



Board of Directors Meeting Agenda

East Multnomah Soil and Water Conservation District

Monday, October 6, 2025, 6:00 – 8:00 PM

To be held at the EMSWCD Office at 5211 N Williams Ave. Portland, OR 97217

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

or call in: United States (toll free): +1 (571) 317-3116 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• Land Acknowledgement/Call to Action• Approve September 2025 Board Meeting Minutes	Information/ Motion	Zimmer-Stucky	a) 9/3/2025 Board Meeting Minutes
2	6:05 5 min	Time reserved for public comments and introductions ¹	Information	Public	N/A
PARTNER BUSINESS					
3	6:10 20 min	Portland Parks Levy	Information	Green/Morse	N/A
FINANCE AND OPERATIONS					
4	6:30 5 min	Monthly Financial Report: August 2025	Information	Mitten	a) August 2025 Financial Report
DISTRICT BUSINESS					
5	6:35 20 min	Quarter 1 Report	Information	Leadership Team	a) Quarter 1 Report
6	6:55 5 min	Land Legacy Committee Recommendation	Motion	Guebert/Shipkey	a) Resolution 2025-09-03

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



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7	7:00 10 min	PIC 2026 Process	Information/ Motion	Kent	a) 2026 PIC Memo b) PIC 2026 Process & Timelines
8	7:10 15 min	75th Anniversary Events Report	Information	Kent	N/A
9	7:25 25 min	Land Justice: an update of EMSWCD work in partnership with the Indigenous community	Information	Beamer	N/A
BOARD BUSINESS					
10	7:50 5 min	Board Discussion	Information/ Discussion	Zimmer-Stucky	N/A
CLOSING ITEMS					
11	7:55 5 min	<ul style="list-style-type: none">• Announcements and reminders• Action items• Adjourn 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
Mary Columbo	Director - Zone 1	Treasurer	X	X	X
Laura Masterson	Director - Zone 2		X	X	X
Mike Guebert	Director - Zone 3	Secretary	X	X	
Ramona DeNies	Director - At-Large 1	Vice Chair	X	X	X
Jasmine Zimmer-Stucky	Director - At-Large 2	Chair	X	X	X
Upcoming Schedule		Board	Budget	Land Legacy Committee	Personnel Committee
FY25-26	2025	July	7	28	21
		August			
		September	1	22	
		October	6		20
		November	3	24	
		December	1		
	2026	January	5	26	19
		February	2		
		March	2	23	
		April	6		20
		May	4	25	
		June	1		

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Meeting attendees requiring Americans with Disabilities Act accommodations should call (503) 222-7645 x 100 as soon as possible. To better serve you, five (5) business days prior to the event is preferred.

9/18/2025

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

Wednesday, September 3, 2025

6:00pm- Call to Order

DeNies, in the place of Zimmer-Stucky (virtual), called to order the regular meeting of the EMSWCD Board of Directors at 6:00pm on Wednesday, September 3, 2025, at the Rooster Rock State Park.

6:00pm- Introductions, Review/revise agenda, Review previous action items.

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

Board of Directors: Jasmine Zimmer-Stucky (At-Large 2 Director, Chair) (virtual), Ramona DeNies (At Large 1 Director, Vice-Chair), Mary Colombo (Zone 1 Director, Treasurer), Laura Masterson (Zone 2 Director) (virtual), Mike Guebert (Zone 3 Director, Secretary)

Staff: Kelley Beamer (Executive Director), Dan Mitten (Chief of Finance & Operation), Heather Nelson Kent (Community Outreach & Engagement Program Supervisor), Nikola Smith (Rural Lands Supervisor), Asianna Fernandez (Executive Assistant)

Guests: N/A

Changes to the agenda: N/A

Previous Action Items:

- **Fernandez** to add more time to the November or December Board meeting agenda to talk in more detail about the bills the District wants to advocate for.
- **Fernandez** to send calendar holds to the Board for the 75th Anniversary events.

6:03pm – Land Acknowledgement and Call to Action

DeNies read the District's official Land Acknowledgement and Call to Action.

6:04pm- Review/Approve July 2025 Board Meeting Minutes:

Motion: Guebert moved to approve the July 2, 2025, Board Meeting Minutes. Colombo 2nd. Motion passed unanimously (5-0).

6:04pm- Public Comment: N/A

6:05pm – Monthly Financial Report: June and July 2025

Mitten gave an overview of the June 2025 financial report

- Unofficial end of the Fiscal Year. The upcoming audit will lead to more updates.
- Healthy Balance Sheet shows .22% difference from last year at this time – stable, no fluctuations
- Assets and Liabilities show \$19.9 million, slightly more than last year.
- Profit and Loss budget performance only showed any changes from previous months that have already been talked about and are insignificant.
- Property Tax Revenue exceeded our budgetary expectations by \$253,000.
- Interest exceeded our budgetary expectations by \$171,000.
- Total Income is \$748,000 above our projections for the year.
- The Sale of Real Property exceeded the 24-25 Fiscal Year budget of \$450,000. This money stays in the Land Conservation Fund.

9/18/2025

- No abnormalities in projected expenses, everything's within 100% spending rate, with only some being underspent. That underspend left \$1.1 million in the General Fund, throughout the programs.

Mitten gave an overview of the July 2025 financial report and unaudited FY 24-25 report.

- First report of the fiscal year, so not much shift from the June Balance Sheet, nor from the previous year's July Balance Sheet.
- \$16,000 in Property tax revenue
 - Trying to have predictive modeling for revenues and expenses.
- Improvements on Real Property
 - Capital Outlay is \$55,000.
 - \$33,000 went to the Sester Farms well from the LCF. The auditor agreed with this process.
 - \$20,000 was for the mural project at the office.
- P&L by Class: not many anomalies, but F&O spent 10% already because of the mural project.

6:15pm- Annual Meeting Resolutions:

Mitten explained that the legal public notices for the Annual Meetings in FY 22-23 and 23-24 were within compliance and appropriate, but due to new interpretation of the requirements for public notices by ODA, two publications must be recorded and while our posts in the Oregonian do count as a second publication, the Oregon Live does not keep archives of them, and we were unable to retrieve records for compliance with our OWEB grant. With ODA's recommendation, we will quickly reopen and close the two annual meetings on December 1st, before our FY 24-25 Annual Meeting, to be able to send and record proper notices for them. ODA has recommended no more than 5 minutes for each.

Beamer We've been doing everything correctly, but what ODA changed is their interpretation of the rule.

Motion: Guebert moved to approve Resolution 2025-09-01 and 2025-09-02. Colombo 2nd. Motion passed unanimously (5-0).

6:23pm- Introduction: Nikola Smith:

Beamer introduced Smith as the District's new Rural Lands Program Supervisor.

Smith introduced herself:

- Always been interested in the nexus of conservation, working lands, and community.
- First work as a wildlife biologist
- Studied on sustainable development with an international focus
- Worked with the US Forest Service for 17, mostly at regional levels.
 - Ecosystem services assessments of private and public lands in Washington
 - Public engagement and building forest collaborative groups
 - Built watershed services programs and other collaborative efforts external to the NAACP.
- Most recently worked in state private Tribal forestry national program, now called Forest Landowners Support
 - Landowners' assistance program, engaging primarily underserved and small irrigation landowners in market opportunities to help them address land management goals while preventing land conversion.

Smith sees increasing climate pressure, resource pressure, and demands on land, alongside how hard it is for farmers to find the right kind of stewardship for them as the program's current biggest challenge. Part of her 30-60-90 planning involves outward-facing partnership building with community members, and she has already started meeting folks, especially at the Multnomah County Farm Bureau BBQ. She has been thinking about meeting with ODA, climate-focused partners, the Columbia River National Scenic Area, and more as her next step once her introductory period is over.

9/18/2025

Beamer Smith brought to her attention that the Hood River SWCD was successful at getting a large national grant (\$2.7 million)– Joint Chiefs Award – for the US Forest Service and NRCS to create a large landscape proposal based on conservation across private landscapes, with public partners.

6:30pm – Monthly Leadership Team Updates:

Beamer gave her Executive Director Summary:

- Internally:
 - Onboarding Smith and passing the Rural Lands Team to her
 - Staff annual performance evaluations – reminder that they are no longer attached to salary increases
- Externally:
 - Zimmer-Stucky attended our Mount Hood Community College Legislator tour
 - 4 State legislators followed up via email to inquire about how they can support the project after the tour.
 - Oregon Land Justice Project Yakima Nation visit with two staff - supporting tribal sovereignty and the reconnection of first foods.
- Looking Forward:
 - 75th Anniversary events – a lot of staff time and energy going into hosting these two events.
 - Saturday 9/20, daytime event for community members and Wednesday 9/24, evening event for partners.
 - Guebert cannot attend on Saturday but can attend on Wednesday.
 - DeNies cannot attend on Wednesday but can attend on Saturday.

Mitten gave an update on the Finance and Operations Team:

- Closing up the FY 24-25 fiscal year financials:
 - Spend rates analysis
 - Workers' compensation audit (2) – the first one was successful and included a reduction in premiums, which was big enough to call for another audit. The second audit also was successful and led to another smaller reduction in premiums.
- Staff received a 2.6% COLI increase and an annual adjustment of 3% or less if they were at/near their salary grade maximum,
- Office Building: Mural project done by Paula Champagne, now finished.
- HVAC replacement was initiated in July and August and has just recently been finished.
 - Office now has a new furnace and two mini splits.
- Building Activation committee has been deciding on how staff and the community will be able to utilize the office meeting spaces, with processes and protocols in place.

Beamer, in Shearin's place, gave an update on the Urban Lands Team:

- McAllister went on the OLJP Yakima Nation trip as well.
- Plants are ordered for Plant Sale
- Fall workshops are scheduled.
- CLIP projects are moving along.

Smith gave an update on the Rural Lands Team:

- In general, she's trying to orient herself to the work and take note of where she can strengthen partnerships across programs.
- The Headwaters Farmer Town Hall was helpful for her to understand how the incubator farmers work with one another, what they've been doing recently, and how the Headwaters staff could help them achieve their goals.
- Thanked Kent for supporting a neighbor invite lunch with the Surface Nursery owners, and thanked Jasmine for attending and speaking on behalf of the District.

9/18/2025

- **Zimmer-Stucky** added that having landowners from the District hear about Debbie's experience in the process was very valuable, and now they know about this tool. One of the landowners she spoke with stated that he's been in the process for almost a decade, which shows how much of a long game the easement processes are. It takes many years for people to be ready to enter into the agreement.
- CLIP investment in water efficiency upgrades at Sweet Ridge Darm in Corbett. She's also working with staff on strategizing more for CLIP to make it more of a proactive and thoughtful program instead of reactive.
- She is now the point of contact for StreamCare after the recent staff member departed. There should be three new landowners who are interested in enrolling in the program, thanks to White-Brainard's outreach.
 - **Beamer** The annual goal is to enroll 10 new acres, and with White-Brainard's work knocking on doors for a week, we were able to enroll five acres. We also discovered there were five acres via the City of Troutdale who were enrolled but hadn't been activated yet, which is now beginning to be worked on.
 - Guebert knows someone else who is interested.

Kent gave an update on the CO&E Team and Grants:

- The new website has been launched, and staff are being trained in how to use and edit it.
 - Launched a new District-wide quarterly newsletter, "The Dirt", and the open rate seems super high so far. Looking into how to make it more engaging and attention grabbing.
- 75th Anniversary: working with a consultant team, getting a lot of help from staff. <https://emswcd.org/75th-celebration/>
- Grants – only 6 PIC grants from 2024 have closed, leaving 20 open. Our 29 new PIC grants are also now open. Finalized our Special Partnership Agreements for the year with Columbia Slough and Johnson Creek Watershed Councils. We've awarded a small number of SPACE grants.

6:55pm – 75th Anniversary Events Update:

Kent already mentioned these updates in her CO&E Team updates.

6:55pm – Land Legacy Committee Recommendation

Guebert The committee held discussion in executive session.

Motion: Colombo moved to approve the recommendation from the Land Legacy Committee, Resolution 2025-09-03. Guebert 2nd. Motion passed unanimously (5-0).

6:56pm – Personnel Committee Recommendations:

Beamer The committee discussed formalizing an in-office work policy that requires staff to be in-office twice per week.

Motion: DeNies moved to approve the recommendation from the Personnel Committee to update the Employee Handbook. Colombo 2nd. Motion passed unanimously (5-0).

7:00pm – EMSWCD Soil Health Network Regional Hub Update:

Smith gave an update on the District's Soil Health Network Regional Hub, in collaboration with Oregon Climate and Agricultural Network (ORCAN), who promotes soil health and climate resilience across the state through network building with farmers, ranchers, farm service providers, the research community, and policy makers. They've convened 9 regional hubs across the state to provide technical assistance, elevate information, provide a peer community for producers, and engage auxiliary support organizations. As the District will be hosting one of these hubs, in Steele's words, this is putting a name to the work that's already happening on the farm. The District is exploring funding options from Meyer's Memorial Trust Fund. ORCAN does have a key program manager, Sage, who will run these roles. Steele had an intro meeting with this manager this morning and was affirmed that this would be a light lift since it's work,

9/18/2025

he's already doing the space. This will also be a chance for Steele to explore his own professional development and leadership skills.

- Steele believes that this work will take less than 10 hours a month to help to elevate the work that Headwaters is already doing, as well as then crossing this with the other hubs across the state. This includes being a primary point of contact for the Metro Portland Hub and being in touch with Sage.
- **Beamer** He'd spend two hours a quarter meeting with the leaders of the other hubs for brainstorming, collaborating, and gathering ideas around climate action and healthy soil.

Guebert is excited that the District can be a part of this initiative, especially after he heard about it in a conference and training he recently attended.

7:06pm – Board Discussion:

Guebert got the Friends of Family Farmers Board to agree to arrange a full week-long training school by the Ranching for Profit organization next year, similar to the one he attended in Montana last year. It's a \$90,000 project for just this program. It will be held in Bend, in Fall of 2026. He's hoping the District will be able to provide scholarships for farmers in the District to attend, \$3000 each. This is only relevant to ranchers. Also, Friends of Family Farmers is having a 20th anniversary celebration.

7:10pm- Announcements, Action Items, and Adjournment

Action Items: N/A

Zimmer-Stucky adjourned the meeting at 7:10pm.

12:41 PM
09/25/25
Accrual Basis

EMSWCD

Balance Sheet Prev Year Comparison

As of August 31, 2025

	Aug 31, 25	Aug 31, 24	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
1000 · Beneficial checking	131,849.51	106,981.27	24,868.24	23.25%
1010 · LGIP savings acct #1	11,814,841.93	11,915,329.40	-100,487.47	-0.84%
Total Checking/Savings	11,946,691.44	12,022,310.67	-75,619.23	-0.63%
Accounts Receivable				
1200 · Accounts Receivable				
1205 · Property Taxes Receiveable	177,612.00	177,612.00	0.00	0.0%
1200 · Accounts Receivable - Other	6,421.26	12,369.20	-5,947.94	-48.09%
Total 1200 · Accounts Receivable	184,033.26	189,981.20	-5,947.94	-3.13%
Total Accounts Receivable	184,033.26	189,981.20	-5,947.94	-3.13%
Other Current Assets				
1300 · Prepaid Expense	4,202.47	4,606.91	-404.44	-8.78%
Total Other Current Assets	4,202.47	4,606.91	-404.44	-8.78%
Total Current Assets	12,134,927.17	12,216,898.78	-81,971.61	-0.67%
Fixed Assets				
1500 · Fixed Assets				
1501 · Fixed Assets Cost	569,846.83	569,846.83	0.00	0.0%
1502 · Accumulated Depreciation	-343,556.82	-343,556.82	0.00	0.0%
Total 1500 · Fixed Assets	226,290.01	226,290.01	0.00	0.0%
1600 · Building				
1601 · Building Cost	494,516.42	494,516.42	0.00	0.0%
1602 · Accum Depreciation Building	-274,424.83	-274,424.83	0.00	0.0%
1605 · Building/Capital Improvements	1,475,766.22	1,475,766.22	0.00	0.0%
1606 · Accum Depreciation Improvements	-422,844.15	-422,844.15	0.00	0.0%
Total 1600 · Building	1,273,013.66	1,273,013.66	0.00	0.0%
1700 · Land	4,815,951.48	4,815,951.48	0.00	0.0%
Total Fixed Assets	6,315,255.15	6,315,255.15	0.00	0.0%
TOTAL ASSETS	18,450,182.32	18,532,153.93	-81,971.61	-0.44%
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
2000 · Accounts Payable	154,628.55	147,941.65	6,686.90	4.52%
Total Accounts Payable	154,628.55	147,941.65	6,686.90	4.52%
Credit Cards				
2050 · Beneficial Credit Cards				
2052 · VISA - JD - 1206	0.00	1,559.19	-1,559.19	-100.0%
2053 · VISA - KS - 1222	114.95	469.34	-354.39	-75.51%
2054 · Visa - RS - 0279	2,846.65	3,041.63	-194.98	-6.41%

12:41 PM
09/25/25
Accrual Basis

EMSWCD

Balance Sheet Prev Year Comparison

As of August 31, 2025

	Aug 31, 25	Aug 31, 24	\$ Change	% Change
2058 · Visa - SW - 1461	967.80	1,557.90	-590.10	-37.88%
2062 · Visa - SS - 4786	2,928.06	2,381.67	546.39	22.94%
2063 · Visa - CA - 4265	275.21	175.61	99.60	56.72%
2065 · Visa - HK - 6401	4,332.98	776.10	3,556.88	458.3%
2066 · Visa - KB - 2540	2,679.89	585.12	2,094.77	358.01%
2067 · Visa - NS - 2945	897.40	0.00	897.40	100.0%
Total 2050 · Beneficial Credit Cards	15,042.94	10,546.56	4,496.38	42.63%
Total Credit Cards	15,042.94	10,546.56	4,496.38	42.63%
Other Current Liabilities				
2105 · FSA Liabilities	17.64	189.35	-171.71	-90.68%
2100 · Payroll Liabilities	20,725.74	2,750.17	17,975.57	653.62%
2150 · Accrued Compensated Absences	156,224.57	156,224.57	0.00	0.0%
Total Other Current Liabilities	176,967.95	159,164.09	17,803.86	11.19%
Total Current Liabilities	346,639.44	317,652.30	28,987.14	9.13%
Total Liabilities	346,639.44	317,652.30	28,987.14	9.13%
Equity				
3900 · Retained Earnings-Unrestricted	12,123,450.47	12,045,145.12	78,305.35	0.65%
3950 · Board Designated Restrictions				
3951 · Land Conservation Fund	6,606,533.81	6,606,533.81	0.00	0.0%
3952 · Projects & Cost Share	593,606.32	593,606.32	0.00	0.0%
Total 3950 · Board Designated Restrictions	7,200,140.13	7,200,140.13	0.00	0.0%
Net Income	-1,220,047.72	-1,030,783.62	-189,264.10	-18.36%
Total Equity	18,103,542.88	18,214,501.63	-110,958.75	-0.61%
TOTAL LIABILITIES & EQUITY	18,450,182.32	18,532,153.93	-81,971.61	-0.44%

EMSWCD

Profit & Loss Budget Performance

July through August 2025

	Jul - Aug 25	YTD Budget	\$ Over Budget	% of Budget	Annual Budget
Income					
4000 · Income					
4100 · EMSWCD prop'ty tax	37,187.60	45,152.00	-7,964.40	82.36%	6,736,902.00
4200 · Contributions	988.16				
4400 · Event Income					
4420 · Native Plant Sale	0.00	0.00	0.00	0.0%	55,000.00
Total 4400 · Event Income	0.00	0.00	0.00	0.0%	55,000.00
4500 · Interest	97,319.84	72,006.00	25,313.84	135.16%	432,000.00
4600 · Grants					
4610 · Federal	0.00	48,000.00	-48,000.00	0.0%	60,000.00
4620 · State	0.00	24,149.00	-24,149.00	0.0%	96,594.00
4660 · Other	0.00	25,000.00	-25,000.00	0.0%	25,000.00
Total 4600 · Grants	0.00	97,149.00	-97,149.00	0.0%	181,594.00
4700 · Sale of Real Property	0.00	0.00	0.00	0.0%	500,000.00
4800 · Rental Income	200.00	5,362.75	-5,162.75	3.73%	21,451.00
4900 · Misc Income					
4910 · Refunds/Rebates/Reimbsmnts	1,912.85	3,966.00	-2,053.15	48.23%	22,800.00
Total 4900 · Misc Income	1,912.85	3,966.00	-2,053.15	48.23%	22,800.00
Total 4000 · Income	137,608.45	223,635.75	-86,027.30	61.53%	7,949,747.00
Total Income	137,608.45	223,635.75	-86,027.30	61.53%	7,949,747.00
Gross Profit	137,608.45	223,635.75	-86,027.30	61.53%	7,949,747.00
Expense					
5000 · Payroll Expenses					
5100 · Salaries & Wages	372,116.10	405,134.00	-33,017.90	91.85%	2,445,800.00
5200 · Payroll Taxes	36,493.19	40,299.00	-3,805.81	90.56%	243,100.00
5300 · Wkrs Comp Insurance	11,234.46	26,660.00	-15,425.54	42.14%	26,660.00
5400 · Emp Benefits	90,440.50	107,732.00	-17,291.50	83.95%	658,860.00
Total 5000 · Payroll Expenses	510,284.25	579,825.00	-69,540.75	88.01%	3,374,420.00
6000 · Professional Services					
6005 · Contracted Bkkpr/Acctant	4,000.00	4,000.00	0.00	100.0%	24,000.00
6010 · Contracted Audit Services	0.00	0.00	0.00	0.0%	8,500.00
6020 · Contracted Attorney	2,488.10	153,830.00	-151,341.90	1.62%	168,000.00
6050 · Contracted Services	118,720.48	283,682.00	-164,961.52	41.85%	1,530,800.00
6065 · Contracted IT Support	3,613.00	4,000.00	-387.00	90.33%	24,000.00
Total 6000 · Professional Services	128,821.58	445,512.00	-316,690.42	28.92%	1,755,300.00
6100 · Admin					
6110 · Audit Filing Fee	0.00	0.00	0.00	0.0%	300.00
6120 · Bank Charges	295.17	200.00	95.17	147.59%	3,750.00
6130 · Bulk Mail Permit Renewal	0.00	0.00	0.00	0.0%	350.00
6135 · Legal Notice	273.42	1,350.00	-1,076.58	20.25%	7,000.00
6140 · Payroll Svcs	216.00	750.00	-534.00	28.8%	750.00
6150 · Licenses & Fees	4,395.22	1,555.00	2,840.22	282.65%	19,000.00
6160 · Taxes	0.00	0.00	0.00	0.0%	663.00
Total 6100 · Admin	5,179.81	3,855.00	1,324.81	134.37%	31,813.00
7100 · Occupancy					
7110 · Utilities	1,709.41	3,777.00	-2,067.59	45.26%	23,518.00
7120 · Telecommunications	5,289.24	5,202.00	87.24	101.68%	31,152.00
7130 · Repairs/Maintenance	5,551.54	8,020.00	-2,468.46	69.22%	32,250.00
Total 7100 · Occupancy	12,550.19	16,999.00	-4,448.81	73.83%	86,920.00
7500 · Insurance					

EMSWCD

Profit & Loss Budget Performance

July through August 2025

	Jul - Aug 25	YTD Budget	\$ Over Budget	% of Budget	Annual Budget
7505 · General Liability Insurance	0.00	0.00	0.00	0.0%	16,500.00
7510 · Property Insurance	0.00	0.00	0.00	0.0%	9,000.00
7515 · D & O Anti Crime	0.00	0.00	0.00	0.0%	550.00
7540 · Vehicle insurance	0.00	0.00	0.00	0.0%	2,600.00
Total 7500 · Insurance	0.00	0.00	0.00	0.0%	28,650.00
8100 · Office Expenses					
8110 · Office Supplies	2,332.89	1,600.00	732.89	145.81%	7,750.00
8115 · Postage, Delivery	2,352.76	1,430.00	922.76	164.53%	8,350.00
8120 · Printing, Copying	653.86	4,700.00	-4,046.14	13.91%	22,150.00
8130 · Furnishings & Equipment	7,400.86	5,170.00	2,230.86	143.15%	12,450.00
Total 8100 · Office Expenses	12,740.37	12,900.00	-159.63	98.76%	50,700.00
8200 · Production					
8210 · Advertising	0.00	2,595.00	-2,595.00	0.0%	12,090.00
8230 · Signage, Banners, Displays	3,045.83	4,750.00	-1,704.17	64.12%	9,500.00
8250 · Public Relations Promo & Events	3,690.00	16,400.00	-12,710.00	22.5%	54,900.00
Total 8200 · Production	6,735.83	23,745.00	-17,009.17	28.37%	76,490.00
8500 · Programs & Projects					
8505 · Dues	30,675.00	19,555.00	11,120.00	156.87%	37,000.00
8506 · Subscriptions	20,810.94	16,970.00	3,840.94	122.63%	85,845.00
8510 · Contracts w/ Partners/Lndownrs	0.00	51,830.00	-51,830.00	0.0%	311,000.00
8520 · Grants to Others	118,510.30	553,160.00	-434,649.70	21.42%	2,609,000.00
8530 · Program Supplies	12,474.03	18,000.00	-5,525.97	69.3%	78,170.00
8540 · Plants & Materials	10,799.57	24,500.00	-13,700.43	44.08%	130,000.00
8560 · Space Rental	225.25	710.00	-484.75	31.73%	4,850.00
8570 · Equip Rental	2,947.96	5,600.00	-2,652.04	52.64%	18,060.00
8580 · Vehicles Rent/Lease	700.84	1,250.00	-549.16	56.07%	1,500.00
Total 8500 · Programs & Projects	197,143.89	691,575.00	-494,431.11	28.51%	3,275,425.00
8600 · Training					
8610 · Training/Development Staff	1,740.00	10,500.00	-8,760.00	16.57%	29,300.00
8620 · Training/Development Board	0.00	5,000.00	-5,000.00	0.0%	5,000.00
Total 8600 · Training	1,740.00	15,500.00	-13,760.00	11.23%	34,300.00
8700 · Travel					
8730 · Out of Town Travel- Staff	934.96	4,400.00	-3,465.04	21.25%	16,980.00
8740 · Out of Town Travel - Board	0.00	420.00	-420.00	0.0%	2,500.00
8750 · Local Mlg, Pkg, Bus - Staff	338.73	1,730.00	-1,391.27	19.58%	8,800.00
8760 · Local Mlg, Pkg, Bus - Board	0.00	1,000.00	-1,000.00	0.0%	1,000.00
Total 8700 · Travel	1,273.69	7,550.00	-6,276.31	16.87%	29,280.00
8800 · Volunteers & Staff					
8810 · Volunteer & Staff Recog	1,850.93	5,300.00	-3,449.07	34.92%	22,200.00
8820 · Vol & Staff Refreshments	2,492.19	3,320.00	-827.81	75.07%	14,350.00
Total 8800 · Volunteers & Staff	4,343.12	8,620.00	-4,276.88	50.38%	36,550.00
8900 · Misc Expenses	0.00	800.00	-800.00	0.0%	800.00
9000 · Capital Outlay					
9030 · Improvements On Real Property	80,978.44	105,000.00	-24,021.56	77.12%	355,000.00
9040 · Purchase of Real Property	395,865.00	1,372,589.00	-976,724.00	28.84%	8,235,534.00
Total 9000 · Capital Outlay	476,843.44	1,477,589.00	-1,000,745.56	32.27%	8,590,534.00
Total Expense	1,357,656.17	3,284,470.00	-1,926,813.83	41.34%	17,371,182.00
Net Ordinary Income	-1,220,047.72	-3,060,834.25	1,840,786.53	39.86%	-9,421,435.00
Net Income	-1,220,047.72	-3,060,834.25	1,840,786.53	39.86%	-9,421,435.00

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09/25/25
Accrual Basis

EMSWCD
Profit & Loss by Class
July through August 2025

		General Fund					Special Funds		TOTAL
		Finance & Operations	Rural Lands	Urban Lands	Community Outreach & Engagement	HIP	Grants Fund	Land Conservation Fund	
Ordinary Income/Expense									
Income									
	4000 · Income	64,945.75	0.00	0.00	0.00	200.00	9,661.70	62,801.00	137,608.45
	Total Income	64,945.75	0.00	0.00	0.00	200.00	9,661.70	62,801.00	137,608.45
	Gross Profit	64,945.75	0.00	0.00	0.00	200.00	9,661.70	62,801.00	137,608.45
Expense									
	5000 · Payroll Expenses	145,704.19	128,790.39	89,009.34	89,214.81	57,515.53	0.00	0.00	510,284.25
	6000 · Professional Services	23,380.74	46,876.84	0.00	29,216.00	29,348.00	0.00	0.00	128,821.58
	6100 · Admin	1,716.02	651.99	10.00	5.40	2,796.40	0.00	0.00	5,179.81
	7100 · Occupancy	4,751.38	1,346.58	418.08	418.08	5,616.07	0.00	0.00	12,550.19
	8100 · Office Expenses	4,892.39	4,224.75	156.00	3,455.66	11.57	0.00	0.00	12,740.37
	8200 · Production	2,468.39	1,025.00	275.00	1,608.40	1,359.04	0.00	0.00	6,735.83
	8500 · Programs & Projects	39,233.24	9,801.83	6,119.19	11,889.93	11,589.40	118,510.30	0.00	197,143.89
	8600 · Training	0.00	630.00	400.00	0.00	710.00	0.00	0.00	1,740.00
	8700 · Travel	71.40	267.33	128.80	0.00	806.16	0.00	0.00	1,273.69
	8800 · Volunteers & Staff	3,504.04	0.00	345.00	74.00	420.08	0.00	0.00	4,343.12
	9000 · Capital Outlay	47,265.08	0.00	0.00	0.00	0.00	0.00	429,578.36	476,843.44
	Total Expense	272,986.87	193,614.71	96,861.41	135,882.28	110,172.25	118,510.30	429,578.36	1,357,656.17
	Net Ordinary Income	-208,041.12	-193,614.71	-96,861.41	-135,882.28	-109,972.25	-108,848.60	-366,777.36	-1,220,047.72
	Net Income	-208,041.12	-193,614.71	-96,861.41	-135,882.28	-109,972.25	-108,848.60	-366,777.36	-1,220,047.72
Annual Appropriation by Program		1,487,300	1,935,115	933,710	724,940	1,024,583	2,755,000	8,485,534	
Percent of Fiscal Year Passed		17%	17%	17%	17%	17%	17%	17%	
Percentage of Appropriation Spent		18%	10%	10%	19%	11%	4%	5%	



East Multnomah Soil & Water Conservation District Quarter 1 Work Plan Report July 2025 – September 2025

Executive Director Summary:

With the adoption of our FY25-26 Annual Work plan in July 2025, we established a framework to track and share progress, key benchmarks, and potential challenges in reaching District goals. This Quarter 1 report is a high-level snapshot that shares our progress thus far and sets the stage for what is ahead.

This quarterly report demonstrates EMSWCD progress advancing our strategic priorities: **soil and water health, climate action and equity**. In addition to the detailed program updates, I would like to celebrate and lift up the following successes from the past quarter:

1. **Celebrating 75 years!** One of EMSWCD's communication goals is to raise the visibility of our work among constituents. This quarter we organized two community celebrations that brought over 300 people to our home office. We completed two new videos and several short interviews that create a new bundle of communication assets.
2. **Three farms graduated from Headwaters this first quarter.** They all received bridge awards that provide transformational support for their next steps as a business.
3. Launched "The Dirt," our first ever e-newsletter to over 13,000 subscribers.

Rural Lands

Rural lands represent a majority of the natural resources in our district. As such, a greater percentage of our organizational resources go to rural programming. Our hopeful outcome is that those stewarding agricultural lands and natural areas have access to the resources and knowledge they need to improve and maintain soil and water health and respond to climate change impacts.

Technical and Financial Assistance

Annual Activities and Deliverables	Q1 Progress to Date
Conduct 25 site visits	<ul style="list-style-type: none"> 9 technical assistance visits conducted, including 4 new landowners
Implement 4 CLIP projects	<ul style="list-style-type: none"> 6 CLIP project opportunities under consideration
Promote climate projects	<ul style="list-style-type: none"> Completed water and energy savings assessment for 1 CLIP project

Healthy Habitat and Noxious Weed Program

Annual Activities and Deliverables	Q1 Progress to Date
Enroll 10 new StreamCare acres; maintain existing, conduct focus area analysis for program	<ul style="list-style-type: none"> Enrolled 3 new landowners (4.5 acres); program design strategy is underway within the Healthy Habitats framework
Weeds - hold the line	<ul style="list-style-type: none"> Early Detection Rapid Response (EDRR) for false brome and hedge parsley treatments completed on USFS and State Parks lands in the Gorge along trail systems; site maintenance conducted in Bonnie Brook for impatiens bicolor Ivy control completed along the Sandy River and Buck Creek Clematis vitalba treated on the Sandy River floodplain Knotweed treated along Beaver Creek, and the Sandy River from Oxbow Park to Camp Angelos and additional mainstem sites
Implement Upland Reforestation Project	<ul style="list-style-type: none"> Planting of madrone scheduled for late October/early November; other species to be planted in February
Develop strategy to protect reforestation from conversion and explore co-funding sources	<ul style="list-style-type: none"> Planned for later in the Fiscal Year as part of the Healthy Habitats program strategy
Budget: Add new staff. Upland project: 50K new trees.	<ul style="list-style-type: none"> The onboarding of new Healthy Habitats staff (StreamCare Program Manager and Technician) is planned for February

Headwaters Farm

Annual Activities and Deliverables	Q1 Progress to Date
Soil Health improvement	<ul style="list-style-type: none"> Priority fields were cover cropped, inoculated with beneficial microbes, and irrigated. Farmers received amendments and technical assistance on how and when to apply. This has resulted in much healthier and more resilient crops this season. Nutrients balancing occurred on District managed spaces. Weed management has continued to improve.
Recruit 10 viable applicants	<ul style="list-style-type: none"> Recruitment for 2026 will happen in the second quarter.
Graduate two farms	<ul style="list-style-type: none"> Three farms graduated at the onset of the 1st quarter. All three received the Headwaters Graduate Bridge Award.
Implement 3:3:3 restoration rotation (three acres ready for production, three on active restoration, three on rest)	<ul style="list-style-type: none"> Staff are following the approach and are actively restoring at least three acres, prepping another three, and putting a larger share of the acreage in perennial covers as a holding pattern.
Farm system mapping- convene conversations to understand larger context for Headwaters	<ul style="list-style-type: none"> Scoping for the farm system mapping has begun with interviews beginning in the 2nd or 3rd quarters.
Lead soil health workshop series, Host one large Headwaters event, 2 tours to raise visibility (1	<ul style="list-style-type: none"> The workshop series was offered in the spring of 2025. The next round of workshops will begin in the 3rd quarter.
Budget: New irrigation system. Plan for new farm office.	<ul style="list-style-type: none"> A water rights transfer for supplemental irrigation water was successfully submitted to the Oregon Water Resources Department with expected approval in the 4th quarter. Initial

	<p>outlining of the public works process to identify a well driller has begun.</p> <ul style="list-style-type: none"> The farm office permitting process is underway with draft building design, a site restoration plan, and strategy for approval in hand. A meeting with the County is anticipated in the 2nd quarter.
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Land Legacy Program

Annual Activities and Deliverables	Q1 Progress to Date
Amplify landowner voices to increase interest	<ul style="list-style-type: none"> Lunch with Surface Nursery and priority farmland owners 2 media pieces
Implement strategic outreach	<ul style="list-style-type: none"> Surface Nursery lunch Mailer on new Forever Farms
Three new Forever Farms	<ul style="list-style-type: none"> 1 closing (Davis / Vandehey) Several others in contract or expected to be in contract soon

Urban Lands

The program works to foster a stewardship ethic in the urban landscape by encouraging residents, businesses, and communities to incorporate resource conservation and pollution prevention into everyday life. The team does this through educational, technical and financial assistance, as well as on-the-ground projects, and through partnership with local and regional coalitions.

Technical and Financial Assistance

Annual Activities and Deliverables	Q1 Progress to Date
100 tech assist consults to residential, commercial and industrial landowners.	<ul style="list-style-type: none"> 60 TA requests responded to in Q1 as of 9/18/25
Pivot CLIP to include low-income multi-family housing complexes. Initiate one CLIP project.	<ul style="list-style-type: none"> Meeting set up with JCWC to discuss how they have done this Investigating Jade District Resiliency Hub for a potential stormwater project
Develop tree canopy strategy to reduce heat island effect and increase equitable access to greenspace in priority areas.	<ul style="list-style-type: none"> Brainstorming to consider how we might approach this in collaboration with other organizations Began attending the EPDX Shade Equity work group Will attend Intertwine's "Regional Urban Forestry Leaders Group" on 10/15
Budget: Potential increase in CLIP budget due to pivot.	<ul style="list-style-type: none"> A decision was made to put this pivot on hold, as CLIP is likely not the best mechanism for Low-Income/Multi-family Housing projects

Regional Coalitions and Partnerships

Annual Activities and Deliverables	Q1 Progress to Date
3-5 Planting with Partners	<ul style="list-style-type: none"> Finalizing program guidelines. Scoping and planning partnerships/ projects with community orgs and schools.

Regional resources to address 6PPDq	<ul style="list-style-type: none"> Continuing to attend 6-PPPD-q working group meetings
Ecological study for Ross Island complex	<ul style="list-style-type: none"> Not yet initiated
Budget: Support for projects that arise from coalitions TBD	<ul style="list-style-type: none"> Exploring additional opportunities to support new and existing coalitions.

Large-Scale Partnership Projects and Demonstration projects

Annual Activities and Deliverables	Q1 Progress to Date
MHCC Dam removal: Complete technical studies and design phases of dam removal.	<ul style="list-style-type: none"> Technical studies, preliminary design and cost estimates are underway.
MHCC Complete south parking lot stormwater facilities	<ul style="list-style-type: none"> South parking lot pervious pavement project was successfully completed.
Budget: Contract with dam removal project manager.	<ul style="list-style-type: none"> Contract with the dam removal project manager secured.

Urban Lands Outreach and Education

Annual Activities and Deliverables	Q1 Progress to Date
Host annual Native Plant Sale; (1000+ participants, 10,000 plants.)	<ul style="list-style-type: none"> All plants are on order (12,200) Monthly meetings of full team now underway
Deliver 50 conservation workshops. Explore new topics. 75% of participants will adopt at least one practice promoted in the workshops.	<ul style="list-style-type: none"> Tree of heaven workshop (new topic) will be presented 9/28/25, hosted by Living Room Realty Presented 2 in-person (hosted by Portland Nursery and Portland Fruit Tree Project) and 2 live webinar workshops to 55 people (as of 9/24/25)
Co-create 2-3 Growing Green Communities events with multi-cultural communities.	<ul style="list-style-type: none"> Scheduled three bilingual (Eng/Spa) workshops with Green Lents on 10/10, 11/14, and 12/5
Create feedback loop to ensure timely response to participant feedback.	<ul style="list-style-type: none"> Reviewed Post-Workshop Survey weekly

Community Outreach and Engagement

The Community Outreach and Engagement (CO&E) team develops strategies, tools, and systems to raise public awareness, connect people with our mission, and increase access to our programs, services, and resources. Our work emphasizes building trust and engaging historically marginalized communities, including communities of color and people with low incomes.

Communication Planning & Systems: Internal

Annual Activities and Deliverables	Q1 Progress to Date
Increase awareness and access by ensuring use of Editorial and Accessibility Guidelines.	<ul style="list-style-type: none"> Draft Accessibility Guidelines completed by working group; reviewed guidelines related to events for the upcoming 75th Anniversary events and made adjustments/changes.
Strengthen brand recognition and visibility in materials and online by integrating brand kit and logo into all templates, tools, and collateral.	<ul style="list-style-type: none"> Created 75th Anniversary campaign materials building on the updated brand kit and logo. Utilized across all marketing and promotions materials including email, print materials, direct mail and social media marketing.
Deliver consistent information across all District communications channels by developing annual editorial planning calendar	<ul style="list-style-type: none"> Annual plan developed, used for planning e-newsletter, "The Dirt" first edition and upcoming fall edition. Hosted first monthly brainstorming session at 8/13/25 All Staff to collect story ideas and feedback.

District-wide Outreach and Engagement: External

Annual Activities and Deliverables	Q1 Progress to Date
Engage directly with district residents by creating and launching the district's first quarterly e-newsletter.	<ul style="list-style-type: none"> "The Dirt" first edition sent to inboxes 7/29/25. Fall edition scheduled to send 10/7/25
Leverage the 75th Anniversary Celebration to engage new audiences, increase subscriptions, and expand our reach.	<ul style="list-style-type: none"> 75th Anniversary promotions include prompts for e-newsletter signups, active social media and partner promotions. Website traffic increased soon after the 75th Anniversary pages launched. All combined these were some of the most popular pages on the site with high numbers of landing page visits and direct traffic, including about 9% of total website visitors.
Increase visibility of program success and partnerships through new website and e-news content.	<ul style="list-style-type: none"> "The Dirt" first edition and invitation to 75th Anniversary Community Celebration sent to all subscribers (13,352). Strong engagement with the celebration invite resulted in strong event turnout.
In partnership with other eligible SWCDs, promote expanded opportunity for Board member elections.	<ul style="list-style-type: none"> This is planned to start in Spring 2026.

Program Area Support – Rural Lands

Annual Activities and Deliverables	Q1 Progress to Date
Coordinate StreamCare outreach to enroll 10 acres.	<ul style="list-style-type: none"> CO&E Team Staff led the effort to enroll new StreamCare sites this year, successfully meeting the 10-acre goal, including the discovery of 5 acres in partnership with local city.
Develop 2-3 testimonial videos about "Forever Farm" projects.	<ul style="list-style-type: none"> First testimonial video with Black Oregon Land Trust completed as part of the 75th Anniversary Celebration.
Host one Headwaters event for community connection and two tours to raise visibility.	<ul style="list-style-type: none"> Tours scheduled for prospective new Headwaters applicants are being promoted and folks are registering.

	<ul style="list-style-type: none"> No events scheduled yet.
Support Headwaters soil health workshop series.	<ul style="list-style-type: none"> TBD.

Program Area Support – Urban Lands

Annual Activities and Deliverables	Q1 Progress to Date
Analyze participant survey data to assess impact, uncover barriers, and inform future program planning.	<ul style="list-style-type: none"> Data analysis of 2022-2023 workshop alumni is underway in Q1. Report expected in Q2.
Distribute new Tech Assist survey. Analyze to establish baseline data.	<ul style="list-style-type: none"> CO&E and UL staff will meet in October to discuss needs.

Community Grants

This program strengthens local capacity, supports community-led solutions, and extends the impact of our work through trusted partnerships. By distributing funds equitably, we help ensure that historically underserved communities can access resources that support conservation, education, and community resilience led by and for the communities being served.

Annual Activities and Deliverables	Q1 Progress to Date
Manage (+/-100) grant awards and administration.	<ul style="list-style-type: none"> PIC Grants = 51 active grants (29 New Agreements; 22 older) SPACE Grants = 38 total (13 new, 25 from previous years) SPA = Closed FY 24-25; Completed new agreements for FY 25-26
PIC: Update “direct award” track with grantee input.	<ul style="list-style-type: none"> In process – to be shared with Board at October meeting.
SPA: Develop new agreement with the Sandy Basin Watershed Council.	<ul style="list-style-type: none"> Timing for this is unclear.
Develop a framework and process for administering “Rapid Response” grants.	<ul style="list-style-type: none"> In development – to be shared with Board at December meeting.

Finance and Operations

The Finance and Operations Program oversees administrative functions that cut across all EMSWCD programs and activities. We help the people who help people care for soil & water. The major functional areas of the Program include budget and finance, board and committee management, facilities, fleet and equipment management, information technology, office administration, personnel coordination and contract management.

Budget and Financial Management

Annual Activities and Deliverables	Q1 Progress to Date
Implement process improvements from three-year budget versus actual analysis.	<ul style="list-style-type: none"> No updates in Q1 as prior fiscal is closed and updates to three-year analysis for 24-25 not ready until end of Q2 post audit.
Quantify District’s Equitable Spend	<ul style="list-style-type: none"> No update in Q1. Loosely related to Equity Action Item 4.3b.

	<ul style="list-style-type: none"> A three-year equitable spending trend is likely available by the end of Q2 post audit.
Evaluate programmatic needs throughout the District; apply support accordingly.	<ul style="list-style-type: none"> Supported 75th Anniversary events development in Q1. Began preparations for Native Plant Sale 2026. Worked with Executive Director and new RL program supervisor on Rural Lands staffing needs and programmatic resource needs with Health Habitats development and vacant positions.

Board and Committee Management

Annual Activities and Deliverables	Q1 Progress to Date
Continue Board engagement with partners by holding Board Meetings or tours at three locations/year throughout the District.	<ul style="list-style-type: none"> September's Board Meeting was held at Rooster Rock State Park. No Board Meeting in August.

Human Resources/Personnel Coordination & Recordkeeping

Annual Activities and Deliverables	Q1 Progress to Date
Create conflict resolution processes that are equitable, inclusive, and break away from the norms of white dominant culture. (2.1.d)	<ul style="list-style-type: none"> Equity Action Item 2.1d team met in Q1 to begin the process of framework development, what's currently been learned, and next steps.

Facilities and Equipment Management

Annual Activities and Deliverables	Q1 Progress to Date
Williams Office:	
<ul style="list-style-type: none"> Support utilization of building by Community. 	<ul style="list-style-type: none"> Participated in the Building Activation Committee to develop processes and user-agreements for Community use of the space.
<ul style="list-style-type: none"> Support mural and art installation projects. 	<ul style="list-style-type: none"> Participated in Art Selection Committee. Supported the awarded artist as she created the main stairwell mural. Completed in Q1.
Headwaters Farm:	
<ul style="list-style-type: none"> Support design of new Work Center and irrigation system. 	<ul style="list-style-type: none"> Established roles and responsibilities amongst team members for support, project development, and procurement. Had high-level discussions in Q1 related to the irrigation system.
<ul style="list-style-type: none"> Assist with well improvements. 	<ul style="list-style-type: none"> Performed preliminary research on initial steps to staff and contractor in Q1.

Information Technology Management & Analytics

Annual Activities and Deliverables	Q1 Progress to Date
Website is launched and fully functional. Create ongoing site maintenance and role clarity with content creators.	<ul style="list-style-type: none"> Website launched at the end of prior fiscal Q4. Testing, bug fixes, patches, and updates occurred in Q1. Roles & responsibilities for new site established in Q1 with CO&E and other programs.

Further implement CRM reporting and event registration management. Maximize marketing approach to inspire action	<ul style="list-style-type: none"> Finalized event/registrant data structure on the CRM and uploaded the first batch of event data (four years of workshops, 94 workshops, ~1200 registrants) in Q1. Researched and advanced CRM reporting in Q1; developed and organized several “demo” reporting templates on constituent involvement. Worked with CO&E for the drafting of CRM Next Phase use-case and utilization strategies. Phase II development and implementation meetings established in Q1.
Provide analytics on CRM, website traffic, and annual Native Plant Sale.	<ul style="list-style-type: none"> Set up analytics to capture traffic and search data on the new site for continuous integration from old site traffic. Began analyzing traffic on the new site, collected and sent analytics on traffic from the 75th Anniversary campaign. Began process for reporting out analytics quarterly.

Office Administration

Annual Activities and Deliverables	Q1 Progress to Date
Perform vendor and equipment cost comparisons for effectiveness and quality.	<ul style="list-style-type: none"> Copier/Scanner/Printer cost comparison completed in Q1. The new lease resulted in lower per page rates.
Coordinate and manage tours, partner, and external entity meetings and events utilizing EMSWCD space.	<ul style="list-style-type: none"> Building Activation Committee finalized drafts of the internal (EMSWCD staff hosted) & external (no EMSWCD staff) meeting processes developed in Q1. User agreement drafted and online room request form in development in Q1.
Oversee contracting	<ul style="list-style-type: none"> Five contracts developed and executed in Q1, including HVAC renovations, Kelly Creek Restoration Project, office landscapers, two property appraisals, and farm business workshops.

EMSWCD Equity Action Plan

With the adoption of our 5-Year Equity Plan in 2021, we began systematically embedding equity into our policies, programs, and daily operations. As we align equity priorities with our strategic plan, our aim is to complete 90% of the 69 identified actions by the end of the 2023-2027 planning cycle. We intend to carry forward any remaining items into the next five-year strategic plan to ensure continued progress and long-term impact.

Goal 1: Build and maintain mutually beneficial relationships with Black, Indigenous, and People of Color and other groups that have been marginalized.

Annual Activities and Deliverables	Q1 Progress to Date
Launch a one-year, all-staff learning journey that centers Indigenous voice and experience. (1.2.a, 1.2.b)	<ul style="list-style-type: none"> Continued weekly meetings to prepare for and organize upcoming Learning Journey. Small Discussion Groups re-started; journals distributed; groups working through <u>There, There</u>. Preparatory materials sent to all staff for the first Learning Journey full staff meeting 10/1.
Collaborate with communities to develop strategies for honoring the	<ul style="list-style-type: none"> Brainstorming in process for how to go about this

history of EMSWCD properties, surrounding areas, and the District. (1.1.c)	
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Goal 2: Recruit, train, retain, and support a diverse staff and Board.

Annual Activities and Deliverables	Q1 Progress to Date
Continue the BIPOC Affinity Group. Explore additional employee resource groups. (2.1.f, 2.1.g)	<ul style="list-style-type: none"> Held 3 BIPOC Affinity Cohort Meetings/Sessions. Created BIPOC Affinity Charter and 3 staff members signed up for Facilitator Training to continue self-facilitation after CEI contract ends in Oct. Planning for onboarding more BIPOC environmental stewards in 2026.

Goal 3: Provide equitable programs and services.

Annual Activities and Deliverables	Q1 Progress to Date
Analyze participant demographic data as a benchmark against which future progress and impact can be measured.	<ul style="list-style-type: none"> This data is coming in monthly via post-workshop surveys and annually via UL workshop alumni surveys. The first team meeting is scheduled for late October.
Analyze (existing) demographic data of general District population. (3.2.a)	<ul style="list-style-type: none"> Held the first team meeting. Meeting notes & next steps to follow.
Gather demographic data of EMSWCD staff, Board, contractors and vendors.	<ul style="list-style-type: none"> Planning in process for how to approach this; may connect further with WMSWCD to discuss each of our demo data collection efforts and outcomes.

Goal 4: Allocate resources in a way that advances equity.

Annual Activities and Deliverables	Q1 Progress to Date
Develop flexible pathways to support community investment opportunities that may not be outlined in the current EMSWCD budget. (4.2.c)	<ul style="list-style-type: none"> Not yet begun, likely can be wrapped into scoping for next strategic plan
Review and document existing process for getting community input on investment decisions and prioritizing equity in our investments. (pre-work for 4.3.a, 4.3.b)	<ul style="list-style-type: none"> No update, likely can be wrapped into scoping for next strategic plan

**Board Resolution 2025-10-01**

East Multnomah Soil and Water Conservation District

Meeting Date: October 6, 2025

**BEFORE THE BOARD OF THE EAST MULTNOMAH SOIL AND WATER CONSERVATION DISTRICT FOR
THE PURPOSE OF ACQUIRING A CONSERVATION EASEMENT INTEREST WITHIN THE DISTRICT
BOUNDARY**

WHEREAS, the East Multnomah Soil and Water Conservation District (EMSWCD) has the authority to purchase and hold conservation easements pursuant to ORS 568.550(1)(e) and ORS 271.716(3)(a).

WHEREAS, the EMSWCD Board of Directors reviewed the terms and conditions of the proposed acquisition of a working farmland easement located within the EMSWCD jurisdictional boundary in executive session pursuant to ORS 192.660(2)(e) at EMSWCD's Land Legacy Committee September 22, 2025 meeting.

WHEREAS, the Purchase and Sale Agreement to be executed for this transaction will be entered into on a willing-seller willing-buyer basis, not through condemnation and without the threat of condemnation.

WHEREAS, purchasing this working farmland easement on Dodge Park Boulevard would serve the public interest by ensuring important farmland remains available for and stays in active agricultural use and remains available and affordable to future generations of farmers.

WHEREAS, pursuant to ORS 271.735(1) a public hearing on the acceptance of this working farmland easement will be held prior to the acquisition of this easement.

BE IT RESOLVED that the EMSWCD Board of Directors hereby:

Approves the purchase by the EMSWCD of the working farmland easement interest, pursuant to the terms and conditions discussed in executive session pursuant to ORS 192.660(2)(e) at EMSWCD's Land Legacy Committee September 22, 2025 meeting.

Authorizes and directs the Executive Director to affect the property transaction and to sign all necessary documents on behalf of the EMSWCD at closing.

Authorizes the acceptance of the working farmland easement, pursuant to ORS 93.808.

ADOPTED by the EMSWCD Board of Director this 6th day of October, 2025.

Jasmine Zimmer-Stucky, Board Chair

As Witness:

Kelley Beamer, Executive Director



2026 PIC Grant Program Board Update
September 29, 2025

Background

The Partners in Conservation (PIC) program provides grants to community-led projects that align with EMSWCD's mission. Over the years, the maximum grant request amount has fluctuated. To account for inflation and the rising costs nonprofits face, staff recommend increasing the maximum PIC award to \$80,000 per grantee (up from \$70,000 the past two years). Directly awarded grants may be similarly increased.

Last year, the Board also approved direct funding awards to a set of grantees that consistently deliver high-quality, mission-driven programming. To reduce administrative burden, the Board established criteria in FY 25–26 that allow certain established grantees to receive direct awards instead of applying through the competitive process.

2025 Direct Awards Recap

- Six organizations received direct PIC awards totaling \$350,000 (about 25% of the \$1.3M budget).
- Awardees: Columbia Land Trust, Friends of Zenger Farm, Our Village Garden, POIC, Wisdom of the Elders, Play Grow Learn.
- Focus areas included culturally specific gardens and farming, Title I school education, and workforce/farm training programs.

Recommended Approach for 2026 Direct Awards

- Continue with the same eligibility criteria (see below).
- Provide one additional year of direct awards.
- Applicants requesting significant program changes must reapply through the competitive process.

Direct Award Eligibility Criteria

- Program goals and activities strongly meet the district's mission and grant program goals.
- Have been awarded at least three PIC grants within the last 5 years for the same program.
- Be in good standing with solid past performance (COVID impacts considered).
- Have demonstrated project need and ability to continue with activities consistent with prior grants.

Administration Updates

- Raise maximum grant amount from \$70,000 to \$80,000 (would likely reduce total number of awards).
- Increase the amount given in direct awards to grantees not to exceed \$80,000 per grantee (currently at \$70k).



2026 Partners in Conservation Grants

East Multnomah Soil and Water Conservation District

9/17/2025

2026 Partners in Conservation Grants – timeline and process

The Partners in Conservation Grants Program (PIC) supports community projects that focus on soil health and water quality, reducing and addressing climate impacts, sustainable agriculture and community gardens, outdoor and garden education programs, and fish and wildlife habitat restoration. These grants also advance EMSWCD's goal of building the capacity and structures necessary for equitable access to land and water and conservation outcomes for low-income communities and people of color.

In 2025, EMSWCD's Board awarded \$1.3M in Partners in Conservation grants to 29 projects. Read about last year's grantees [here](#).

Grant Review Committee

An advisory group of community members reviews all Partners in Conservation (PIC) grant applications and makes funding recommendations to the Board of Directors. The Board appoints the committee and has final approval of all grant awards. The committee comprises individuals with diverse professional backgrounds and lived experiences in urban conservation, community organizing, farming, social justice, formal and informal learning, environmental and STEM education, and culturally relevant programming.

Recruitment for the PIC Grant Review Committee members is underway. Read more [here](#).

Grant Program Goals

The Board of Directors adopted these goals for PIC and SPACE grants in 2024.

1. Complement other EMSWCD program efforts in water quality, soil health, fish and wildlife habitat and sustainable agriculture.
2. Increase conservation benefits for communities and populations experiencing disparities in environmental health, environmental education, and natural amenities.
3. Build resilience to climate change in local communities, mitigate climate change impacts, and build momentum for climate change action.
4. Establish school and community gardens that support sustainable and culturally appropriate agriculture practices.
5. Prepare residents for careers or education in natural resources, agriculture, nature education, or other nature-related fields by supporting mentorship, youth programs, and job skill development.



2026 Partners in Conservation Grants

East Multnomah Soil and Water Conservation District

9/17/2025

Important dates

October 15, 2025,	Application opens in ZoomGrants
November 15, 2025	Grant Review Committee application closes
December meeting	Board approves Grant Review Committee membership
December 17 at 4 p.m.	Application period closes
February/March 2026	Grant Review Committee meetings
Tentative - April 2026	Grant awards approved by the Board
June 2026 funding available	Grant-funded activities may begin

Application Review and Grant Awards

- Once applications are received, EMSWCD Grants Program staff check for completeness and review all grant applications to confirm eligibility and consistency with EMSWCD grant program goals and criteria.
- PIC Review Committee: A review committee appointed by the Board of Directors reviews and ranks the 2026 PIC applications.
- Applicant and project eligibility, approval or denial of applications, and dollar amounts awarded (for individual projects or organizations, as well as for the funding cycle/fiscal year) will be determined at the discretion of the EMSWCD Board of Directors. The decisions of the Board of Directors are final.

For More Information

For more information, please visit <https://emswcd.org/grants-and-cost-share/apply/> or contact Heather Nelson Kent at heather@emswcd.org. Call 503-935-5370.