



LTWC Fiscal Year 2019 Annual Work Plan

Watershed Planning and Capacity

Fundraising & Development

Strategic Plan Element(s): Relevant to All **Funded by:** Limited funding from budget #s 1,2,4,5

Partners: Individual and business donors, volunteer fundraisers, public granting agencies, private foundations, Emerald Valley Development Professionals, Nonprofit Association of Oregon **Board Involvement:** Full Board

Funding Picture: Council has steadily increased fundraising and development results each year since 2012, culminating in very successful 20th anniversary campaign. Not currently sufficient staff capacity to maintain and grow development program to desired level.

Major Activities	Objective(s)	Timeline	Staff Lead(s)
Solicit Unrestricted Donations	Increase total unrestricted funding goal to \$82,500 (includes donations from individual community members & Business League)	Ongoing	Clinton
Solicit Restricted Donations	Raise \$20k for specific projects & program areas (e.g. uplands projects, TEK and tribal engagement)	Ongoing	Clinton
Solicit Public Meeting Sponsorships	Raise \$2,500 in business sponsorships to support Annual Celebration, public mtgs, and tours	Ongoing	Rob (Clinton)
Donor Relationships & Retention	Build culture of donor appreciation & stewardship; leverage relationships to identify new donors	Ongoing	Clinton
Pursue Grants from Agencies & Private Foundations	Identify & apply for opportunities that can support priorities and areas of need (e.g. pursue fundraising capacity seed grant for development staff)	Ongoing	Clinton, Rob, Jed, Sarah W, Katie, Amanda, Dana

Collaboration with Other Entities

Strategic Plan Element(s): 7.1 - 7.6 (and elements that haven't been identified yet) **Funded by:** Limited funding from Budget #s 1-5

Partners: Many! Includes most local municipalities, local/state/federal agencies, Meyer Memorial Trust, BEF, and other regional conservation NGOs **Board Interest:** Shelly Miller

Funding Picture: There's a lot of potential moving forward, especially given our 10-year relationship with Meyer Memorial Trust and the burgeoning Upper Willamette Stewardship Network. With the sunset of Model Watershed Program later this year, however, money is projected to be tight to sufficiently engage with partners and identify collaboration opps; coordination capacity needed for Upper Willamette Stewardship Network

Partnerships / Networks of Note	Objective(s)	Timeline	Staff Lead(s)
---------------------------------	--------------	----------	---------------

	Model Watershed Program / Willamette River Initiative (WRI)	In final year, identify opportunities / funding to smooth transition after program ends; identify funding for capacity, restoration, & comm engagement; complete 10-year plan objectives & report results; engage with post-WRI Willamette River Network	Ends April 2019	Rob (Clinton)
	Upper Willamette Stewardship Network	Increase revenue generation; better engagement with diverse communities; larger-scale restoration projects; more effective land stewardship; staff sharing & equipment; better outdoor / env. education	Ongoing	Clinton (Sarah P.)
	Willamette Focused Investment Partnerships	Collaborate on shared regional goals and strategies for Willamette River and Oak FIPs	Ongoing	Jed & Clinton
	Rivers to Ridges Partnership	Utilize partnerships to enhance active habitat & water quality objectives in priority areas	Ongoing	Katie (Clinton)
	Shared Admin Assistant with McKenzie River Trust	Steward shared position to provide admin capacity	Ongoing	Rob
	Others: Urban Waters & Wildlife Program, Lower Long Tom Community Engagement	<i>**listed below in their own programmatic ares</i>		

Operations & Planning

	Strategic Plan Element(s): Not specifically identified but ongoing part of operations	Funded by: Limited funding from Budget #s 1-5. grant admin \$ from many grants		
	Partners / Resources: Nonprofit Association of Oregon, Cascade Employers Association, Lynn Omev (WSC Insurance), Derek Johnson & David Atkin (legal), Kerry Rasmussen (CPA)	Board Involvement: Operations Committee, Executive Team, and Full Board		
	Funding Picture: Council has been able to successfully navigate and secure annual federally-negotiated indirect cost rates of 20%+, and we have >3 months' operating reserves. However, operating costs and operating staff underfunded from legacy of 10% (or less) administration on most former grants. Also need match funding for Strategic Plan update; after sunset of Model Watershed Program, will need flexible dollars for staff professional development.			
	Major Activities	Objective(s)	Timeline	Staff Lead(s)
	Financial & Risk Management	Effectively run organization; manage risk; sound financial diligence; maintain financial transparency	Ongoing	Rob, Clinton, Heidi
	Strategic Plan Update	Engage existing & new stakeholders; expand understanding of watershed communities; establish clear priorities; improve allocation of resources	Likely next 2 yrs	Clinton (Rob)
	Professional Development & Staff Retention	Perform staff reviews and provide meaningful opportunities for professional development	Annual	Clinton, Rob, Jed

Community Engagement

Lower Long Tom Community Outreach			
Strategic Plan Element(s): 1.2		Funded by: Budget #s 27, 28 (pending #29)	
Partners: City of Monroe / City Council, US Army Corps of Engineers, Project Steering Committee, many Monroe area landowners and citizens, Kevin Shanley		Board Interest:	
Funding Picture: Due to the complexity of the conversation surrounding dam alternatives, this outreach effort will require additional time and resources. Grant funding has been applied for that will continue this effort.			
Activities / Projects	Objective(s)	Timeline	Staff Lead(s)
Community Education & Problem-Solving	Continue working with the Monroe community to educate on the alternatives to the existing Monroe dam, analyzing alternatives, and working with stakeholders to problem-solve potential solutions to make fish passage a reality at both the Monroe and Stroda drop structures.	FY19 +	Dana (Jed)
Engagement of Diverse and/or Underserved Communities			
Strategic Plan Element(s): (loosely relates to 4.1, 5.4, 6.1, 7.2)		Funded by: Budget #s 6-8	
Partners: Team TEK, Confederated Tribes of Grand Ronde, Confederated Tribes of the Siletz, Confederated Tribes of Warm Springs, David Lewis, Joe Scott, Eugene 4J Natives Program, Chifin Native Youth Center, LCC Longhouse, UO, Downtown Languages, Center for Diversity and the Environment, Meyer Memorial Trust, Bonneville Environmental Foundation, Andrew Reasoner Wildlife Preserve, McKenzie River Trust, McKenzie Watershed Council, Friends of Buford Park, Coast Fork Willamette Watershed Council, Middle Fork Willamette Watershed Council, 14 community partners from Latino pesticide training program 3 years ago		Board Interest: Jabrila, Darian, Ginnie	
Funding Picture: There is significant community and partner support for this effort, which has leveraged Spirit Mountain seed grant at ratio of > 2:1. In order to realize full potential of Regional DEI Assessment, we'll need to continue leveraging that support and pursuing applications from more private foundations to support time and capacity to engage in TEK project as we continue to build relationships and trust with Native peoples of the area. Meyer invested large grant for Upper Willamette regional assessment, and we plan to apply for additional match from other foundations such as Collins.			
Activities / Projects	Objective(s)	Timeline	Staff Lead(s)
Traditional Ecological Knowledge and Tribal Engagement Project	Continue building relationships and trust with area Native people, Tribal staff, Native youth organizations, and educators. Explore opportunities for partnership on private and public lands. Continue offering TTEK internships for Native youth; develop a paid training program opportunity for Native youth (potential partnership with NYCC and Lomakatsi Restoration Project).	FY19+	Katie

			Along with other partners in Upper Willamette Stewardship Network, participate in a deeper dive of DEI concepts specific to our region, which will include a community needs assessment for the 6 organizations and the development of recommendations for action planning on how a collaborative and/or individual organizations within the collaborative might move forward to integrate diverse communities into our work.	FY20	Clinton
--	--	--	---	------	---------

Citizen Learning & Involvement

Strategic Plan Element(s): Section 6 - Citizen Learning & Engagement

Funded by: Limited funding from Budget #s 1,2, 4, 5

Partners: volunteers, watershed stakeholders, Meyer Memorial Trust, OWEB, regional experts who present on topics of interest

Board Interest: Lindsay

Funding Picture: This work exemplifies need to build on fundraising success and grow development program since most of the capacity to engage the public and connect them to the work and mission of the council comes from flexible or unrestricted funding sources. Everything from newsletter production, website and social media content development, public meeting planning and coordination, and board recruitment is insufficiently funded. There are also significant capacity gaps in volunteer coordination and community education and outreach.

Activities / Projects

Objective(s)

Timeline

Staff Lead(s)

Board Recruitment

Identify & recruit diverse stakeholders to serve on board and represent diversity of interests within the watershed.

Ongoing

Clinton

Production of Educational & Informational Content

Produce 6 newsletters annually; maintain website; "reskin" and update navigation and look of website in FY19; share information on social media including Facebook and Instagram accounts; maintain content in other educational materials and handouts

Ongoing

Rob and Clinton

Public Meetings, Tours and Other Council Events

Coordinate and plan 6 public community events each year, including indoor presentations /forums /panels, restoration project tours, workshops, and our Annual Celebration. Engage 300+ community members over course of year. Promote events through local media and specialized invitations.

Ongoing

Rob (Sarah P)

Volunteer Engagement and Coordination

Engage and retain existing volunteers. Recruit new volunteers as capacity allows and fulfills a need. Create culture of appreciation to thank volunteers.

Ongoing

Rob (Sarah P)

Working Lands & Habitat Program

Stream & Riparian Restoration on Long Tom Tributaries			
	Strategic Plan Element(s): Section 3 - Aquatic Habitat Improvement Projects	Funded by: Budget #s 10 - 23 (pending #24-25)	
	Partners: private landowners, Meyer Memorial Trust, Bonneville Environmental Foundation, Bureau of Land Management, Oregon State Weed Board, Oregon Watershed Enhancement Board, One Tree Planted, McKenzie Watershed Council, Conservation Reserve Enhancement Program (CREP), LTWC Technical Team	Board Interest	
	Funding Picture: Council has leveraged 20 years of community relationships, strong partnerships, and excellent in-house technical expertise to make significant progress towards fish passage and riparian goals. However, grant funding for Long Tom tributary projects (fish passage, instream, riparian) is increasingly harder to secure as projects aren't currently as compelling to funders like OWEB; there is also limited capacity for landowner outreach and relationship building and medium and long term project stewardship		
Projects / Activities	Objective(s)	Timeline	Staff Lead(s)
Bear Creek Stream & Floodplain Restoration at Bennett Vineyards	Install log jams to improve habitat complexity, install basking logs in a pond for turtle habitat, create suitable native turtle nesting habitat, excavate 3 shallow seasonal pools to provide nesting and rearing habitat for native amphibians, and install 12 plots of native forbs in the upland portions of the riparian area	thru FY22	Jed & Amanda
Cory Creek Grassed Waterway at Thomson	finish installation of a grassed waterway and 2 rock crossings on existing bare, eroding waterway	summer 2018	Jed
Jordan Creek Fish Passage at Boy Scouts, Gates & Rothauge	Replace/remove 3 barrier culverts and install 120 logs at 25 sites throughout the 3 properties	summer 2018 - summer 2019	Jed
Jordan Creek Riparian Enhancement at Gates	Install livestock fencing and off-channel watering stations; apply for match funding to plant trees and shrubs	fall 2018	Jed
Ludwigia Treatment - Phase 4 work	Continue treating Upper Willamette source populations in Long Tom River and Amazon Creek drainage, including Clear Lake	summer 2018	Amanda
Bear Creek (Coyote Sub-Basin) Fish Passage at Swanek	Finish last component of project to open up entire Bear Creek basin for fish passage	summer/fall 2018	Jed
Owens Creek Fish Passage at Smyth	Culvert replacement and constructed riffle complete last year; install fish-friendly irrigation intake this year	summer 2018	Jed
Model Sub-Watershed (Bear, Coyote & Ferguson) Riparian Planting and Plant Establishment	New plantings at Bennett and Bartlett; Interplanting at Smyth, Hrynyshyn, and Goracke (25 total acres); Plant maintenance at ~ 40 acres	some funding thru FY22	Jed
Post-Project Monitoring	Monitor implementation status of 3 projects, as required by OWEB: <i>South Fork Ferguson #213-3008, Ferguson Fish Passage and LWD #212-3023, and Bear Creek #214-3027</i>	Ongoing for 5 yrs following project completion	Jed (Amanda)
Project Development	Connect with interested landowners for projects with high potential for grant funding	Ongoing	Jed & Amanda

Willamette River & Lower Long Tom Restoration				
Strategic Plan Element(s): 1.3 and 3.4			Funded by: Budget #s 26 - 27, 30 - 34 (34-36 pending)	
Partners: Meyer Memorial Trust, Bonneville Environmental Foundation, Bonneville Power Administration, U.S. Fish & Wildlife Service, Oregon Parks and Recreation Department, Oregon Watershed Enhancement Board, US Army Corps of Engineers, One Tree Planted, LTWC technical team, Resources Legacy Fund/Hewlett Open Rivers Initiative, City of Monroe			Board Interest	
Funding Picture: Willamette FIP funding remains a near lock through FY23 for Snag Boat Bend and Sam Daws Landing; could use funding for additional project development on private lands. We'll likely need to raise significant funding to address Monroe dam on Lower Long Tom.				
Activities / Projects	Objective(s)	Timeline	Staff Lead(s)	
Lower Long Tom Historic Channel Reconnection Design	Develop designs and acquire permits to reconnect 0.23 miles of off-channel habitat and 6.5 acres of mature floodplain forest to the mainstem Long Tom	thru Dec 2019	Jed	
Monroe Dam Alternatives & Design (Lower Long Tom River fish passage)	Conduct project scoping, recon, and create conceptual designs for Monroe and Stroda drop structures on lower Long Tom River	thru fall 2019	Dana (Jed)	
Reforestation and Plant Establishment at Snag Boat Bend and Sam Daws Landing	Replant 30 acres of native floodplain forest at SDL; maintain those acres plus 125 acres planted over the last three years at SDL and SBB	planting in early 2019, maintenance thru 2024	Jed	
Snag Boat Bend & Sam Daws Landing Log Placement and Weed Survey and Treatment	Install log jams in 5 side channel and alcove habitats, treat 4 acres of aquatic weeds, and survey 325 acres of mature floodplain forest for invasive weeds	summer-fall 2018	Jed	
Snag Boat Bend - Porter Dam Restoration Design	Develop and analyze alternatives for removing or altering large revetment at Snag Boat Bend to reconnect floodplain and side channel habitats and restore fluvial processes	thru Dec 2019	Jed	
Oak, Prairie, and Wetland Restoration				
Strategic Plan Element(s): Section 4 - Terrestrial Habitat Improvement Projects			Funded by: Budget #s 37-44 (45 - 49 pending)	
Partners: Private landowners, Tribal leaders / Native people, Meyer Memorial Trust, Bonneville Environmental Foundation, US Fish & Wildlife, Oregon Watershed Enhancement Board, ODFW, US Army Corps of Engineers, Rivers to Ridges, Oak Folk, Rivers to Ridges, OSU Extension, LTWC technical team			Board Interest: Lindsay, Jabrila	
Funding Picture: Area of work has diverse and broad partnerships, interest from area landowners. There is often a gap between realized and necessary funding to effectively manage these projects and steward long-term relationships with landowners and partners. Due to the number of partners involved and complexity of projects, these projects often take more time to develop, implement, and steward (no end) than other restoration projects.				
Activities / Projects	Objective(s)	Timeline	Staff Lead(s)	

	Andrew Reasoner Wildlife Preserve Oak Restoration	This 2nd phase includes thinning to restore 65 acres of open oak woodland and 15 acres savanna; controlling invasive plant species; and enhancing 20 acres of prairie remnants that include numerous rare and culturally important plants	thru Dec 2020	Katie
	Coyote Creek South Restoration and Effectiveness Monitoring	Restore 116 acres in the northern portion of the property from agricultural wetlands to a mosaic of wet prairie and vernal pool habitat; monitor project effectiveness (avian, hydrologic, plant establishment, amphibian)	thru fall 2021	Amanda (Katie)
	Graham Bottomland Oak Woodland & Wetland Prairie Restoration	Complete restoration activities to improve 20 acres of wet prairie and 10 acres open oak woodland habitat	Dec 2018	Katie
	South Marsh Restoration (Ph 2)	Complete 2nd phase restoration on 69 acres of wet prairie to support rare species; propagate 5,000 plugs of rare plants on site; thin 15 acres of oak woodland; and plant 30 acres that were previously overrun with reed canarygrass	spring 2019	Amanda
	Spencer Creek Oak Woodland Restoration and Old Gimpl Hill Farm Oak Savanna Restoration	Restore 10 acres of high-quality oak savanna and prairie, including populations of Kincaid's lupine and shaggy horkelia, and a 2-acre camas-ash swale on Old Gimple Farm; and 45 acres of open oak woodland, and an acre of pond and ash swale habitat on Spencer Creek. We're also exploring the creation of biochar as a potential soil amendment and more effective method to remove some slash.	thru FY23	Katie
	Upper Coyote Creek Oak Restoration at Kingzett	Finish remaining restoration - goal to restore 75 acres of oak savanna and upland prairie and enhance 25 acres of wetland habitat	Dec 2018	Katie
	Post-Project Monitoring	Monitor implementation status of 3 projects, as required by OWEB: Coyote Creek Oak #210-3009, South Marsh #212-3022, and Wild Iris Ridge Ph4 #214-3026. Evaluate ecological effectiveness of completed project at Kime.	Ongoing for 5 yrs following project completion	Katie and Amanda
	Project Development	Connect with interested landowners for projects with high potential for grant funding	Ongoing	Katie and Amanda
	Expand Understanding of Restoration Techniques	Explore cross cultural communication to incorporate traditional ecological knowledge from indigenous cultures; build skills and awareness of controlled use of fire as a tool and engage landowners in learning more about fire management; explore techniques to create biochar from restoration slash and its potential in upland & stormwater projects	Ongoing	Katie

Model Watershed Monitoring			
Strategic Plan Element(s): 2.1, 2.7		Funded by: Limited funding by Budget #s 4 and 50	
Partners: private landowners, Meyer Memorial Trust, Bonneville Environmental Foundation, Oregon Department of Agriculture, LTWC technical team		Board Interest	
Funding Picture: Meyer's 10 years of support has allowed us to collect 8-10 years of data in Bear, Ferguson, and Coyote Creek. With the sunset of the Model Watershed Program, there may no longer be sufficient support for ongoing data collection, and most importantly, analysis, of existing data unless we secure other funding. ODA provided a promising point of leverage with a 15-20 year commitment to fund temperature collection at 8 loggers; match is needed for remaining 18 loggers.			
Activities / Projects	Objective(s)	Timeline	Staff Lead(s)
Continuous water temperature monitoring	Collect water temp data at 26 sites in Bear, Ferguson, and Coyote Creeks; graph and analyze trends if capacity	potentially thru 2037	Amanda
Rapid Bioassessments	Conduct follow up snorkel surveys on ~ 26 miles of Ferguson, Owens, Jordan and Bear (Coyote sub-basin) Creeks.	summer 2018 and 2019	Jed
Urban Waters & Wildlife Program			
Pesticide Stewardship Partnership (PSP)			
Strategic Plan Element(s): 2.4		Funded by: Limited funded by Budget #s 4 and 50	
Partners: Oregon Department of Agriculture, Oregon Department of Environmental Quality, Oregon Watershed Enhancement Board, SureCrop Farm Service, City of Eugene, various businesses and agricultural constituents, Meyer Memorial Trust, Bonneville Environmental Foundation		Board Interest: Shelly Miller	
Funding Picture: There is a foundation of a strong partnership and funding for past 8 years. However, the next phase is often not secured until just before, or during, sampling cycle, so timing and funding security is inconsistent. Additional capacity is needed for data collection, presentation of data to stakeholders, analysis of data results, and potentially for 2019 sampling.			
Activities / Projects	Objective(s)	Timeline	Staff Lead(s)
Monitor Pesticides	Collect pesticides at 5 sites in Amazon Creek sub-basin that reflect diversity of land use signatures (agriculture, industrial, commercial, and residential)	Ongoing (pending funding)	Amanda
Analyze and Share Results	Share data among partners, urban business owners, and agricultural constituents - solicit feedback and ideas. Use data and info-sharing to determine which pesticides are impacting water quality; identify ways to reduce pesticides in local waterways	Ongoing (pending funding)	Sarah W & Amanda

Stormwater Retrofits and Drinking Water Improvement Projects			
Strategic Plan Element(s): Section 5 - Urban Improvements		Funded by: Budget #s 52, 54-57, 59 - 61, 70 (pending #s 53, 58, 62-68)	
Partners: Local business owners, City of Eugene, City of Springfield, Oregon Department of Agriculture, Oregon Watershed Enhancement Board, EWEB, Springfield Utility Board, Oregon Department of Environmental Quality, City of Monroe, City of Junction City, Willamalane, LTWC Technical Team			Board Interest: Shelly Miller
Funding Picture: There is incredible interest from urban businesses, and diverse and broad partnership support. However, program is under-capacitized given demand for services and potential for council to engage. Outreach, grant writing & reporting, project designs, project oversight, and project stewardship all predominantly done by one staff member. Diversity of, mostly smaller, funding sources come with varied and complex administrative requirements - need larger, longer-term funding to enable program to reach potential			
Activities / Projects	Objective(s)	Timeline	Staff Lead(s)
Amazon Creek Pilot Shading Program	Along with City of Eugene, research other existing programs and develop a proposed planting incentive program for private business owners; develop an incentivized voluntary shade enhancement outreach strategy that aligns with current LTWC TFL program; perform outreach to prioritized private commercial, industrial and residential landowners; provide stormwater assistance to at least one business; produce joint white paper with City of Eugene	fall 2019	Sarah W (Amanda)
City of Monroe Source Water Protection	Business outreach and project site feasibility studies that will lead to the implementation of stormwater improvement facilities within businesses in Amazon Creek basin upstream of Monroe's drinking water intake. Goal to improve water quality that benefits drinking water source.	(pending contract signing)	Sarah W
Project Prioritization Matrix ("Designing for Downstream")	Convene a technical team of local stakeholders and partners to create a project prioritization matrix through which potential voluntary urban stormwater retrofit projects can be ranked, and apply this methodology to the current list of nearly 200 proposed project sites. Additionally, project designs will be developed for two of the highest ranked project sites for near-term implementation	FY19	Sarah W (Amanda)
Project Development	Project Pipeline has identified > 200 potential businesses interested in LTWC's stormwater expertise. Focus currently on prioritizing that existing list of commercial businesses (see above). Currently, most outreach currently focused on industrial sector and creating awareness for council's work in the urban area in general and generating community support. Future outreach will be guided by PPM (see above)	Ongoing	Sarah W

	<p>Storm & Drinking Water Improvement for Urban and Agricultural Lands</p>	<p>Conduct outreach and perform feasibility studies for businesses in the Eugene metro, as well as in the smaller cities of Monroe, Junction City, and Veneta. Conduct outreach to rural agricultural landowners for water quality improvement projects that will benefit drinking water sources.</p>	<p>likely into FY21</p>	<p>Sarah W (Jed)</p>
	<p>Trout Friendly Landscapes & Voluntary Stormwater Retrofit Projects</p>	<p>Provide technical assistance to businesses in the form of feasibility studies and sharing of best management practices all the way to implementation of stormwater projects (project design, permitting, project oversight, and maintenance support). Timing of individual projects harder to predict than rural projects, but anticipate implementation of 5-8 projects in FY19 (known: 2fORM Architecture, First Christian Church, OSU Extension, Ridgeline Montessori, Seneca Sawmill + at least 1 Springfield project)</p>	<p>Ongoing</p>	<p>Sarah W</p>