

| LTWC Strategic Plan, with Leadership & FY'15 Work Focus   | Board Leadership, if specific person | Staff Lead       | Technical Support or Council Member        | FY15 WORK PLAN (July 2014-June 2015)<br>(items in bold are funded)  |
|---|--------------------------------------|------------------|--|---|
| <b>1. PLANNING &amp; PROJECT DEVELOPMENT. Plan Strategic Actions &amp; Conduct Landowner Outreach</b> |                                      |                  |  |   |
| 1.0 Update Strategic Plan (current plan 2009-14)  |                                      | Dana             | Tech Team, Key Partners                    | Review, update. Relate to a Business Plan if possible. Consider Action Plans for strategic conservation opportunities w/partners.                             |
| 1.1. 10-Year Plan for 3 "model" sub-watersheds  | Jim P.                               | Dana             | Kendra (BEF), Tech Team                    | <b>Update 10 year plan, perhaps after Year 5 monitoring results (MMT)</b>   |
| 1.2. Long Tom River Floodplain Function   |                                      | Jed & Dana       | Wes, Kat, Cam (ACE), Kendra, Tech Team     | Learn from Corps hydro modeling. Establish relevant partnerships (Tribes, TNC), Watch for funding/action opportunities  |
| 1.3. Upper Willamette Floodplain Function   |                                      | Jed, Dana        | MRT, Scott (OPRD), Glenn (ODA), Dave Hulse | Find grants for next work, some in collaboration with MRT, esp invasives & outreach, design, funding for floodplain projects. SIP-FIP Steering Committee.     |
| <b>2. MONITORING. Assess and Monitor Watershed Conditions</b>   |                                      |                  |  |   |
| 2.1 Water Quality Monitoring  | Deborah S-E.                         | Jason            | Pam W (DEQ), Dennis N (vol, groundwater)   | Regional monitoring w/local towns done. Consider way to establish trends w/new mon.   |
| 2.2. Fish Barrier Assessment.   | Jim P, Cary H                        | Jed              | Becky F (USF), Karen H (ODFW), Leo (BLM)   | Contribute to scientific article and/or presentations by Becky, Karen   |
| 2.3. Project Effectiveness Monitoring.  |                                      | Jed, Katie       | Tech Team + Jock B                         | <b>Murphy, Kime, Erickson, Wild Iris Ridge-Murray Hill, Kingzett</b>  |
| 2.4. Rapid Bio-assessment.  |                                      | Jed              | Becky F.                                   | <b>Snorkel surveys Bear &amp; Coyote, 5 mi</b>  |
| 2.5. Model Watershed Monitoring (see also 5.2.1, 7.1.1)   | Cary                                 | Rob (Jed)        | Eric Anderson (contractor)                 | <b>Pre or post-implementation monitoring @ 12 sites; Macroinvertebrates@5 sites; Continuous Temperature@28 sites. Landowner outreach.</b>                     |
| 2.6. Fish Migration Study   | Mike B                               | Rob (Jed)        | Karen Hans, Becky F, Evans family          | <b>Tag &amp; track fish. Volunteer Coord. 4 traps &amp; 5-7 antenna. Data entry. Report, seek funding.</b>  |
| 2.7. Project Stewardship Program  |                                      | Rob (Jed, Katie) |  | Volunteer efforts as possible at sites that need it, esp for photopoint monitoring, mulching.   |
| <b>3 &amp; 4. AQUATIC &amp; UPLAND RESTORATION PROJECTS</b>   |                                      |                  |  |   |
| 3.1. Fish passage enhancement projects  | Cary H                               | Jed              | Tech Team, esp Leo P                       | <b>3 barriers at 2 sites: Simonsen Rd/@ Bear in Coyote (2) , Hull-Oakes@ Ferg (1). Developing @6 sites for funding</b>  |
| 3.2. Riparian and water quality enhancement projects  |                                      | Katie, Jed       | Tech Team, esp Kendra & Pam W. Jason H     | <b>Maintenance@3-6 sites. New @2-4 sites: Coyote@Kingzett, Owens(Bear)@Smyth, Hrynshyn@Owens(Bear); Interplant@Bartlett. Developing @6 sites for funding.</b> |

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| 3.3. Instream habitat and floodplain enhancement projects (modified from S.Plan wording)              |                                      | Jed            | Tech Team, Nancy Holzhauser                       | <b>Log placement at 2 sites: SF Ferguson at BLM and Detering; Beaver Pond Management at Detering/Giustina. Designs for 1 more site. Floodplain- Designs@ 2 sites (SnagBoat, SamDaws @Willamette)</b> |
| 3.4. Wet prairie & wetland enhancement projects - implementation & development                        |                                      | Katie          | Nancy H, Ed A, Emily S, Bruce N, Ryan R, Fraser M | <b>Graham, So. Marsh. Develop projects (Coyote-spencer confluence+Coyote Ck So+Other; Gray. Bear Creek sub-basin outreach.</b>   |
| 4.1 Oak Savanna and Oak Woodland enhancement projects - implementation & development                  |                                      | Katie          | Ed A, Bruce N, Wes, Emily S, Fraser M             | <b>Sites: Kingzett, Kime, Wild Iris Ridge-Murray Hill, Erickson, Johnson, Watkins, S.Marsh, Graham</b>   |
| <b>5. SUBWATERSHED ENHANCEMENT PROGRAM</b>  |                                      |                |   |  |
| 5.1. Subwatershed outreach and project development (Bear, Ferguson, Coyote - the model subwatersheds) | Landowner Outreach Team              | Katie & Jed    | Steve C, Thomsons, Strodas                        | <b>Outreach in Bear Creek - invasives &amp; project development. Priority upland/wetland sites (Coyote), fish passage sites in all 3 subbasins</b>   |
| 5.2.1 Amazon Creek Initiative: Pesticide Stewardship Program (Monitor & BMPs)                         | Therese W, Deborah SE                | New hire, Dana | ACI Team, Kevin M, Steve R, Dave F, Jason H       | <b>Monitoring. Outreach to industrial corridor/hwy 99 businesses. Ag applicator training. Retailer lessons learned. Latino outreach.</b>   |
| 5.2.2 Amazon Creek Initiative: Trout Friendly Landscapes (TFLs) and Salmon Safe Certification (SSC)   | Therese W, Deborah SE                | New hires      | ACI Team, Jason H                                 | <b>Business outreach/landscaper outreach to create &amp; verify 25 TFLs, 2 SSCs</b>  |
| 5.2.3 Amazon Creek Initiative: Stormwater Retrofit Capital Projects                                   | Therese W, Deborah SE                | New hire       | ACI Team, Davis Family, MRH                       | <b>2-4 stormwater retrofit projects and document willingness/desire/demand</b>   |
| <b>6. CITIZEN LEARNING &amp; INVOLVEMENT</b>  |                                      |                |   |  |
| 6.1. Education and Outreach Strategy  | David P.                             | Dana, Rob      | Susanna H?(WREN), Pam W (MMT)                     | Research funding opps for a strategy; write a Volunteer Involvement & Education Plan; seek funding for watershed report card   |
| 6.2. Educational public meetings, tours and newsletters   | Meeting hosts                        | Rob, Dana      | Ric I., Lindsay R                                 | <b>6 education events &amp; newsletters; focus on increasing attendance through "hot topics" and improving outreach methods</b>  |
| 6.3. Member and volunteer involvement   | Dave T                               | Rob, Katie     |   | Continue to explore project stewardship w/volunteers. <b>Employee groups stewardship for Amazon.</b> Increase volunteer involvement in education & office data entry, etc.                           |

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| <b>7. COLLABORATION ON OTHER WATERSHED PRIORITIES.</b>                             |                                      | <i>Staff Liaison/PM</i>    |  |   |
| 7.1.1. Wetland Soil & Water Monitoring   | Deborah SE                           | Rob, (M.James, contractor) | Karin B (BLM)                              | <b>Analysis and summary of second year data; final sampling.</b>  |
| 7.2. Agriculture Water Quality Management Plan (SB1010)                            | John R                               | <i>Jed, Dana</i>           | SWCD, Jason H                              | None. LAC meets in 2016. Contribute to meeting as ODA/SWCD allow. Analyze future collaboration opportunities with SWCD.   |
| 7.3. Rivers to Ridges Partnership  | Mike B                               | <i>Dana &amp; Katie</i>    | Trevor (City), Ryan (MRT), Wes, Jarod      | Quarterly meeting execs + Regular meetings IT (implementation team), occasionally FOG   |
| 7.4. Invasive Weeds - EDRR species (Early Detection, Rapid Response)               | Dave T                               | <i>Rob, Jed</i>            | Tania S, Vern H, Ed A, Glenn M, Chad S     | <b>Yellow Flag Iris, Pur Loostrife, Knotweed, E.Ivy (Bear Ck).</b> ID invasive spots to database & Partners; seek funding. Newsletter highlights.   |
| 7.5. Groundwater (Monroe-Junction City GWMA)                                       | Jim P.                               | <i>Dana</i>                | Tony S                                     | Liaison to GWMA Committee   |
| <b>8. RESOURCE DEVELOPMENT</b>   |                                      |                            |  |   |
| 8.1. Grant Funding.  | ALL/Officers                         | All                        | Tech Team                                  | Pursue opps for prairie/oak outreach, pollinator conservation on ag lands-OWEB & others. Urban stewardship w/FoT-MMT & others. Willamette Projects-ODFW R&E, NFWF,SIP, MMT, Foundations; capacity & ed. |
| 8.2. Increase Unrestricted Funding.  | Deborah SE, Dave T, Dave P, RDC      | Dana, Jason S, Rob         | Community members making lead gifts        | Annual Campaign & Donor opps at all levels. Recruit Business League members.  |
| 8.3. Office Space and Physical Resources   | Ops Comm, RDC                        | Brenda (Rob, Dana)         | Cary Woods (BLM), Davis Family             | Maintain cooperative relationship with BLM (Wetlands), Davis Family (Willamette)  |
| <b>9. EVALUATE &amp; ENSURE EFFECTIVENESS</b>                                      |                                      |                            |  |   |
| 9.1. Council Self-evaluation. Staff Performance Reviews. Recruit new Board members | Jim, Pers Comm, Nom Comm             | Dana                       | Roland H, John M                           | Late FY14 or early FY15. Annual staff reviews. Recruit 4+ new Board.  |
| 9.2. Risk Management and Fiscal Diligence  | Treasurer/s, Officers                | Rob, Amanda (Dana)         | Grant & Program officers. Derek J, David A | Track and retain all policies   |