



Planned Work for Fiscal Year 2023

July 1, 2022 - June 30, 2023

[A 1-Year Work Report and Companion to 3-Year Strategic & Tactical Framework](#)

Equity Engagement Strategy

Strategic & Tactical Framework reference: Section 1, interwoven throughout all sections

Funded by: Elements of equity and inclusion included across many sources of income.

Partners: Upper Willamette Stewardship Network, Nesika Wilamut, Tribal Partnerships & Decolonization Forum, Center for Diversity & the Environment, Live Oak Consulting, many individual community members and partners

Board Involvement: Staff & Board DEIJ Committees, Full Board

Funding Picture: An equity and inclusion lens is applied when writing all or nearly all new grants and funding for DEIJ work is included throughout all program areas and across many funders and grantors. Therefore, this work is not so much a question "how is it funded" as it is an organization-wide commitment to ensure we're approaching all of our mission-driven work through a DEIJ framework. The 2019 Environmental Equity Strategic Process (EESP) facilitated by Center for Diversity and the Environment continues to be the guiding cornerstone of our diversity, equity, and inclusion strategy. The commitment from many funds is there to lean into DEIJ efforts in our work; it's up to the Council to ensure the inertia we've built over the last several years carries forward. It's an effort requiring commitment from staff, board, and the watershed community, and the commitment to hold ourselves accountable.

Project or Activity	Short Description & Objectives	Timeline	Staff Lead(s)
Convene a committee summit with all staff and board DEIJ committee members to	Review the existing EESP and take stock of progress to date, gaps in performance, opportunities for improvement; Craft an engagement process inclusive of board & staff to illuminate gaps & new opportunities	FY2023	Executive Director (ED)
Update and ratify the new EESP	Once a pathway for updating the EESP is identified in committee above, ratify the new EESP on a 3-year implementation window	FY2023+	ED
Uplifting & Supporting Tribal Sovereignty & Self-Determination	Continue growing relationships with Native people, Tribal staff, Indigenous practitioners, and Native educators. Explore opportunities for partnerships on private & public lands; where appropriate, build capacity and community of practice among partners to support this work by uplifting Indigenous voices while breaking down systemic barriers and forces of colonization. Integration with several strategic areas of LTWC's work: Traditional Ecological Inquiry Program, Returning Cultural Fire and Prescribed Burning Capacity to the Willamette Valley, Tribal Partnerships & Decolonization Form, Lower Long Tom project	Ongoing	ED, Abby, Rob, Dana, others

Organizational Development & Design

Strategic & Tactical Framework reference: Section 2

Funded by: Primarily indirect line item from grants & unrestricted dollars, with some capacity funding for staff time from (Budget #2 & 3)

Funders, Partners, and Advisors: Upper Willamette Stewardship Network (partners), Oregon Watershed Enhancement Board (Funder), City of Eugene (Funder), individual and business donors, volunteer fundraisers, Nonprofit Association of Oregon (advisory), Network of Oregon Watershed Councils (advisory), Nesika Wilamut (advisory), local consultants, Center for Nonprofit law (legal advisor), other HR and legal professionals

Board Interest / participation: Executive, Development, and Operations Committees; Full Board

Funding Picture: A small portion of the funding for this sort of "backbone" organizational work comes from OWEB's Council Support Grant, some from the City of Eugene, but most of it comes from the unrestricted indirect line item from grants.

Project or Activity	Short Description & Objectives	Timeline	Staff Lead(s)
Workplace Culture, Remote Work, Staffing & Retention	Review and finalize Employee Handbook; seek consultation on risk management for hybrid and/or teleworking and formalize telework plan; research & codify permanent expectations around required work locations, office access, COVID-19 testing, etc; plan and begin implementing any related infrastructure accommodations.	FY2023+	Operations Director, Executive Director
Conflict Resolution Policy	Plan funding in next budget cycle for outside consultation and begin soliciting RFP's for Conflict Resolution Plan Development.	FY2023 - FY2024	Executive Director
Organizational Structure and Middle Management Capacities	Engage program leads in conversations on strategic leadership & supervision; convene leadership to gain clearer understanding about roles, gaps, and opportunities; identify a plan to address gaps in capacity in FY2024 & FY2025 budgets.	FY2023+	Executive Director, Operations Director
Backbone Services / Operations & Administration	Convene Operations Committee and/or outside advisors to gain clearer understanding of the right proportion of admin/ops staff to program capacity, and current gaps; develop plan for any appropriate staffing adjustments and capture in FY2024 budgeting process. Implement new Salesforce cloud database for donor, grant, and member tracking	FY2023+	Executive Director, Operations Director
Succession Planning	Engage program leads & board committees in succession planning sense-making conversations; identify prioritized tiers for addressing institutional / relationship knowledge retention.	Ongoing	Executive Director

	Compensation Philosophy & Policies	Engage supervisors in sense-making conversations; draft proposed plan for executive committee & supervisor input; plan for 2nd round of review / input from all staff and third party consultant; plan implementation for FY2024 budget.	FY2023-FY2024	Executive Director
	Fundraising & Revenue Model	Explore how fundraising & development capacity could be added to LTWC and/or freed up for current staff; establish acceptable threshold of grants for which we could receive a lower indirect cost rate.	FY2023+	Executive Director
	Annual Fundraising Goals	Per FY2023 Budget: \$50k in solicited unrestricted, \$15k toward TEIP, \$14,100 for tree planting activities, \$5500 for other solicited restricted donations	FY2023	Executive Director, Operations Director

Monitoring

Amazon Pesticide Stewardship Partnership

Strategic & Tactical Framework reference: Section 3.1

Funded by: Budget #s 20-21

Partners: Oregon Department of Agriculture, Oregon Department of Environmental Quality, City of Eugene, Coast Fork Willamette Watershed Council, Upper Willamette Soil & Water Conservation District, numerous businesses and agricultural constituents

Board Interest: Shelly Miller

Funding Picture: After an initial seed grant from Meyer Memorial Trust in the early 2010s, ODA has been a consistent funder of the program that has allowed it to persist ever since. ODA's commitment has thus far been on a biennium by biennium basis; a better understanding of ODA's long-term goal for funding the PSP program, especially after the completion of a 5-year strategic plan in 2021, will help in budgeting and program execution.

Project or Activity	Short Description & Objectives	Timeline	Staff Lead(s)
Monitor Pesticides (ODA)	Collect pesticides at 5 sites in Amazon Creek sub-basin that reflect diversity of land use signatures (agriculture, industrial, commercial, and residential).	Ongoing (at least thru FY23)	Amanda, Greg
Analyze and Share Results (ODA)	Share data among partners, urban business owners, and ag constituents - solicit feedback and ideas. Use data and info-sharing to determine which pesticides are impacting water quality and inform stormwater project outreach & design	Ongoing (at least thru FY23)	Amanda, Sarah

		Upper Willamette Working Lands Program	Partner with Coast Fork Willamette Watershed Council & the UWSWCD via UWSN Working Lands Program to expand capacity for ag outreach; goal to cross-train UWSN staff to support LTWC in sampling as partner capacity allows	Ongoing (at least thru FY23)	Amanda, Sydney
		Pesticide Training for Landscaping Contractors (ODA)	Host two Integrated Pest Management (IPM) trainings for urban landscaping contractors in the Eugene (Amazon Creek) area, in Spanish and English. Serving approx 60 individuals, increasing awareness of IPM strategies to reduce both the use and impact of pesticides in our waterways in the landscaping community. A Public Meeting may also grow out of these activities	FY23	Amanda, Sydney, Sarah
Water Quality Monitoring					
Strategic & Tactical Framework reference: Section 3.2			Funded by: Budget #s 18 & 19		
Partners & Funders: Oregon Department of Agriculture, Oregon Dept. of Environmental Quality, City of Monroe, Upper Willamette Soil & Water Conservation District, Upper Willamette Stewardship Network, City of Eugene, City of Monroe				Board Interest / participation: Pat McDowell	
Funding Picture: After a brief administrative pause in funding due to the uncertainty surrounding the pandemic, ODA has once again resumed funding water temperature monitoring. However, while the original intention was long-term support for 10-20 years, current grants are awarded on a biennium by biennium basis. Much like the PSP, temperature monitoring would benefit from clarity on ODA's long-term commitment.					
Major Partnerships or Collaboratives		Short Description & Objectives		Timeline	Staff Lead(s)
Water Temperature Monitoring in Bear & Ferguson Creeks (ODA)		Collect summer (May - Oct) temperature data at 8 sites in agricultural areas of Bear & Ferguson Creeks. Submit data to ODA at the end of the season.		FY2023+	Amanda
Bacteria (<i>E. coli</i>) Monitoring in Bear & Ferguson Creeks.		Gather data on <i>E. coli</i> concentrations and use existing stream temperature data to identify priority agricultural landowners along Bear and Ferguson Creek to reach out to for potential project development.		FY2023 - FY2024	Amanda, Jed

Biological Monitoring					
Strategic & Tactical Framework reference: Section 3.3			Funded by: Budget #s 40, 49		
Funders, Partners & Resources: ODFW, Army Corps of Engineers, US Forest Service, US Fish & Wildlife Service, City of Eugene, Bruce Newhouse, Ed Alverson, Upper Willamette Stewardship Network				Board Interest / participation: Pat McDowell	
Note: All of our current biological monitoring activities are associated with Terrestrial / Uplands projects, though the Council has a robust history of monitoring cutthroat trout, lamprey, and other native fish; as well as macroinvertebrates, streaked-horned lark, red-legged frog, and rare or endangered plants.					
Project or Activity		Short Description & Objectives		Timeline	Staff Lead(s)
Small Ungulate Targeted Grazing for Willamette Valley Oak-Prairie Habitat Management (USDA) - Cross listed with Terrestrial		Monitoring of vegetation before and after targeted grazing by small ungulates (goats/sheep) on 3 oak-prairie restoration sites		thru FY2025	Abby
Oak and Prairie vegetation monitoring		Pre- and post- project implementation vegetation monitoring (fixed plots, meandering surveys, and/or point-intercept) occurs on all Terrestrial projects to assess impacts of restoration actions.		N/A	Abby
Fire effects monitoring		Vegetation plots before and after all prescribed burns		N/A	EcoStudies staff

Aquatic Habitat Improvement Projects

Tributary Projects

Strategic & Tactical Framework reference: Section 4.1 **Funded by:** Budget #s 11 - 17 (pending #22 - 28)

Funding & Partners: private landowners, Oregon Watershed Enhancement Board (OWEB), Bonneville Environmental Foundation, Bureau of Land Management (BLM), Ducks Unlimited, ODFW, One Tree Planted, donors of Earth Care Interfaith Fund, LTWC Technical Team **Board Interest:** Pat McDowell, Chris Finn

Funding Picture: Once the Council's "bread and butter" in terms of work focus, Tributary projects are now the Council's smallest program as a percentage of our total budget. However, these projects are still vitally-important to our mission, and exciting new projects are scheduled for implementation, including our first two new fish passage improvement projects in a few years and a new phase at Confluence Farms along Ferguson Creek funded by both OWEB and Ducks Unlimited.

Projects / Activities	Short Description & Objectives	Timeline	Staff Lead(s)
Bear Creek Stream & Floodplain Restoration at Bennett Vineyards (OWEB)	Turtle habitat enhancement, log jam installation, seasonal pool creation, and initial riparian restoration is complete; substantial floodplain oak woodland planting included as part of the initial OWEB project remains to be done, but is in question since the CREP program didn't end up working out. We're working with the landowner and OWEB to figure out a plan for the remaining funds and wrap up the project in the next couple years.	FY2023-24	Jed
Bear Creek Fish Passage Enhancement Phase 2 along Hwy 36 (OWEB, ODOT)	Contracting with River Design Group to develop project designs for fish passage; implementation happening in summer of FY24.	thru FY2024	Jed
Long Tom Headwaters Aquatic Restoration (BLM, ODOT, Camp Lutherwood, OPRD)	Replacement of a passage barrier culvert on Michaels Creek, on a BLM forest road near Low Pass, to open up 0.9 miles of stream habitat. Tipping of ~150 mature Douglas-firs on BLM lands in preparation for 2.5 miles of log jam placements and beaver dam analogue (BDA) installations in Michael's and Luther's Creeks, tributaries to the upper Long Tom River. The log jam and BDA installations will happen in FY2024. This component was originally scheduled to also happen in summer 2022 but due to extreme cost increases due to inflation, we had to prioritize completing the culvert replacement this summer. First phase of a larger project that will open up 3+ miles of stream, and enhance 3+ stream miles.	Fall and Winter 2022	Jed

	<p>Ferguson Creek at Hagen (Ducks Unlimited, OWEB, McKenzie River Trust)</p>	<p>Working on designs for seasonal pool creation, swale construction, floodplain reconnection, tile drain destruction, beaver dam analogue installation, floodplain reforestation, and oak savanna enhancement across 60 acres and 1.25 stream miles. The project area will be protected by a conservation easement held by McKenzie River Trust. Implementation will start in FY24.</p>	<p>thru FY2026</p>	<p>Jed, Abby, Amanda</p>
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	Riparian Planting and Plant-Establishment Activities at various sites (OWEB, BEF, One Tree Planted, Faith Comm Fund)	Final stages of plant establishment work at riparian enhancement sites planted as part of the Model Watershed Program: Perkins on Coyote/Nighswander Creeks, Smyth on Owens Creek, and Bartlett on Ferguson Creek.	thru FY2023	Jed
	Post-Project Monitoring (OWEB)	Effectiveness Monitoring at one site: Bear Creek Stream Connectivity & Habitat Enhancement	Ongoing for up to 5 yrs following project completion	Jed
Willamette Floodplain Forest & Hydrologic Connection Projects				
	Strategic & Tactical Framework reference: Section 4.2		Funded by: Budget #s 81-92 (pending #93)	
	Partners: Bonneville Power Administration, U.S. Fish & Wildlife Service, Oregon Parks and Recreation Dept., Oregon Watershed Enhancement Board, U.S. Army Corps of Engineers, Oregon Department of Agriculture, One Tree Planted, River Design Group, Benton SWCD, U.S. Geological Survey, Willamette Anchor Habitats Working Group, Coast Fork Willamette WC, LTWC technical team		Board Interest: Pat McDowell	
	Funding Picture: We've entered the final phase of floodplain reforestation at Snag Boat Bend, with Sam Daws Landing already completed and in the maintenance phase. The "capstone project" at Snag Boat Bend is a collaboration with U.S. Fish & Wildlife Service and the U.S. Army Corps of Engineers to reconnect 1.1-miles of historic river channel with the Willamette mainstem by partial removal of the revetment. This will be the largest in-water project we have done to date! Funding for future Willamette River work is an unknown at this point, though we are working with partners like Benton SWCD to prioritize areas for landowner outreach along the mainstem.			
	Activities / Projects	Short Description & Objectives	Timeline	Staff Lead(s)
	Sam Daws Landing & Snag Boat Bend Floodplain Reforestation and Plant Establishment (MMT, OWEB, BPA, USFWS, OPRD)	Planting at Sam Daws Landing is complete for now. An additional 10 acres will be planted at Snag Boat Bend in Feb 2023. Plant establishment (mowing, spot spray, interplanting) will continue on 100 acres of native floodplain forest, planted during 2019-2022, until plants are free to grow.	thru FY2025	Jed
	Willamette 2-Year Inundation Mapping (MMT, USGS)	Subcontract with River Design Group to update existing inundation maps with the newer 2017 topographic LiDAR data set. The updated inundation maps will be based on a revised surface model that incorporates recent changes to the active river corridor and includes updated depth information for the mainstem Willamette River.	thru Feb 2023	Jed & Amanda

		Willamette Mainstem Restoration Opportunities & Strategies for Engagement (Benton SWCD, USGS)	Partner with Benton SWCD to develop prioritized map of restoration & conservation areas based off existing and new data, modelling, and likelihood of landowner engagement. Development and implement landowner engagement strategies and share framework with partners for review with the goal of developing the next phase of prioritized, large-scale mainstem restoration projects.	FY2023	Jed & Amanda
		Snag Boat Bend - Porter Embankment Restoration Implementation (OWEB, BPA, USGS, USFWS, USACE)	Design and permitting work is underway to prepare to modify the Porter Embankment revetment that totally disconnects the upstream end of a 1.1 mile-long historic channel of the Willamette River. Current plan is to partially remove the revetment by creating a notch with a 60' wide bottom and sloping banks that would create a year-round connection to the current channel of the Willamette River. Requires extensive permits from the US Army Corps of Engineers. We are gathering pre-project data on water temperatures and substrate throughout the project area with the help of USGS.	thru 2024	Jed, Amanda
		Willamette Weed Control (ODA via Benton SWCD)	Reach out to landowners with populations of A- or B-listed weeds in areas prioritized through the Willamette Mainstem Restoration Opportunities & Strategies for Engagement grant for weed treatment. The project will help address weed problems at high-priority sites and help establish communication and develop relationships with landowners at those sites.	FY2023	Jed & Amanda

Upper Long Tom Mainstem & Tributaries				
Strategic Plan Element: 4.3			Funded by: Budget #10	
Partners & Funders: Oregon Watershed Enhancement Board, Upper Willamette Stewardship Network, Upper Willamette Soil & Water Conservation District			Board Interest:	
Funding Picture: Historically, the northern tributaries of Bear, Owens, and Ferguson Creeks have received more significant funding than the Upper Long Tom mainstem, Elk Creek, and Poodle Creek areas. An OWEB technical assistance grant is currently funding outreach for project implementation specifically for the Upper Long Tom. There are a significant number of engaged stakeholders and landowners in the Upper Long Tom.				
Activities / Projects	Short Description & Objectives		Timeline	Staff Lead(s)
Upper Long Tom Restoration Planning & Project Development (OWEB)	A number of private and public landowners in the upper Long Tom and Elk Creek sub-watersheds have expressed interest in working with LTWC. OWEB grant is funding project prioritization, planning, and development of oak woodland and savanna, wet prairie, riparian, wetland and fish passage enhancement projects.		Thru FY2023	Jed & Abby
Lower Long Tom Mainstem				
Strategic & Tactical Framework reference: Section 4.4			Funded by: Budget #s 6,7 (pending #8)	
Partners & Funders: City of Monroe / City Council, Confederated Tribes of the Siletz Indians, U.S. Army Corps of Engineers, Project Steering Committee, Resources Legacy Fund / Hewlett Foundation, Oregon Watershed Enhancement Board, many Monroe area landowners and citizens, Kevin Shanley, John Greydanus			Board Interest: Al Hrynyshyn	
Funding & Partnership Picture: In FY21, the Confederated Tribes of Siletz Indians (CTSI) agreed to cosponsor the Army Corps Ecosystem Restoration Project at the Monroe Dam to address fish passage on the Long Tom River for Chinook salmon, lamprey eels, native trout, and other species. CTSI joined the City of Monroe as the other co-sponsor of the Corps' 1135 project, with LTWC acting as the nonprofit partner. The collaboration between partners continues to be impressive, which is part of the reason why the Feasibility Study ranked so highly with the Army Corps. In FY22 or FY23, we may look at a follow up proposal to the Hewlett Foundation for additional support.				
Project or Activity	Short Description & Objectives		Timeline	Staff Lead(s)
Stakeholder Engagement & Problem Solving (RLF, OWEB)	The U.S. Army Corps of Engineers was able to fully begin the 1135 Feasibility Study for ecosystem improvement at the Monroe dam site, with the City of Monroe and Confederated Tribes of Siletz Indians acting as project cosponsors. Primary interest is river passage for aquatic species like juvenile Chinook salmon, Pacific lamprey eels, and cutthroat trout. The Study will take approximately 18-24 months to complete and will include public meetings hosted or co-hosted by LTWC.		Dec 2024	Dana, Jed

	Monroe Dam Alternatives & Design (OWEB, RLF)	Technical work and design analysis or updates to design alternatives as necessary.	Sept 2022 (beyond if 2nd grant funded)	Dana, Jed
	Lower Long Tom Historic Channel Reconnection Design (OWEB)	Working with engineers to complete designs that would reconnect 1/4 mile of off-channel habitat and 6.5 acres of floodplain forest along Long Tom River behind the Monroe High School	thru Dec 2022	Jed
Aquatic Invasive Species				
	Strategic & Tactical Framework reference: Section 4.5		Funded by: Budget #s (pending 24-25)	
	Partners & Funders: Army Corps of Engineers, Junction City Water Control District, City of Eugene, individual landowners		Board Interest: Shelly Miller	
	Funding & Partnership Picture: Our efforts have mostly been funded by the Oregon State Weed Board (OSWB) from 2015-2021. But even with ongoing treatment, the weed will continue to re-emerge and requires ongoing vigilance and treatment to keep populations low. Therefore, some entity likely needs to lead annual or biennial surveys and spot treatments for the plant to make sure it does not gain a foothold. Currently, discussions are in the works with Junction City Water Control District and the Army Corps of Engineers to provide some funding to LTWC to pay a trusted contractor to continue ludwigia surveys & treatment.			
	Project or Activity	Short Description & Objectives	Timeline	Staff Lead(s)
	Invasive Ludwigia Treatment (USACE & Junction City WCD)	Maintain control of ludwigia hexapetala, a high-priority invasive aquatic weed, in the A-2 Channel, Amazon Creek, and the Long Tom River.	FY2023+	Amanda

Terrestrial Habitat Improvement Projects

Oak, Upland Prairie, Wet Prairie, and Wetland Habitat

Strategic & Tactical Framework reference: Section 5.1

Funded by: Budget #s 24 - 29 (pending # 41)

Partners & Funders: Oregon Watershed Enhancement Board (OWEB), US Department of Agriculture, National Resources Conservation Service (NRCS), Oregon Department of Forestry, (ODF), Ducks Unlimited, Confederated Tribes of Grand Ronde, Confederated Tribes of Siletz Indians, Private landowners, Institute for Applied Ecology, EcoStudies Institute, The Nature Conservancy, Oak Folk, Rivers to Ridges, Willamette Valley Oak & Prairie Cooperative, OSU Extension, Center for Natural Lands Mgmt, USDA Natural Resources Conservation Service, U. S. Fish & Wildlife, Oregon Dept. of Fish & Wildlife, U.S. Army Corps of Engineers, Pacific Birds Partnership, EcoStudies Institute, LTWC Technical Team, Upper Willamette Stewardship Network.

Board Interest: Jabrila, Shelly

Funding Picture: The Uplands Program continues to expand in both partner and funding support, with significant funding now coming both from Oregon Department of Forestry (multiple contracts) and the US Department of Agriculture, in addition to OWEB. In addition, the potential for seven years of focused investment by OWEB into regional oak and prairie projects is in the works via a near-future programmatic application sponsored by the Willamette Valley Oak & Prairie Cooperative.

Activities / Projects

Short Description & Objectives

Timeline

Staff Lead(s)

Spencer Creek Oak Woodland Restoration and Old Gimpl Hill Farm Oak Savanna Restoration (OWEB)

Wrap up remaining project objectives to enhance oak woodland, oak savanna, and upland prairie. A potential donation could support a prescribed burn on the properties.

thru FY23

Abby

Coyote Spencer Wetlands Restoration (OWEB)

Partnership project with McKenzie River Trust, U.S. Fish & Wildlife Service, Confederated Tribes of Siletz Indians, and others to remove encroaching woody vegetation and reintroduce prescribed fire on 191-acre property. Thinning oak habitat in FY23, and for potential burn in FY24.

thru FY2024

Abby

Greenhill Oak & Prairie Restoration (OWEB, NRCS)

Project encompasses 315 acres on 4 contiguous properties just southwest of red house. 90 acres of oak woodland have been thinned with NRCS match funding via landowners. Work remaining this year includes a prescribed burn led by EcoStudies, seeding, spot-spraying resprouts and weeds, and developing one management plan. A rotational grazing study is underway and will continue through other funding sources.

thru FY2024

Abby

			Thick Scotch broom and blackberry in a 2-acre prairie and the understory of the woodland were masticated in 2021; this year encroaching fir and dense oak trees will be thinned in 6.5 acres of oak woodland and prairie will receive targeted grazing by goats/sheep to remove re-emerging weeds. Seed restored areas with grasses and native forbs. Mgmt plan to be written to guide landowner follow-up actions	thru Feb 2023	Abby
			Hazel Dell Oak & Prairie Restoration (OWEB)		
			Project occurs on ODFW land, adding 190 acres mosaic of wet prairie, vernal pool, and upland prairie habitat to the Fern Ridge Wildlife Area through earthworks and seeding native grasses/forbs. Project supports habitat for native amphibians, grassland birds, overwintering waterfowl, raptors, reptiles, and pollinators. Site will be added to a rotation of local prescribed burns.	thru FY26	Abby
			Northeast Coyote Wetland & Prairie Restoration with the Return of Fire (OWEB) - cross-listed with Cultural Fire		
			Sub-contract via ODF, who is grantee on LSR grant. Council will finalize a forest management plan template and supporting tools appropriate for oak habitats, and will share with landowners and technical service providers to streamline access to information and cost-share funding thereby increasing the pace and scale of oak restoration in the southern Willamette Valley.	thru Dec 2023	Abby
			Landscape Scale Restoration (LSR) Project Development & Landscape Management Plan (ODF)		
			Coordinate with 12-20 landowners in Eugene South Hills to prioritize fuels treatments within 100' of residences, along roadways and evacuation routes, and along transition zones between forest and prairie/pasture/open space.	FY2023	Abby
			Small Forestland Fuels Reduction Program (ODF Contract)		
			Objectives include: Employ a local farmer with a mobile goat & sheep herd to reduce growth of woody vegetation; Grow local understanding of site-specific impacts of seasonal prescribed grazing by small ungulates; and disseminate lessons learned for both partners and the public.	thru FY2025	Abby
			Small Ungulate Targeted Grazing for Willamette Valley Oak-Prairie Habitat Management (USDA)		
			Monitoring and post-implementation evaluation of 7 projects, as required by OWEB: Kinney Park Wet Prairie Restoration, South Marsh Prairie, Wild Iris Ridge & Murray Hill, Upper Coyote at Kingzett, Graham Bottomland Oak Woodland, Coyote Creek South, Andrew Reasoner Wildlife Preserve	Ongoing for 5 yrs following project completion	Abby
			Post-Project Monitoring (OWEB)		

Cultural Fire					
Strategic & Tactical Framework reference: Section 5.2		Funded by: Budget #s 46-49, (pending #s 55-56)			
Partners & Funders: EcoStudies Institute, Upper Willamette Stewardship Network, Confederated Tribes of Grand Ronde, Confederated Tribes of Siletz Indians, Traditional Ecological Inquiry Program, Oregon Watershed Enhancement Board (OWEB), Pacific Birds Partnership, NRCS, Oregon Conservation Corps, US Forest Service, The Nature Conservancy, Oak Folk, Rivers to Ridges, Willamette Valley Oak & Prairie Cooperative, OSU Extension, Center for Natural Lands Mgmt		Board Interest: Jabrila, Shelly, Chris, Jamie			
Funding Picture: Over the last couple years, initial funding from OWEB and Pacific Birds help support important conversations with Tribes, Indigenous folx, and regional NGOs to seed a vision for a regional prescribed fire the centers Indigenous priorities and human exclusion in fire-adapted oak-prairie ecosystems. In the last few months, over \$2.1 Million in combined funding has come together to turn that vision into a reality. This influx of funding is crucial to get a regional burn crew together and train Indigenous Fire Practitioners; it also helped springboard an exciting partnership with EcoStudies Institute. A significant portion of this funding will need to be spent in the next 12 months, however, so sustaining a regional effort at this scale is going to require significant funding in the near future.					
Activities / Projects		Short Description & Objectives		Timeline	Staff Lead(s)
Willamette Valley Regional Prescribed Fire Program		Broader objective is to understand how to build lasting capacity for prescribed fire and putting that into practice to support Tribal sovereignty and self-determination, cultural revitalization, and habitat health. Collaborate closely with Tribes, Tribal members, and TEIP personnel, planning, monitoring, organizing, holding and carrying out regional Tribal fire training, including burns at 3 project locations in the Long Tom (Greenhill, Coyote Creek South, and Coyote Oaks) as funding / weather / resources allow.	Current phase thru FY2023	Katie (Ecostudies)	
Northeast Coyote Wetland & Prairie Restoration with the Return of Fire (OWEB) - cross-listed with Oak-prairie		Project is part of collaborative effort to build regional prescribed fire capacity in the Willamette Valley. Includes reintroducing ecological burning on up to 335 acres in the ODFW Coyote Units, including Coyote Creek South, as a strategy to maintain and enhance native grassland and wetland habitat conditions with habitat needs of focal at-risk species.	thru FY26	Abby, Katie (Ecostudies)	

		Building Prescribed Fire Capacity in the Southern Willamette Valley (OWEB, Pacific Birds Partnership)	Learn what the Tribes want to teach us about cultural burning so we can best support their empowerment to manage their lands & lands within their historic territories; define the shape and role of a dedicated Willamette Valley (WV) Prescribed Fire Team and Burn Coordinator position; build more shared capacity and resources among southern WV partners; research the prescribed fire window extent in southern WV considering habitat & fuel loading; explore agreements to support resource and capacity sharing among partners.	thru Dec 2023	Katie (Ecostudies)
		Regenerating Native Plant Communities with Cultural Fire (OWEB)	Supporting the re-introduction of cultural burning on 3 sites (Andrew Reasoner Wildlife Preserve, Camp Creek Hills, and Rattlesnake Butte). Project would help partnership gain experience with prescribed fire and answer the key question of whether the use of fire can allow for reduced herbicide use as a restoration tool.	If funded, thru FY24	Katie (Ecostudies)
		Coyote Oaks Burn Implementation (pending OWEB small grant)	Project would apply prescribed fire to 19.8 acres and mow 12 acres of bottomland oak woodland during fall of 2021. Property is part of 1200 acres of restored habitat north of Fern Ridge.	If funded, thru FY24	Abby, Katie (Ecostudies)
		Other prescribed burns on LTWC Uplands projects	Additional prescribed burns not mentioned above that are planned on oak-prairie restoration sites to enhance ecological function and native vegetation: -Kime and Blair properties ("Greenhill" project) -Casares property ("Spencer-Creek Old-Gimpl" project)	If funded, thru FY25	Abby, Katie (Ecostudies)

Urban Waters & Wildlife Improvements

Urban Waters & Wildlife Partnership

Strategic & Tactical Framework reference: Section 6 **Funded by:** Budget #s 57 - 68, pending #2 69-80

Partners: Partners: Upper Willamette Stewardship Network, City of Eugene, City of Springfield, Eugene Water & Electric Board, Springfield Utility Board, Lane County, Metropolitan Wastewater Management Commission, Willamalane, Coast & Middle Fork & McKenzie Watershed Councils, Cascade Pacific Resource Conservation & Development, Environmental Protection Agency **Board Interest:** Shelly Miller

Funding Picture: EPA's Columbia Basin Toxics Reduction Act is funding the development and activities of the partnership which further the Urban Program activities combined with direct funding and technical assistance from the partners listed above

Activities / Projects	Short Description & Objectives	Timeline	Staff Lead(s)
The full Partnership meets regularly to receive updates from the many subcommittees which are made up of partners, and to identify new areas of work.	Subcommittees currently include: Partnership Development; Project Design & Implementation; Equity, Inclusion & Engagement of BIPOC & Underserved Communities; O&M Training Program Development; and Monitoring.	thru FY2024	Sydney, Sarah & Miranda
The partnership works together to identify areas of work needed develop implementation plans, providing technical expertise, equipment and funding or funding assistance.	Develop long term plans and short term action items to implement strategies developed within each subgroup. These often result in written plans that then can be used to solicit funding via grant sources and/or partner contributions	thru FY2024	Sydney, Sarah & Miranda

Trout Friendly Landscapes

Strategic & Tactical Framework reference: Section 6.1 **Funded by:** Budget #s 57-58, 60-64, (pending #s 69-73, 75)

Partners: Upper Willamette Stewardship Network, Urban Waters & Wildlife Partnership Local industrial & commercial business & owners, City of Eugene, City of Springfield, EWEB, Springfield Utility Board, Environmental Protection Agency, Oregon Department of Agriculture, Oregon Watershed Enhancement Board, Oregon Department of Environmental Quality, Oregon Health Authority, Willamalane, LTWC Technical Team, Josh Richmond, Kevin Shanley, Therese Walch, Meghan Murphy **Board Interest:** Shelly Miller

Funding Picture: LTWC has been very successful in leveraging a broad variety of funding sources to accomplish stormwater projects in the urban landscape. The challenge can sometimes also be the sheer administrative and logistical complexity of managing so many different grants and contracts from various funders. We'll continue to explore opportunities for larger pools of funding via UWWP's partnership connections or through other regional/national competitive grants and partnerships which reduce the overall number of grants and contracts. We also plan to continue balancing being entrepreneurial with a business model that prioritizes manageable growth.

	Activities / Projects	Short Description & Objectives	Timeline	Staff Lead(s)
	Trout Friendly Landscapes & Voluntary Stormwater Retrofit Projects (Cities of Eugene/Springfield, OHA, DEQ, EWEB, SUB, OWEB)	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). In partnership with our drinking water provider partners, OHA grants support the TFL program with goal of protecting drinking water sources throughout the Upper Willamette. Timing of individual projects varies. 15 sites are in the design and/or construction development process, and 2-3 projects could potentially be installed in 2022. Work is typically occurring on larger, more complex sites, extending design, permitting, and funding stages of projects.	Ongoing	Sarah & Miranda
	Drinking Water Source Protection (Oregon Health Authority, pending from Drinking Water Providers Partnership)	This suite of activities is funded with a particular eye toward improving and protecting drinking water sources, and is inherently intertwined with Trout Friendly Landscapes above. Includes outreach and education activities with commercial and industrial businesses, schools, and churches regarding their water quality impacts, followed by written and illustrated site-specific feasibility studies that identify opportunities for changing the site itself as well as how the site is managed.	thru 2024	Sarah & Miranda
	Urban Waters Monitoring (potential applications from OWEB and/or EPA)	Funding will be sought to implement the Monitoring Plan developed by the Urban Waters & Wildlife Partnership under the previous EPA grant cycle. Primary goal is to study influent and effluent of green stormwater infrastructure installed under the TFL program	If funded, through FY2023 & beyond	Sarah & Miranda
	Stakeholder Engagement (potential pending OWEB grant)	Funding to guide a regionally collaborative effort to restore Day Island Slough and adjacent public and private properties, including TFL projects on sites that drain directly to the DIS	thru 2024	Sarah
	Fee for Service Work	will occur as non-voluntary projects arise that fit within the mission of the Council, or when businesses have the funds to pay for TA on voluntary projects	Ongoing	Sarah & Miranda

Urban Contexts Development: Advisory Team Engagement				
Strategic & Tactical Framework reference: Section 6.2			Funded by: Budget #s 57, 65, 74	
Partners & Funders: DEQ, SUB, Willamalane, Environmental Protection Agency			Board Interest: Shelly Miller	
Funding Picture: Short duration contracts				
Activities / Projects		Short Description & Objectives	Timeline	Staff Lead(s)
Brownfield Outreach Recommendations, Springfield Drinking Water Development Standards Guidance, Willamalane Comprehensive Plan Natural Resource Planning		Assist organizations refine outreach and planning goals by centering environmental justice, urban stormwater and habitat interests	2023	Sarah
Citizen Learning & Engagement				
Council meetings, tours, events, member engagement & communications				
Strategic & Tactical Framework reference: Section 7.1			Funded by: Limited funding from Budget #s 1-2, 4-5; much from unrestricted dollars	
Partners: Watershed stakeholders, project landowners, volunteers, City of Eugene, City of Veneta, McKenzie River Trust, Oregon Watershed Enhancement Board, Benton Soil & Water Conservation District, WREN in the West Eugene Wetlands, Mountain Dew, Upper Willamette Stewardship Network, regional experts who present on topics of interest			Board Interest: Lindsay Reaves, Al Hrynshyn, Pat McDowell, Jamie Newsome, Taylor Evans	
Funding Picture: There is little grant funding for essential public engagement activities including newsletter production, website and social media content development, public meeting planning and coordination, and board recruitment. Community engagement is shared among our Executive Director, Operations Director, and Operations Coordinator, but at less than 1.0 FTE combined. Our partnership with McKenzie River Trust's "Watershed Wednesdays" is proving to help fill a gap in volunteer coordination capacity. We have been utilizing 2-3+ Watershed Wednesday events per year. WREN in the West Eugene Wetlands has also collaborated on some public meetings and tours.				
Project or Activity		Short Description & Objectives	Timeline	Staff Lead(s)
Board Recruitment		Identify & recruit diverse stakeholders to serve on board and represent the diversity of interests within the watershed. Recruitment will focus on potential board members who have diverse lived experiences, as well as those in the agricultural community, and with a proclivity for fundraising.	Ongoing	ED (Program Staff support)

		Production of Educational & Informational Content	Produce 6 newsletters annually; maintain website; share information on social media including Facebook and Instagram accounts; maintain content in other educational materials and handouts such as annual report.	Ongoing	Rob / ED, Lorette
		Public Meetings, Tours and Other Council Events	Coordinate and plan 6 public community events, including virtual presentations /forums /panels and outdoor tours and gatherings. Engage 300+ community members over course of year. Promote events through local media and specialized invitations. Navigate continually evolving COVID-19 world with both virtual and outdoor gatherings, with safety of guests and speakers/staff top of mind. Plan to host a "Carp Fest" in spring 2023!	Ongoing	Rob, Lorette with program staff support
		Volunteer Engagement and Coordination	Continue leaning on McKenzie River Trust to engage volunteers in field stewardship activities through the "Watershed Wednesday" program. As specific needs arise and there is capacity, we will utilize talented volunteers with specialized skills. Most of our volunteers are often technical partners providing expertise on a professional level.	Ongoing	Rob, Lorette, all program staff
		Address capacity question raised in strategic plan	This time of transitions could be an opportunity to analyze how we either grow our outreach & communications capacity or determine what position (s) should lead the work moving forward.	FY2023+	ED, Rob

Recreation Resources				
Strategic & Tactical Framework reference: Section 7.2			Funded by: Budget #5 (for Carp Fest)	
Partners: Ducks Unlimited, Trout Unlimited, McKenzie Flyfishers, other sportspeople and recreational groups; Upper Willamette Stewardship Network			Board Interest:	
Funding Picture: Similar to Section 7.1 above				
Project or Activity	Short Description & Objectives		Timeline	Staff Lead(s)
As Time & Capacity Allows, explore Inquiry Objectives & Emergent Opportunities from strategic plan	<p>What opportunities exist to support “hook and bullet” engagement with the Long Tom and connect project outcomes to the priorities of sportswomen and sportsmen? How can our website be a resource for recreators in the Long Tom?</p> <p>What is our general posture toward promoting recreation on a matrix of lands (i.e. floating the Lower Long Tom River through private lands, but on public waters?) How might recreation objectives be better supported through R2R engagement?</p>		Ongoing	ED / Rob
Carp Fest - Cross referenced in Public Meetings	<p>A Carp Fishing Festival will meet the intersecting objectives of educating the public about an invasive species, reach communities traditionally underserved by recreation & conservation organizations, and introduce people to an underutilized fishery. By promoting a local carp fishery, we can introduce fishing to a broader audience, and by extension help keep carp populations in check while benefiting native and rare & endangered aquatic species.</p>		Spring / Summer 2023	Jed, Amanda, Rob
Youth Environmental Education				
Strategic & Tactical Framework reference: Section 7.3			Funded by: N/A	
Partners: Upper Willamette Stewardship Network Partners, WREN			Board Interest: Jamie	
Funding Picture: N/A				
Project or Activity	Short Description & Objectives		Timeline	Staff Lead(s)
Affirming our role by outsourcing Environmental Ed to partners	<p>Support UWSN partners & WREN in providing youth education services to the Long Tom; identify potential contract opportunities with partners, as appropriate</p>		Ongoing	Executive Director, Rob

Traditional Ecological Inquiry Program				
Strategic Plan Element: Section 7.4		Funded by: Budget #s 42-44, 49, 50, 54, pending in 51-53		
Partners: Joe Scott, Ayuthea Cisneros, Sage Hatch, Sara Worl, Meyer Memorial Trust, Spirit Mountain Community Fund, Roundhouse Foundation, Gray Family Foundation, EcoStudies Institute, Willamette Valley Regional Prescribed Fire Program, local and regional Indigenous families, Indigenous educators & elders			Board Interest: Jabrila Via	
Funding Picture: TEIP has experienced much recent success in securing funding through private foundations. It's unrealistic to expect the same rate of return on these grant applications in perpetuity, and a very real need exists to identify long-term funding to sustain the program so program contractors and/or staff aren't constantly writing new foundation grants. A beautiful program portfolio is now complete as well as a TEIP page of the LTWC website; plan for summer 2022 is to focus a lot of effort on fundraising and development.				
Project or Activity	Short Description & Objectives	Timeline	Staff Lead(s)	
Traditional Ecological Inquiry Program "TEIP" for Indigenous Youth (Meyer Memorial Trust, Spirit Mountain, Roundhouse, Gray Family Foundation)	Provide opportunities for Indigenous youth to explore traditional topics of interest (First Foods, language, history, sovereignty, cultural uses of plants, weaving, and much more) under a curriculum lead by Siletz Tribal member Joe Scott; opportunities for students to learn about college and career opportunities; explore opportunities for Tribal voices to lead habitat restoration planning, action, and stewardship. Use framework to explore opportunities for expanded regional partnerships with goal of creating long-term program support.	ongoing	Joe Scott (contractor) + Katie (support from Dana, Miranda, Rob, Clinton + Sara Worl (contractor)	
Indigenous Governance of TEIP via "Talking Circle" (If funded, Oregon Community Foundation)	Support the formation of an Indigenous advisory group to oversee an established Native youth internship program, and will explore how Indigenous governance and co-management could guide culturally relevant program delivery. The advisory group, or Talking Circle, will include a diverse group of Indigenous educators, knowledge keepers, and Elders who will gather for periodic conversation to guide the future of the Traditional Ecological Inquiry Program (TEIP).	FY2023+	Joe Scott (contractor)	
Planning for First Foods Production at Camp Creek Hills (Confederated Tribes of Siletz Indians)	Funding supports development of a plan on 500-acre property acquired by CTSI. Activities include engaging local Tribal membership in property surveys to identify first foods, medicines, and invasive species, determining management priorities for these species, identifying high priority areas for management interventions, and compilation of relevant Traditional Ecological Knowledge.	thru FY23	Sara Worl (contractor)	

Collaboration

Strategic & Tactical Framework reference: Section 8

Funded by: Funding from grants throughout every program, as well as from Council Support / Council Support Match, and UWSN-supported grants.

Funders & Partners: We partner with a diverse array of local organizations and incredible people within the watershed and regionally. The Upper Willamette Stewardship Network "UWSN" (McKenzie River Trust, Coast Fork Willamette WC, McKenzie WC, Middle Fork Willamette WC, and Friends of Buford Park & Mount Pisgah). Includes most local municipalities, local/state/federal agencies, Tribes, Meyer Memorial Trust, Bonneville Environmental Foundation, regional conservation NGOs, and others.

Board Interest / participation: Shelly Miller (R2R, WVOPC), AI (UWSWCD), Shelly & Jabrila (UWSN)

Note: The partnerships listed below are not wholly comprehensive, but represent some of the major partnerships not already referenced in other areas of this work plan.

Major Partnerships Referenced in Strategic Plan	Short Description & Objectives	Timeline	Staff Lead(s)
Rivers to Ridges Partnership (R2R)	Utilize partnerships to enhance active habitat & water quality objectives in priority areas; coordinate on ecological burn planning and implementation	Ongoing	Abby, Jed
Upper Willamette Stewardship Network (UWSN)	Participate in UWSN governance and direction; collaborate on emergent financial opportunities; sharing of capacity, planning, and resources as appropriate.	Ongoing	Sydney, Executive Director
UWSN Strategic Action Plan	Collaborative 2-year planning process culminating in the development of a Strategic Action Plan aimed at aligning ongoing and future habitat restoration and conservation efforts across the Upper Willamette Basin. The SAP will focus on habitat restoration and conservation strategies across 4 priority areas: instream/floodplains, upland forests/prairies, working lands, and urban landscapes. Desired outcome is a framework for large-scale investments in conservation and restoration, including an OWEB Focused Investment Partnership grant.	thru FY2024	Sydney, Amanda, Abby, Sarah, Miranda, and other staff
Nesika Wilamut	Leverage Nesika's connections to learn from BIPOC leaders; likely will include UWSN staff/board serving on Nesika board to help inform network approaches beneficial to Upper Willamette.	Ongoing	Executive Director
Willamette Valley Oak & Prairie Cooperative (WVOPC)	Ensure LTWC projects are aligned with WVOPC priorities & action plan; participate in writing of OWEB Focused Investment Partnership grant.	Ongoing	Abby, Jed
Upper Willamette Soil & Water Conservation District (UWSWCD)	Continuing leveraging SWCD's capacity for ag outreach & tech assistance to support co-development of LTWC projects; act as resources on SWCD projects on fee for service basis.	Ongoing	Sydney, Executive Director, Abby, program staff