign.
4. We're gearing up for tree planting at MHCC and also for a couple Planting with Partners events that will begin this Fall.

Dan Mitten – Chief of Finance and Operations – September 2023

1. **Building Cleanout, Donations, Storage Logistics** – F&O has been orchestrating the logistics and internal preparations for office cleanout and construction. This includes removal of wall items, mover and storage arrangements, shredding company organization and bin placements, donations, increased trash & recycling bins, and staff sign-up sheet for tasks. Construction and non-construction areas inside the building are being cleaned and prepared by all staff for the modifications. Arrangements for after cleanout onsite shredding, storage POD removal, and donation/trash pickup included. All staff were instrumental in these efforts. Additionally, Nancy, Dan, and Scot, along with Harka Architects, performed another walk through of the project with Bratton Construction's new project manager, Vladimir Rakach.
2. **CRM** – CRM Team with Alex's lead to begin the preparation of data to be imported into the CRM and assigned unique identifiers to allow contacts and records to be linked across the system.
3. **Audit** – Have begun the gathering of items requested by the Auditor from his submitted prep list. This includes testing of payroll, revenue, expenses, and AP search as well as explanations of variances, creation of fixed asset and depreciation schedules, payroll and account payable/receivable liabilities, and supporting documentation for budget process and adoption.

Julie DiLeone – Rural Lands Program Supervisor – September 2023

1. **Something to celebrate** – Working with 2 high school students that are developing software that would map the potential erosion based on the formula NRCS uses (RUSLE- revised universal soil loss equation). Helping them work out the bugs and improve the mapping functions. I get to watch them code in real time, and it is impressive.
2. **Open House** for potential Headwaters Incubator applicants, October 10, 4-6:30. Will include a self-guided tour with stops where staff can explain different aspects of the program and farm. There will also be a question-and-answer session with current HIP farmers.
3. **Weed control hire** – As we move into the rainy season, Chris will have the capacity to work with me to develop the job description and materials to hire to fill the gap left by Jon moving over to StreamCare.

Heather Nelson Kent – Community Outreach & Engagement Program Supervisor & Grants – September 2023

1. **CO&E Team Outreach and Engagement.** We supported outreach and engagement across several program areas:
 - a. Several team members (including me, Chelsea, and Tiffany) are helping Matt with outreach for the Succession Planning workshop coming up end of October (in partnership with Clackamas and Tualatin SWCDs and OAT).



October 2023 Board of Directors Meeting – Leadership Team Updates

East Multnomah Soil and Water Conservation District

9/26/2023

- b. Heather has also been supporting scoping the development of four on-demand video learning modules related to farm succession with the three SWCDs.
 - c. Chelsea is working with Rowan on HIP Recruitment – including planning and promoting an Open House (Oct. 10, 4 to 6:30 p.m.) for folks interested in the Farm Business Incubator Program and launching the on-line application in October.
- (CO&E Annual Plan Strategy: Community Outreach and Engagement support for Programs)
2. **Professional Development.** Katie, Chelsea, and I attended the IAP2 (International Association for Public Participation) annual conference in Seattle. This conference showcases community engagement best practices from around North America and Canada. Katie is also working to complete a certificate program through IAP2 in Public Participation.
 3. **Grants**
 - a. 2024 PIC Grants will open in mid-October. Updating application materials, handbook, website, etc. Preparing outreach plan.
 - b. Assuming \$700,000 for 2024 PIC Grants plus \$100,000 in funding from NRCS for “People’s Garden” eligible projects – pending Board budget decision.
 - c. Together with Jen Shih from Tualatin SWCD, we met with Jared Pruch, from the Upper Willamette SWCD. Their district gained a tax base in 2020 and is in the process of formalizing the structure of its grantmaking program. Jared was excited to see our programs and looking for information and advice.

New SPACE grants awarded in September:

1. Center for Diversity & the Environment - outreach and engagement event with volunteers and program graduates/partners.
2. Friends of Portland Community Garden - SE 150th & Division community garden to purchase the fertilizer and tools the East Asian community gardeners have requested.



Multnomah County Hearings Officer
 Multnomah County Community Services, Land Use Planning
 1600 SE 190 Avenue
 Portland, OR 97233

Re: case # T3-2022-16220 - Proposed Portland Water Bureau Filtration Plant Project

The East Multnomah Soil and Water Conservation District (EMSWCD) is a nonregulatory government agency representing residents of Multnomah County east of the Willamette River to the far end of the county. The mission of EMSWCD is to help people care for soil and water.

EMSWCD understands that Portland Water Bureau (PWB) is obligated by US Environmental Protection Agency regulations and the terms of a compliance order entered into between the PWB and Oregon Health Authority to have a system operational no later than 2027 that is capable of removing *Cryptosporidium* and other potential contaminants.

While EMSWCD supports the provision of clean, safe drinking water for all PWB customers, we are concerned about the proposed location of the water filtration facility. The proposed location for the facility is on land designated as a Rural Reserve. Consistent with its Rural Reserve designation, this location represents some of the very best farmland remaining in EMSWCD's service area. It has prime agricultural soils, favorable topography, legal water rights, and is sizeable enough to support commercial farming operations. Siting this facility on Rural Reserve-designated land not only equates to farmland loss, but it also sets a negative precedent of constructing facilities intended to serve a primarily urban population on land that is protected for agriculture.

EMSWCD consistently hears from our farming community about the loss of farmland and the challenges of accessing farmland. The 2017 USDA Census of Agriculture identified a continued trend of fewer acres in active agricultural production in Multnomah County, with a 15% decline between 2012 – 2017 alone. By selecting a location on land within a Rural Reserve for its facility, the PWB is competing with local farms and placing its thumb on the scales against the future of agriculture in Multnomah County.

EMSWCD recognizes the challenging position the PWB is in but requests that the PWB select a new location for its facility in an area that is more compatible for its purpose.

Respectfully submitted,

The Board of Directors
 East Multnomah Soil & Water Conservation District