



Board of Directors Meeting Agenda
East Multnomah Soil and Water Conservation District

(July 25, 2022)

Monday August 1st, 2022, 5:00 – 8:20 PM

To be held at EMSWCD's Mainstem and Headwaters Farm Properties. Limited remote participation available (Items 5-13) via GoToMeetings <https://meet.goto.com/578282301> or Call In at United States (Toll Free): 1 866 899 4679

Access Code: 578-282-301381

AGENDA

Item #	Time	Board Meeting Agenda Item	Purpose	Presenter	Packet
A	4:40 20 mins	OPTIONAL Walking Tour of EMSWCD's Mainstem Farm Access Project	<i>Informational</i>	<i>Shipkey, Cooper</i>	<i>n/a</i>
<i>Overview: For anyone interested, there will be an opportunity to tour the Mainstem Farm property (which will be discussed under Agenda Item # 3). No official business will be conducted, and this tour is optional.</i>					
1	5:00 15 mins	Arrive at Mainstem Farm Parking Area	N/A	N/A	a) Parking Directions
<i>Overview: Allows for adequate time to park vehicles. During this time, we will have some snacks and beverages available for folks while they settle in and casually network.</i>					
2	5:15 15 min	Welcome and meeting called to order: • Introductions • Review/revise agenda • Icebreaker	Information	Guebert/ Shipkey	n/a
<i>Overview: All participants will introduce themselves, share their relationship with EMSWCD and name what first got them excited about agriculture.</i>					
3	5:30 15 mins	Mainstem Farm Access Project	Information	Shipkey, Cooper	n/a
<i>Overview: Shipkey will discuss the framework, current status and mission related outcomes of the Mainstem Farm access project – which is potential model for the proposed Gordon Creek Farm access project. The lessee/optionee will discuss their experience and what they are doing to create access opportunities at Mainstem Farm for other farmers.</i>					
4	5:45 15 mins	Transition to Headwaters Farm	N/A	N/A	n/a

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



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(July 21, 2022)

Monday August 1st, 2022, 5:00 – 8:20 PM

To be held at EMSWCD's Mainstem and Headwaters Farm Properties. Directions to be provided upon RSVP'ing to Asianna Fernandez at asianna@emswcd.org. Limited remote participation available (Items 5-13) via GoToMeetings <https://meet.goto.com/993088381> or call in to United States (Toll Free): 1 877 309 2073; Access Code: **993-088-381**

Overview: All participants will walk over to the Headwaters Equipment Shed (where sandwiches, snacks and beverages will be available) for the main presentation. Participants can use this travel time for any follow-up questions related to Agenda item #3.

5	6:00 15 mins	Context, Process for Soliciting Feedback on Gordon Creek Farm Access Opportunity	Information	Shipkey/Steele	n/a
Overview: Staff will review why promoting farm access equity advances the mission of EMSWCD, the support the Board has provided to this work and overview how EMSWCD worked with the community to identify access strategies for EMSWCD's Gordon Creek Farm. There will be an opportunity for questions, as well as input from any Farm Access Equity Advisory Group members that are in attendance.					
6	6:15 20 mins	Gordon Creek Farm Access Recommendations	Information	Shipkey/Steele	Please Review Recommendations Report
Overview: Staff will review the recommendations for access at Gordon Creek, starting with the underlying "North Star" objectives. There will be an opportunity for input from any Farm Access Equity Advisory Group members that are in attendance.					
7	6:35 40 mins	Questions, Discussion, Next Steps, Gratitude	Discussion	Zimmer- Stucky	n/a
Overview: The LLC Chair will lead the Board in a discussion about the Farm Access Equity Advisory Group recommendations, to take a "temperature check", identifying any key questions and potential next steps.					
DISTRICT BUSINESS					
8	7:15 10 min	Review/Approve June & July 2022 Meeting Minutes	Information/ Decision	Guebert	a) 7/6/2022 Board Meeting Minutes b) 6/29/2022 Special Board Meeting Minutes
9	7:25 10 min	Public Comment	Information/ Discussion	Public	n/a

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10	7:35 10 min	Executive Director Update	Information	Hamilton	n/a
11	7:45 15 min	CLIP Grant #23-001 Approval	Information/ Decision	Bailey	a) CLIP 23-001 Fischer-Ihrig Project Proposal
FINANCE AND OPERATIONS					
12	8:00 15 min	Monthly Financial Reports: June 2022 Audit Engagement Letter for FY21-22	Information/ Decision	Mitten	a) June 2022 Financial Report b) Audit Engagement Letter for FY21-22
CLOSING ITEMS					
13	8:15 5 min	• Announcements and reminders • Action items • Adjourn meeting	Information	Guebert	n/a



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EMSWCD Board Members, Committees and Meeting Dates

EMSWCD Board			EMSWCD Committees				
Members	Positions	Officers	Budget	Land Legacy	Personnel	Grants	PIC
Joe Rossi	Director - Zone 1		X	X		X	
Laura Masterson	Director - Zone 2	Secretary	X	X	X		
Mike Guebert	Director - Zone 3	Chair	X	X	X		
Jim Carlson	Director - At-Large 1	Treasurer	X	X		X	
Jasmine Zimmer-Stucky	Director - At-Large 2	Vice Chair	X	X	X	X	
Upcoming Schedule							
FY22-23	2022	July	6	x			
		August	1		15		
		September	x	26			
		October	3		17		
		November	7	21			
		December	5		19		
	2023	January	4	30			
		February	6		27		
		March	6	7	27		
		April	3	4	17		
		May	1	2	22		
		June	5		27		

Internal EMSWCD Teams

- Equity Team: Heather Nelson Kent, Matt Shipkey, Alex Woolery, Jon Wagner, Tiffany Mancillas, Jeremy Baker
- CLIP Team: Jeremy Baker, Whitney Bailey, Julie DiLeone, Kathy Shearin
- Safety Committee: Scot Wood (lead), Jon Wagner, Katie Meckes, Dan Mitten, Jeremy Baker

EMSWCD Representation on External Committees

- 4-County Cooperative Weed Management Area – Chris Aldassy
- Beaver Creek Conservation Partnership – Kathy Shearin; Lucas Nipp; Chelsea White-Brainard
- Columbia Gorge Cooperative Weed Management Area - Jon Wagner
- Columbia Slough Watershed Council - Kathy Shearin (Vice Chair, Executive Committee); Whitney Bailey (CSWC Tech Team)
- Gray Family Foundation Grant Review Committee – Heather Nelson Kent
- Johnson Creek Watershed Council – Julie DiLeone
- Inter-jurisdictional Committee for Johnson Creek Watershed – Whitney Bailey; Jeremy Baker
- Northwest Adult Conservation Education – Kathy Shearin
- Oregon Association of Nurseries, Mt. Hood Chapter – Aaron Guffey (Treasurer)
- Oregon State University Metro Small Farms Advisory Group – Rowan Steele
- Oregon State University Solve Pest Problems Advisory Committee - Kathy Shearin (Steering Committee); Julie DiLeone
- Oregon Watershed Enhancement Board Lower Willamette-East Small Grant Team – Julie DiLeone

EMSWCD prohibits discrimination in all of its programs and activities on the basis of race, color, national origin, age,

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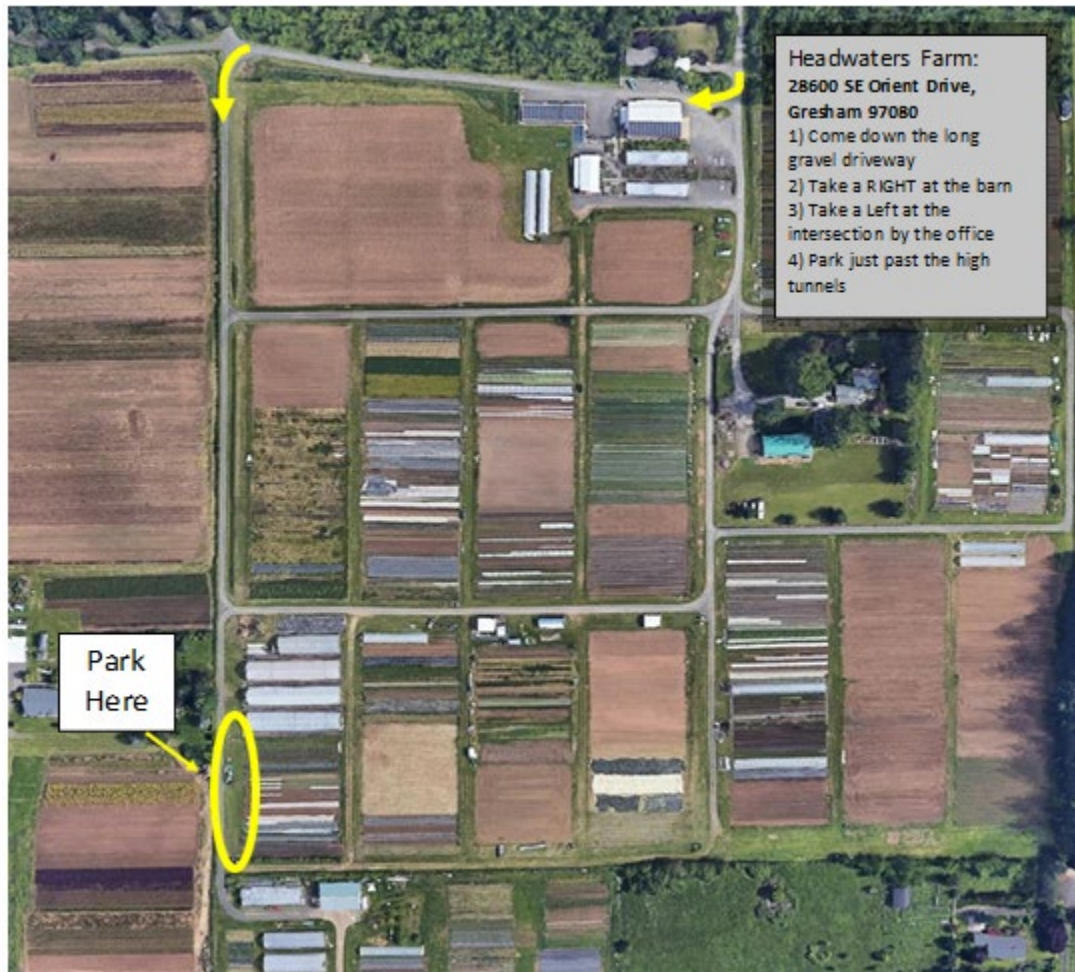
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Meeting attendees requiring Americans with Disabilities Act accommodations should call (503) 222-7645 x 100 as soon as possible. To better serve you, five (5) business days prior to the event, is preferred.





Farmland Access Recommendations for Gordon Creek Farm Property

Executive Summary

EMSWCD has an exciting opportunity to **advance EMSWCD's mission to help people care for land and water** by breaking down barriers to farmland access which have prevented farmers from certain communities in **partnering with EMSWCD on the stewardship of on-farm soil and water resources**.

This report outlines the actions taken by the Board, staff, and an EMSWCD-convened Farm Access Equity Advisory Group to explore and advance strategies that result in more equitable access to farmland, specifically with regard to EMSWCD's Gordon Creek Farm property (the "Farm").



The Advisory Group **unanimously concluded that the preferred means of access to the Farm would be for EMSWCD to transfer the Farm for no consideration¹ to an organization best positioned and capable of making the Farm accessible** to members of communities negatively impacted by racial discrimination and/or dispossession. Informing this recommendation, the group outlined seven 'north star' objectives; meeting many or most of these objectives will help ensure a successful transfer of the property and set future farmers up for success. These include:

1. The access opportunity should be long term.
2. The access opportunity should be affordable² and owned by the folks working the land.

¹ No consideration meaning no money paid. But, significant "consideration" would likely be received in the form of community benefits realized from the project.

² Affordable meaning that the cost to access the land does not impair the financial sustainability of the operation.

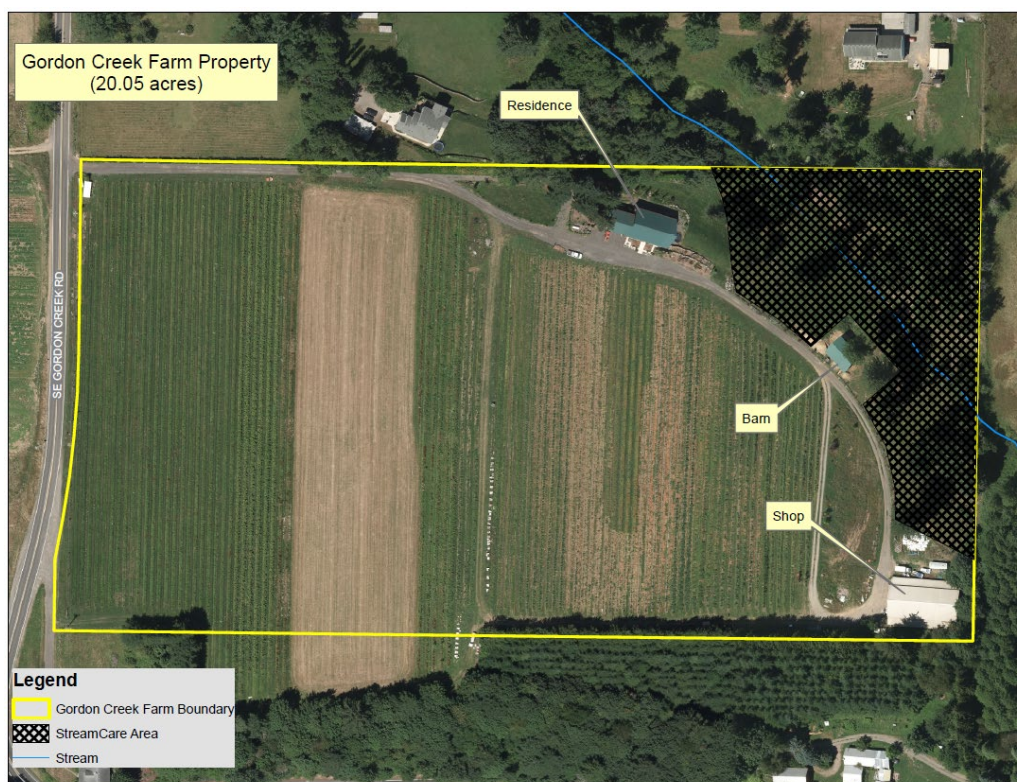


3. An access opportunity without other supports will not be sustainable or long term viable.
4. Create an opportunity for an alternative to the individualistic model of farming³.
5. The outcomes of the access opportunity should be focused on supporting communities affected by discrimination and/or dispossession instead of centering financial outcomes for EMSWCD.
6. Operations at the farm should be environmentally sustainable.
7. Centering the original, indigenous stewards of the land in the process.

As part of the arrangement, **EMSWCD would retain a working farmland easement** over the Farm which would ensure that the objectives of the transaction—**access, affordability, soil, water and habitat protection and enhancement—are guaranteed in perpetuity**. While EMSWCD would hold and manage the easement, it is suggested that EMSWCD look to partners to bring additional capacity, resources and skills to the project (e.g. for those supports beyond land access).

Recognizing that this recommendation has been developed without the knowledge of what an ultimate awardee would deem desirable, the Advisory Group identified two additional access options EMSWCD could consider pivoting to if appropriate and desired by an awardee.

The report concludes by laying out a possible critical path to an EMSWCD Board decision for access to the Farm, and the intention for continued community co-creation in the work that then follows.



Report Authors: Sara Curiel-Paez, Matt Shipkey, Rowan Steele
Farm Access Equity Group Reviewers: Malcolm Hoover, Megan Horst

³ This would likely entail EMSWCD making space for this to occur with other organizations in the lead.

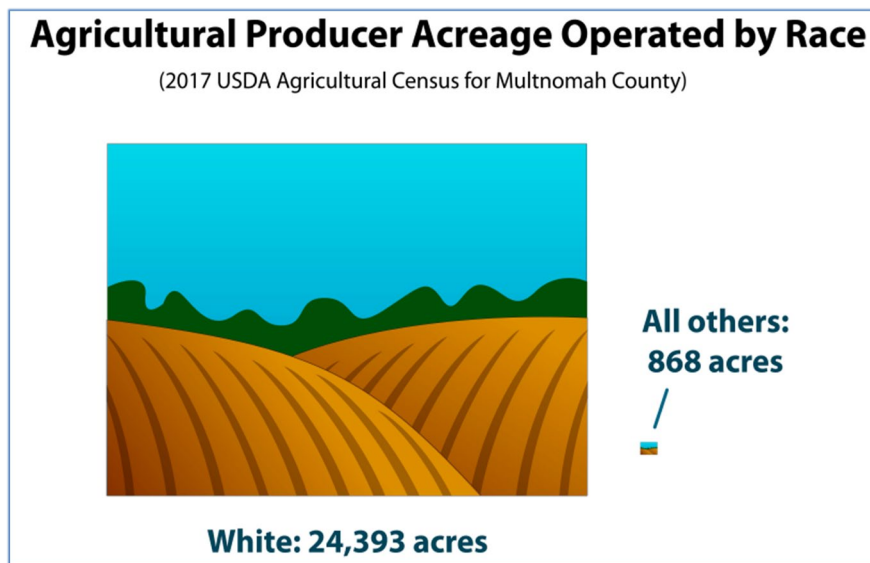


Why Farm Access Equity?

EMSWCD has long invested in efforts to help farmers access farmland, as **helping people access farmland means that we can also help people care for land and water**. We utilize a variety of techniques intended to create access opportunities for farmers of all demographics – short-term leases of EMSWCD farm properties with established farmers, mid-term leases and support services for beginning farmers via our Headwater’s Incubator Program and long-term leases / transfer of title to EMSWCD farm properties. A common thread in all this work is the **deployment of strategies that are reflective of the needs and resources of specific farmer demographics**.

EMSWCD has had limited success in providing farmland access for farmers from communities that have faced the **negative consequences of racial discrimination and dispossession**. Historic and current barriers to access for these communities (see Appendix A) require the implementation of unique and targeted strategies in order to unlock the ability of EMSWCD to **support qualified farmers who want to and are capable of farming and in so doing, help those same folks care for land and water**. Investments in creating more equitable farm access opportunities reflect the obligation of a public entity to provide services to all of its constituents. And, it also creates opportunities for EMSWCD to further the protection of our shared land and water resource by **unlocking new perspectives and approaches**. It was for the preceding reasons that the EMSWCD Board in the summer of 2020 adopted an additional goal for the Land Legacy Program of completing transactions that address farmland access inequities for farmers from communities negatively impacted by racial discrimination and dispossession (the “Focus Communities”). At the same time, the EMSWCD Land Legacy Committee approved advancing strategies to make EMSWCD’s Gordon Creek Farm (the “Farm”) property accessible for the Focus Communities.

Example evidence of farmland access disparities:





Community Engagement

In developing an access strategy for the Farm, EMSWCD understood the importance of having the Focus Communities lead on development of recommendations for use of the Farm. Accordingly, EMSWCD Staff and a consultant reached out to local organizations and individuals known to have a focus, passion and experience in tackling access to farmland challenges. From those conversations **EMSWCD was fortunate to identify and convene seven individuals with personal and professional connections to the Focus Communities and a deep passion for farm access equity.** These individuals served on EMSWCD's Farm Access Equity Advisory Group, which met eight times during the period October 2021 to June 2022. It is the recommendations of this Advisory Group that follow.



EMSWCD is grateful for the time, insight and courage contributed by the Farm Access Equity Advisory Group members:

- Rob Cato – Zenger Farm
- Malcolm Hoover – Black Food Sovereignty Coalition, Black Futures Farm
- Dr. Megan Horst – Portland State University School of Urban Studies & Planning
- Duane Lane – Headwaters Incubator Program, Oregon Native American Chamber
- Geoffrey Van – Rogue Farm Corps.
- Aaron Vargas – EcoTrust
- Mick Rose Waggoner – Native American Youth and Family Center.

Sara Curiel-Paez of Capacity Building Partnership provided facilitation services, and Allison Lugo Knapp served as a note taker and process observer. EMSWCD Board Member Jasmine Zimmer-Stucky served as a liaison to the Advisory Group. EMSWCD Staff Andrew Brown, Matt Shipkey and Rowan Steele provided staff support to the Advisory Group.



Recommendations

The specific recommendations for use of the Farm are **rooted in a suite of ‘north star’ objectives which the Advisory Group first developed and arrived at via consensus.** These ‘north star’ objectives were built off a foundation of mutual sharing and learning about what access to land meant for each Advisory Group member personally, as well as their community. There was strong alignment on the need and want to protect land, steward the land for generations to come and share the wealth that comes from it. The north star objectives are:

- **Access should be long term**—providing a sense of security, stability, and creating incentives to properly invest in the land and steward it for the future.
- **Access should be affordable and owned by the folks working the land**—wealth generation is an important aspect of a farm business and community economic development.
- **Access without other supports will not be sustainable or long term viable**—Land access is critically important, but farming is complex and many other barriers exist, especially for groups who have been historically excluded from the wealth generation elements of agriculture. Additional supports may include technical support, infrastructure development and market support.
- **Access should create an alternative to the individualistic model of farming**—An acknowledgment that the “go it alone” model of farming is exhausting, has a low rate of success and may not build community. This could be an opportunity to encourage and support a cooperative based approach to farming, and if done well, could serve as model statewide or throughout the Pacific Northwest for others to follow.
- **The outcomes of the access opportunity should be focused on supporting communities affected by discrimination and/or dispossession instead of centering financial outcomes (for EMSWCD)**—The site is more akin to a public utility that sustains our regional foodshed than a vehicle for maximizing financial return.
- **Access should ensure farm operations are environmentally sustainable**—this includes both areas under production and non-production spaces (e.g. the stream corridor).
- **Access should center the original, indigenous stewards of the land in the process**—This includes a range of possible actions, such as but not limited to return of the land (see Appendix B for project examples) and opportunities to incorporate and learn from indigenous stewardship in guiding the future of the site. A question that was raised by multiple folks was whether and how any prioritization for access might be made amongst members of communities negatively impacted by racial discrimination and/or dispossession. On this question, EMSWCD noted the intention to create additional future access opportunities; by removing scarcity from the equation (e.g. this won’t be the only farm access opportunity) this may alleviate this challenge.

The Advisory Group evaluated a variety of land access options – informed by past farmland access strategies employed by EMSWCD and other organizations (see Appendix B) – against the preceding objectives, and reached consensus on the preferred recommendation for access to Gordon Creek Farm.



Recommendation from the Advisory Group:

Convey the property for no consideration to an organization best positioned and capable of making the Farm accessible to members of communities negatively impacted by racial discrimination and/or dispossession. EMSWCD would retain a working farmland easement over the Farm which would ensure that the objectives of the transaction – access, affordability, soil, water and habitat protection and enhancement – are guaranteed in perpetuity.

Partnerships are key to the success of the project. This is not a project EMSWCD will be “going it alone” on. Rather, EMSWCD will be looking to partners to ensure the feasibility, success and relevance of the work. For example, the Advisory Group emphasized the importance of additional supports to ensure an access strategy is viable. EMSWCD Staff noted that existing EMSWCD programs could provide support in the areas of infrastructure investments, technical assistance, cost-share and grants. Partnerships could be explored to bring the following additional supports to the project: farm machinery access; Traditional Ecological Knowledge (e.g. indigenous) techniques; market/buyer access; cooperative farming structures; land use; and housing. Potential partnerships to explore include but are in no way limited to organizations such as the Northwest Cooperative Development Center, Wisdom of the Elders and Rogue Farm Corps.

The Advisory Group also recognized that as this recommendation was developed without feedback from the ultimate awardee, flexibility to be responsive to the needs of the awardee is desirable. So, if an interested organization wanted to take more of a “stepwise” approach to land access, the group recommends the following alternative:

Enter into a long-term lease (at least 10 years) and transfer option⁴ with an organization best positioned / capable of making the Farm accessible to members of communities negatively impacted by racial discrimination and/or dispossession. The consideration paid for the lease would be the community services (e.g. education, culturally specific programming) being provided by the organization. EMSWCD to consider making continued investments in infrastructure. In the event the lease ends (for reasons other than default), the organization would recoup a portion of its investments in the site, as would sublessees.

The transfer option would be at the organization’s election, and if exercised: a) the property would be conveyed for no consideration; and b) EMSWCD would retain a working farmland easement over the Farm which would ensure that the objectives of the

⁴ The transfer option could be paired with an opportunity for continued 10 year renewals (if the organization preferred not to own).



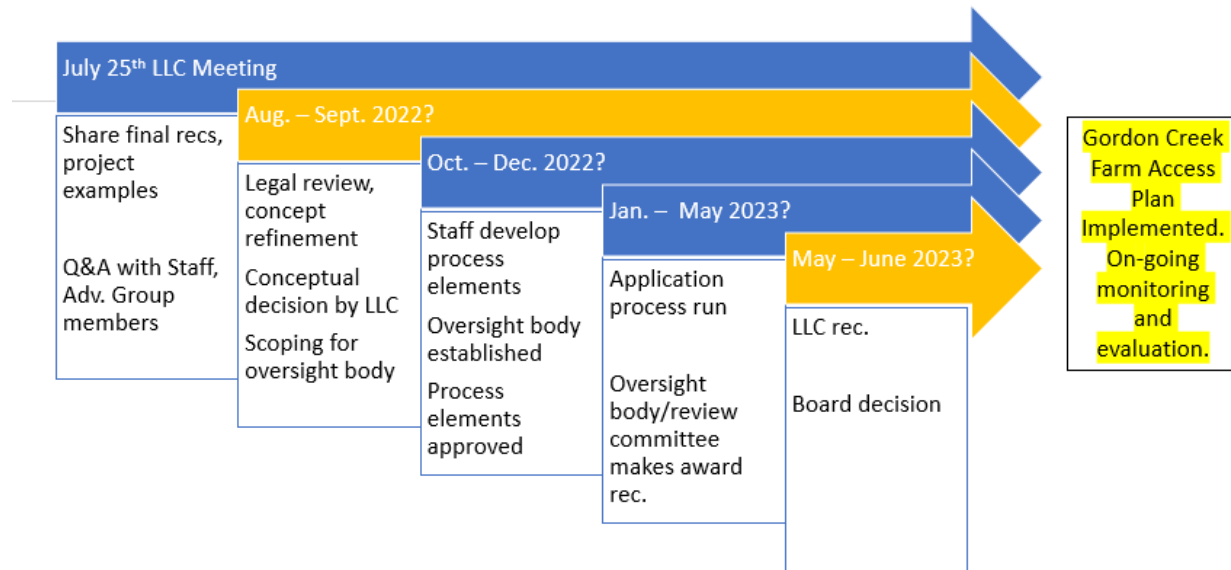
transaction – access, affordability, soil, water and habitat protection and enhancement – are guaranteed in perpetuity.

In the unlikely event that an interested organization had no interest in owning the land, then the following alternative would be recommended:

Enter into a long-term lease (at least 10 years, with possible renewal option) with an organization best positioned / capable of making the Farm accessible to members of communities negatively impacted by racial discrimination and/or dispossession. The consideration paid for the lease would be the community services being provided by the organization. EMSWCD to consider making continued investments in infrastructure. In the event the lease ends (for reasons other than default), the organization would recoup a portion of its investments in the site, as would sublessees.



Next Steps



The graphic above illustrates a potential critical path to making a decision for what organization would utilize the Farm, and the parameters around that “transaction”. Process elements leading up to that decision point include development of an application, outreach/awareness building, informational sessions and other supports for applicants, an application assessment protocol and the assessment itself.

Consistent with the approach that led to the recommendations found in this document and feedback from the Advisory Group, EMSWCD would seek to co-create the work products noted above with the Focus Communities. This would likely entail the creation of an oversight board comprised of individuals with the relevant skills and connection to the Focus Communities, as well as EMSWCD Board representation.



Appendix A

Farmland Access Equity Disparities

1. Background

About EMSWCD

The East Multnomah Soil and Water Conservation District (EMSWCD) is a unit of local government serving Northwest Oregon's Multnomah County east of the Willamette River. EMSWCD is led by an elected board of five directors. EMSWCD works with its constituents entirely on a voluntary, non-regulatory basis. EMSWCD work is geared toward keeping water clean, conserving water and keeping soil healthy.

EMSWCD's Farm Protection / Farm Access Initiatives

One of EMSWCD's initiatives is an effort to ensure a sustainable future for agriculture (generally east of the Urban Growth Boundary / Urban Reserve) through its Land Legacy Program (LLP). It does this principally by working to ensure that farmland remains available for current and future farmers. The two principal techniques the LLP uses are: a) the purchase of farm properties listed for sale and which are at risk of conversion to non-farm use and; b) the acquisition of working farmland easements which ensure farm properties remain available for and stay in active agricultural use.

EMSWCD recognizes the challenges which farmers face in accessing farmland within our service area. Farmers struggle with the high price of farmland, which has been increasing at a much faster pace than commodity prices. Competition for farmland from non-farm buyers – who are attracted to the amenity values of large lots, open space and other rural features – is a big factor underlying the scarcity and increased cost of farmland.

EMSWCD recognizes that it has an opportunity to address farmland access challenges via its farmland protection work. Some examples of the initiatives EMSWCD has / could utilize include:

- EMSWCD's Headwaters Incubator Program which provides access to land, infrastructure, equipment, knowledge and other resources to beginning farmers. Program participants pay a sliding scale amount based upon their number of years in the program.
- The sale of a farm parcel to a large commercial nursery operator subject to a working farmland easement. This easement resulted in a reduced purchase price to the buyer of ~\$200,000 - \$300,000.
- The purchase of a working farmland easement from a large commercial nursery operator. The capital from that sale then became available for use for future farmland acquisitions by the operator.
- A 3-year lease with a beginning farmer that incorporated the value of sweat equity and incentivized farm infrastructure improvements.
- A 20-year lease with a beginning farmer that incorporated the value of sweat equity and incentivized farm infrastructure improvements. This lease is twinned with a purchase option that sets a purchase price amount which the beginning farmer has deemed affordable, and



which discounted amount is “unlocked” via the imposition of a working farmland easement onto the property at closing.

- Incorporation of a provision into the immediately preceding described lease that provides for up to ½ acre of farmland to be made available for no less than 5 years to beginning farmers and/or farmers from communities negatively impacted by racial discrimination and dispossession.
- While it has yet to close any such projects, EMSWCD has explored with multiple potential purchasers of farmland the possibility of EMSWCD “buying down” the purchase price of such farmland via a purchase of a working farmland easement contemporaneous with the purchaser’s acquisition of the fee interest.

EMSWCD has and will continue to work with a diversity of farmers on farm access efforts. This diversity may include but is not limited to different producer types, ethnicities, ages, gender and sexual orientation. We also recognize that EMSWCD can only be an effective partner in this work if we acknowledge the unique circumstances of each farmer, and tailor farm access strategies that are truly reflective of and responsive to those circumstances.

In the next section of this document, we’ll explore the unique circumstances underlying Black, Indigenous and other People of Color’s access to farmland.

2. Disparities / Origins

Disparities

Of all private farmland in the US. White Americans account for 96% of the ownership, 97% of the value and 98% of the acres¹. These statistics do not align with national demographics; the 2019 US Census estimates that 60% of the US population is white (and not identified as Hispanic or Latino).

The 2017 US Census of Agriculture found that 93% of producers in Multnomah County are white, and that white producers operate 94% of the farmland acreage. These figures are not aligned with local demographics; the 2019 US Census estimates that 79% of the population of Multnomah County is white.

2017 USDA Ag Census (Mult Co.), Producer Characteristics	
Race	
American Indian/Alaska Native	7
Asian	11
Black or African American	3
Native Hawaiian/Pacific Islander	4
White	1,055
More than one race	18
Other characteristics	
Hispanic, Latino, Spanish origin	39

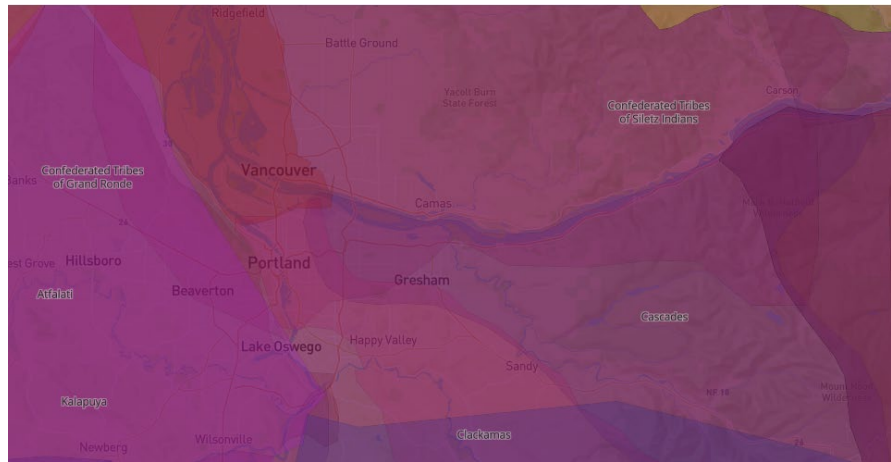
It is instructive to look not just at the current patterns of farmland ownership, but also how they have changed over time.



Indigenous Farmers

Prior to European settlement, Native Americans had access to all the land currently comprising the current day United States for agricultural use, which included such activities as cultivation, raising domesticated animals, hunting and fishingⁱⁱ. Use of these agricultural lands diminished almost immediately after European settlement via various treaties that resulted in dispossession and

governmental policies such as the Dawes Act that via forcible and other means resettled and consolidated Tribes from their ancestral homelands to increasingly smaller reservations. These lands were redistributed to white American settlers, who established their own agricultural enterprises. The 2017 USDA Census of Agriculture indicates that of all farmland area, 6% is operated by American Indian or Alaska Natives.



Source: [Native-Land.ca](https://native-land.ca/) | [Our home on native land](#)

In Oregon, diseases brought by European American traders had a cataclysmic effect on the Indigenous population; beginning in 1830 between 75% - 90% of the Native population died from diseases such as malariaⁱⁱⁱ. These population shifts set the stage for virtually unopposed resettlement by white Americans, aided by formal government actions such as the Dart/Palmer treaties that forcibly removed Tribes to an area less than 1% of the size of their ancestral territories and the subsequent Dawes Act that less directly stripped ownership from even that significantly reduced allotment of land^{iv}. Consider this striking statistic – in 1854, the constituent tribes of what is now known as the Confederated Tribes of the Grand Ronde held about 14 million acres; in 1950 a 600 acre reservation was all that remained^v. In 1954, Congress removed federal recognition from the tribes of Western Oregon, which meant that the remaining diminished reservations in Western Oregon were dissolved through a process known as termination^{vi}. Tribes in Oregon bore the brunt of termination especially hard, as more than a third of the Tribes terminated nationwide were from Oregon^{vii}. While seven Oregon Tribes regained their Federal Status in the 1970's and 1980's, their land holdings remain but a fraction of their traditional territory and even the diminished area promised by various treaties. **The 2017 USDA Census of Agriculture for Multnomah County indicates a total of 7 American Indian or Alaska Native producers (.6%) operating 119 acres of farmland.**

Black Farmers

Black Americans have played an integral role in agriculture in the US since shortly after European settlement. Black Americans were brought to the US solely for the purpose of exploitation; indentured labor (later to become slave labor) that created wealth for white Americans and their farming enterprises. Millions of Black Americans died outright or prematurely, and they were excluded from any of the rights, privileges and opportunities so integral to quality of life. While the Civil War ended outright enslavement, new structures that resulted in enslavement by other names and methods developed, such as sharecropping and servitude as a result of criminal activity (actual or not). The post-Civil War policy of 40 acres and a mule whereby 400,000 acres of farmland previously owned by Confederate landowners was to be redistributed to Black former slaves lasted for less than a year before it was



rescinded^{viii}. Despite this and other barriers, Black American purchased farmland in the post-Civil War era, with Black American farmland ownership peaking in 1910 at 16 million acres^{ix}.

Black American farmland ownership has fallen precipitously since, with the 2017 USDA Census of Agriculture finding that 2,676,758 acres are owned by Black Americans (folks exclusively identifying as Black Americans or as mixed race). This dramatic decline has been well documented as stemming from federal and state governmental policies such as but not limited to^x:

- The prohibition of land ownership by persons of color;
- Dispossession via laws that provide for mandated sale of lands owned by multiple heirs;
- Homestead Act restrictions on the acquisition of land in the West to white Americans; and
- Racist USDA farm lending policies that denied Black Americans access to credit necessary to purchase and retain land, and to operate, improve and expand farming operations.

Oregon made a concerted effort to exclude Black Americans from even taking up residence. Prior to Oregon becoming a state, the territorial legislature passed the Organic Law of 1844, requiring Black Americans to leave the territory, barring which they would be subject to public whipping every 6 months^{xi}. The Oregon constitution banned new Black American residency, property ownership, suffrage and any right of access to the legal system; all of this language was not expunged from the Oregon constitution until 2002^{xii}. **The 2017 USDA Census of Agriculture for Multnomah County indicates a total of 3 Black American producers (.3%) operating 69 acres of farmland.**

Asian American Farmers

Chinese American and Japanese American farmers operated many agricultural enterprises around the turn of the 20th Century in the Portland metropolitan area; by 1920 Japanese farmers were responsible for 90% of local strawberry production, 50% of local raspberry production and 60% of local vegetable production^{xiii}. Agriculture was something many folks in this community had deep knowledge and experience with. The Bing Cherry, for example, is attributed by some to Chinese American farmer Ah Bing; he left Oregon and the US in 1889 shortly after the passage of the Chinese Exclusion Act and never returned^{xiv}. For some, this was also a profession that they could pursue when so many other professions were closed off to them.

This community of Asian American farmers was targeted by Oregon's Alien Land Law of 1923, which forbade any immigrants from owning land in their own name^{xv}. Dispossession accelerated rapidly with the Japanese internment laws of 1941 that resulted in 85% of Japanese-owned land being leased or sold by the Farm Security Administration^{xvi}. A revised version of the Oregon Alien Land Law was enacted in 1945 which continued the prohibition on Japanese American ownership of farmland and additionally prohibited leasing, working or even living on agricultural lands; while this Alien Land Law was repealed in 1949, the increased value of the farmland taken from Japanese Americans made repurchase of the land from white Americans prohibitive and ensured it remained in the ownership of white Americans^{xvii}. **The 2017 USDA Census of Agriculture for Multnomah County indicates a total of 11 Asian American producers (1%) operating 560 acres of farmland.**

Latinx American Farmers

The ceding of formerly Mexican territory subsequent to the 1846 Mexican-American War resulted in significant shifts of land access, as land ownership systems were modified to reflect the private property rights system of the US, when common land ownership has previously been the dominant model^{xviii}. In areas that have and remain majority Latinx such as the lower Rio Grande Valley, the majority of



farmland is in white ownership, a result of lack of access to capital, intimidation, complex land title processes^{xxix} and violence^{xx}. The establishment of National Forests from “unclaimed” common lands resulted in further loss or restricted access to historically operated range and farmland^{xxi}.

During WWII, the US created the Mexican Farm Labor Program (also known as the Bracero program) to fill farm labor capacity gaps. This program, which operated until 1964, offered low wages, poor conditions and little to no opportunity for advancement for farm laborers^{xxii}. The legacy of that program remains today, with over two-thirds of US farmworkers today hailing from Mexico, with many continuing to face low wages, limited legal protections, poor housing and working conditions and little opportunity for advancement^{xxiii}. Government programs that are meant to create pathways to ownership and capital serve as barriers instead due to their complexity and/or availability only in English^{xxiv}. These circumstances result in Latinx folks providing most of the labor for US agriculture – approximately 80% - while only 8% of US farmland is owned or operated by Latinx folks^{xxv}. **The 2017 USDA Census of Agriculture for Multnomah County indicates a total of 39 Hispanic, Latino or Spanish origin producers (3.5%) operating 628 acres of farmland. According to the US Census American Community Survey (2014-2018), 940 individuals of Hispanic or Latino origin (61%) are employed as farmworkers in Multnomah County.**

Legacy Barriers

While some of the laws, policies and practices described above may no longer be in effect, their impact lives on. Farmland is much easier to retain than to acquire. In 2015, the United States Department of Agriculture (USDA) estimated that less than a quarter of the 91.5 million acres expected to change hands in the next four years would be made available to non-relatives^{xxvi}. If farmland is not inherited, it must be purchased, yet white Americans hold 86% of wealth in the US while comprising only 60% of the population^{xxvii}. Consider, too that as much as 80% of wealth in the US results from inheritance^{xxviii}. Black persons in Oregon have lower median household incomes than white households; that disparity has increased over time, and in 2017 in Portland, Black median household income was less than half that of the median White household income^{xxix}. The structural legacy of past laws, policies and practices will almost certainly ensure that patterns of farmland ownership remain largely unchanged absent targeted interventions that can overcome this legacy.

3. Initiatives

EMSWCD remains committed to addressing the challenge of farmland access that spans the diversity of farmer demographics. There has never been and never will be a “one-size-fits-all” farm access template. Each farm access story is different and is driven by the specifics of a farmer’s situation and in many cases, the property they are seeking to create access to. For example, a farm family that is rich in land assets may benefit most from the sale of working farmland easements that unlock some of the capital from their existing land in order to invest in new farmland opportunities. A beginning farmer or other farmer who doesn’t currently own land would benefit from a different approach, such as access to a long-term lease with a purchase option.

EMSWCD Staff reviewed the disparities and ongoing challenges associated with farmland access specific to members of communities negatively impacted by racial discrimination and dispossession with EMSWCD’s Land Legacy Committee (LLC) and the EMSWCD Board of Directors. Surfacing of these disparities and needs resulted in the EMSWCD Board of Directors adopting an additional goal for the LLP; *to complete transactions that address farmland access inequities by prioritizing access for members of communities negatively impacted by racial discrimination and dispossession*. Additionally, EMSWCD’s



Gordon Creek Farm Access Recommendations
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LLC committed to creating farm access opportunities for members of communities negatively impacted by racial discrimination and dispossession on EMSWCD's Gordon Creek Farm property.

EMSWCD's work to develop strategies that create pathways to farm access for members of communities negatively impacted by racial discrimination and dispossession will be informed by an Advisory Group that offers recommendations on techniques and strategies that are specific to the needs of those communities. It is hoped that with implementation of those recommendations, EMSWCD can more effectively provide farm access opportunities to a more diverse set of demographics more generally representative of the population demographics of Multnomah County.

It is expected that this work will support / be done in partnership with the many passionate organizations that, while they may have a history of farmland access discrimination and/or dispossession, are working to advance bold strategies that work towards food justice and sovereignty.



Appendix B

The recommendations for access to the Gordon Creek Farm property are inspired by and built upon the examples of other land access projects and the work of EMSWCD itself. Examples include:

Alba Organic Farm Incubator; Salinas, California

The **donation of a 100-acre farm** to Alba – a non-profit organization – catalyzed this bilingual organic farm incubator. In any given year, ALBA leases over 80 acres of farmland to 36 to 40 start-up organic farms, of which 10 to 15 are newly launched. Learn more at <https://albafarmers.org/>



EMSWCD Project – Native American Youth & Family Center (NAYA)

In 2019, **EMSWCD made a \$500,000 grant to NAYA** to ensure NAYA's long-term access and ownership of their facilities site. The grant was utilized by NAYA to pay down a very high interest mortgage on the property.

Tuluwat Island; Eureka, California

200 acres of the ancestral Tribal property were given back to the Wiyot by the City of Eureka in 2019. In 1860, 250 tribal members had been murdered at the site, with the lands shortly thereafter seized from the Tribe. Learn more at <https://www.northcoastjournal.com/humboldt/were-coming-home/Content?oid=12849841>





EMSWCD Project – Mainstem Farm

In June 2022 EMSWCD entered into a 20-year lease with a purchase option for a beginning farmer. The purchase option **provides a deeply affordable path to ownership, with the purchase option representing a 70% discount over EMSWCD's purchase price.**



Tc'ih-Léh-Dûñ Forest; Mendocino, California

This 523-acre redwood forest was returned to the ownership of a group of 10 Native tribes who had used the site for hunting, fishing and ceremonies until forcible removal 175 years ago. **The Save the Redwoods League purchased the land in 2020 for \$3.5 million; the property was conveyed for no consideration to the tribes in 2022.** Learn more here: <https://www.nytimes.com/2022/01/26/us/california-redwoods-native-american-conservation.html>

Farmland Gift to Ponca Tribe; Neligh, Nebraska

Lands that were traversed by the Ponca Tribe on their "Trail of Tears" was **returned to the Tribe via a gift from a 3rd generation farm family.** The property has and will continue to grow scared ancestral Ponca corn. Learn more at <https://boldnebraska.org/in-historic-first-nebraska-farmer-returns-land-to-ponca-tribe-along-trail-of-tears/>





Garden Dreams Urban Farm & Nursery; Wilkesburg, Pennsylvania

This urban farm and plant nursery was **donated** to the Allegheny Land Trust. The Land Trust has **collaborated with Grow Pittsburgh to establish and operate an urban farm and greenhouse which provides plant starts to urban farmers, schools and community gardeners, as well as education and workforce development and a community gathering space.**

Learn more here:

<https://www.growpittsburgh.org/about-us/locations/garden-dreams/>



Pine Island; Big Lake, Maine

This 140 acre island was reacquired by its ancestral stewards – the Passamaquoddy Tribe – **thanks to funds provided by The Nature Conservancy which enabled a direct purchase by the Tribe.** Learn more here:

<https://firstlightlearningjourney.net/landback-passamaquoddy-tribe-reacquires-culturally-significant-140-acres-of-island-in-kci-monosakom-big-lake-maine/>

N'tolonapemk; Meddybemps, Maine

The State of Maine returned this ancestral village site to the Passamaquoddy Tribe for **no consideration** after a multi-year clean-up effort.

Learn more here:

<https://www.mainepublic.org/environment-and-outdoors/2021-09-22/passamaquoddy-tribe-re-acquires-land-whose-former-owner-was-called-maines-most-wanted-polluter>





Necanicum Marsh; Seaside, Oregon

In 2020 the **North Coast Land Conservancy** donated a 20-acre parcel to the **Clatsop-Nehalem Confederated Tribes**. The property was a tribal village site until the arrival of white settlers in the 19th century. The property had been purchased by the Conservancy as an alternative to a controversial residential development. The Tribe will construct a longhouse on the site and engage in stewardship activities. Learn more at <https://nclctrust.org/nclc-returns-ancient-cultural-site/>





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i https://www.ers.usda.gov/webdocs/publications/46984/19353_ra174h_1_.pdf?v=0

ii

https://www.researchgate.net/publication/328570754_Racial_ethnic_and_gender_inequities_in_farmland_ownership_and_farming_in_the_US/link/5c913d3392851cf0ae898fe5/download

iii <https://wmswcd.org/library/whose-land-is-our-land-spatial-exclusion-racial-segregation-and-the-history-of-the-lands-of-western-multnomah-county/>

iv <https://wmswcd.org/library/whose-land-is-our-land-spatial-exclusion-racial-segregation-and-the-history-of-the-lands-of-western-multnomah-county/>

v <https://www.jstor.org/stable/10.5403/oregonhistq.115.3.0414>

vi <https://wmswcd.org/library/whose-land-is-our-land-spatial-exclusion-racial-segregation-and-the-history-of-the-lands-of-western-multnomah-county/>

vii https://pdxscholar.library.pdx.edu/socwork_fac/91/

viii <https://www.pbs.org/wnet/african-americans-many-rivers-to-cross/history/the-truth-behind-40-acres-and-a-mule/>

ix <https://www.wpr.org/how-black-farmers-lost-14-million-acres-farmland-and-how-theyre-taking-it-back>

x <https://wfpc.sanford.duke.edu/media/black-land-loss>

xi <https://wmswcd.org/library/whose-land-is-our-land-spatial-exclusion-racial-segregation-and-the-history-of-the-lands-of-western-multnomah-county/>

xii <https://wmswcd.org/library/whose-land-is-our-land-spatial-exclusion-racial-segregation-and-the-history-of-the-lands-of-western-multnomah-county/>

xiii <https://wmswcd.org/library/whose-land-is-our-land-spatial-exclusion-racial-segregation-and-the-history-of-the-lands-of-western-multnomah-county/>

xiv <https://www.atlasobscura.com/articles/bing-cherry>

xv <https://wmswcd.org/library/whose-land-is-our-land-spatial-exclusion-racial-segregation-and-the-history-of-the-lands-of-western-multnomah-county/>

xvi <https://wmswcd.org/library/whose-land-is-our-land-spatial-exclusion-racial-segregation-and-the-history-of-the-lands-of-western-multnomah-county/>

xvii <https://wmswcd.org/library/whose-land-is-our-land-spatial-exclusion-racial-segregation-and-the-history-of-the-lands-of-western-multnomah-county/>

xviii

https://www.researchgate.net/publication/328570754_Racial_ethnic_and_gender_inequities_in_farmland_ownership_and_farming_in_the_US/link/5c913d3392851cf0ae898fe5/download

xix https://www.fs.fed.us/rm/pubs_other/rmrs_2008_raish_c002.pdf

xx <https://qz.com/1353805/how-anglo-farmers-brought-an-end-to-latino-ranching-in-the-rio-grande-valley/>

xxi https://www.fs.fed.us/rm/pubs_other/rmrs_2008_raish_c002.pdf

xxii

<http://braceroarchive.org/about#:~:text=The%20Bracero%20Program%2C%20which%20brought,more%20than%20four%20decades%20ago.&text=The%20Bracero%20Program%20was%20created,to%20low%2Dpaying%20agricultural%20jobs>

xxiii

https://www.researchgate.net/publication/328570754_Racial_ethnic_and_gender_inequities_in_farmland_ownership_and_farming_in_the_US/link/5c913d3392851cf0ae898fe5/download

xxiv

https://scholar.google.com/scholar_url?url=http://www.foodsystemsjournal.org/index.php/fsj/article/download/12/5/&hl=en&sa=X&ei=2bcmYemfOs6TywSO-L7IDQ&scisig=AAGBfm2yzotl75SieFDL4r7Tj9CzboPv0Q&oi=scholar

xxv

https://www.researchgate.net/publication/328570754_Racial_ethnic_and_gender_inequities_in_farmland_ownership_and_farming_in_the_US/link/5c913d3392851cf0ae898fe5/download

xxvi <https://www.youngfarmers.org/land/wp-content/uploads/2020/11/LandPolicyReport.pdf>

xxvii <https://usafacts.org/articles/white-people-own-86-wealth-despite-making-60-population/>

xxviii <https://www.youngfarmers.org/land/wp-content/uploads/2020/11/LandPolicyReport.pdf>

xxix <https://www.portland.gov/sites/default/files/2020-04/phb-soh-2019-web.pdf>

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

Wednesday, July 6, 2022

6:02pm- Call to Order

Guebert called to order the regular meeting of the EMSWCD Board of Directors meeting at 6:02pm on Wednesday, July 6th, 2022, via videoconference.

6:02pm- Introductions, Review/revise agenda, Review previous action items

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

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

Absent Board of Directors: Jim Carlson (At-Large 1 Director, Treasurer)

Staff: Nancy Hamilton (Executive Director), Dan Mitten (Chief of Finance & Operations), Julie DiLeone (Rural Lands Coordinator), Kathy Shearin (Urban Lands Coordinator), Heather Nelson Kent (Grants Program Manager), Monica McAllister (Community Connections Liaison), Matt Shipkey (Land Legacy Program Manager), Asianna Fernandez (Executive Assistant)

Public: Kimberly Galland (NRCS)

Changes to the agenda: Item 8 postponed to August Board of Directors Meeting.

Guebert presented previous Action Items:

Fernandez to update the June SPT Workshop Location. [DONE]

6:04pm- Approval of minutes

MOTION: Zimmer-Stucky moved to approve June 6, 2022, Board Meeting Minutes, Masterson 2nd.
Motion passed unanimously (4-0, Carlson absent).

MOTION: Zimmer-Stucky moved to approve May 18, 2022, Special Board Meeting Minutes, Masterson 2nd. Motion passed unanimously (4-0, Carlson absent).

6:04pm- Time reserved for public comment

Galland met in person at Our People's Garden with Hamilton. NRCS is still two people short but no word on hiring anyone soon.

6:06pm- Executive Director Update

July LLC Meeting & SPT Workshop information

- July 25th LLC Meeting from 5-7pm at Mainstem Farm (outside). Joined by some of the Farm Access Equity Advisory Group who will present their final recommendations for the Gordon Creek property.
- Planning to cancel the July Strategic Planning Workshop, go back to full board workshops in August, and have the board meet on their own in that time off.

o Action Item: Fernandez to uninvite the Board Members to the July Strategic Planning

Headwaters Sign

The Headwaters Sign on Orient Drive is finally up! Took a while with the city's requirements but finished. Looking into landscaping around the base.

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**OAT**

Oregon Agricultural Trust hosting a fundraiser at Headwaters on August 20th. Board Members to receive an invitation from Nellie McAdams.

Performance Evaluation Update

Evaluations to be sent out to staff soon. The aim is for them to be done in a timelier manner.

Our People's Garden

Met with Kim Galland and Leo Preston to tour Our People's Garden with Kris Soebreto. It's a Community Garden next to low-income housing developments (New Columbia), over 17 languages spoken by the gardeners, deliver food from the garden to neighbors who cannot leave their homes. They also have a grocery store where they sell some of their left-over produce as well as Bob Red Mill's products that are donated to name a few.

Selected as an urban garden to get funding from USDA/FSA, with help from Kent's recommendation! Ribbon cutting on August 20th morning.

FY 22-23 Board & Committee Meetings to be changed

A few Board and Committee meetings that land on holidays and need to be changed.

Jan 2: Jan 4th.

July 3: July 5th.

Feb 20: Feb 27th

June 19: June 26th

May 29: May 22nd

Action Item: Fernandez to send invite updates for Board, PC, and LLC meetings.

6:22pm- District-wide Annual Plan for ODA

Hamilton presented: EMSWCD is required to send our annual plan to ODA for the next fiscal year since they provide funding for EMSWCD. The plan is included in the packet and gives an overview of what the organization does at the moment, with the knowledge that some of this can change after strategic planning is finished.

Zimmer-Stucky Has anything significantly changed since last year?

Hamilton The Mount Hood Community College project and the fiscal sponsor has been restructured. New rounds of work we've always been doing: StreamCare, weed mitigation, workshops, etc. We did take the Climate Team off the plan as it hasn't been done and could be incorporated into post-strategic planning initiatives. Provides the budget for FY 22-23, programs have been updated.

MOTION: Masterson moved to approve the Annual Work Plan for ODA, Rossi 2nd. Motion passed unanimously (4-0, Carlson absent).

6:25pm- Contracts for Vegetation Management Crews for Restoration Work

DiLeone asking the board to sign the two amendments to the current vegetation management contracts for the FY 22-23 fiscal year. This comes from a procurement done by Clean Water Services contract that doesn't have an end date but can be renewed by amendment. Last year's contracts are still in place, these amendments just have updated prices.

Action Item: DiLeone to send the second amendment once she receives it.

Action item: Guebert to sign the resolution as well.

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MOTION: Zimmer-Stucky moved to approve the Master contract for vegetation management services amendment PSC-22-002 and PSC-22-003 , Masterson 2nd. Motion passed unanimously (4-0, Carlson absent).

6:28pm- Conveyance of Utility Easement to PGE

Shipkey presented the Utility Easement that arose from PGE requesting to place equipment on the Gordon Creek Farm property for fire-resistant lands. Elected to enter into formal easement, spoke to corporate council who advised the board to sign off on the official easement.

Action item: Guebert to sign the Utility Easement for PGE resolution.

MOTION: Zimmer-Stucky moved to approve the resolution 2022-07-01 for the Utility Easement on the Gordon Creek property, Masterson 2nd. Motion passed unanimously (4-0, Carlson absent).

6:32pm- USDA/FDA One-Time Funding Plan

Hamilton gave brief overview of the FSA/USDA's allocation of \$375000 to EMSWCD for urban ag. Not sure if changes will be made yet, but the deadline has been extended. WMSWCD also accepted some funds.

Kent The information in the packet is the only information we've received yet. Looking for the best ways to use the money to achieve objectives. USDA reached out to us; we didn't apply. We're getting most of Oregon's funds for this as other neighboring SWCDs turned down the money. Seems more efficient to employ us on the ground to use to funds.

Galland This is part of a pilot project for urban agriculture and innovation. FSA's Ag committee moved money out into certain urban cities across the country.

6:38pm- Recommendations from Personnel Committee

Masterson thanked Critchfield, Hamilton, and Mitten for their efforts. It was reviewed by the Personnel Committee who made a few changes and small edits.

Hamilton reiterated that the information for the Handbook used to be in various places with overlapping language. Ensured language is updated and in line with current law. Also turned it into plain language, kept acronyms out, and added links for staff to fully understand the Handbook. PC, Management, Staff, Miller Nash have looked through it and made recommendations.

- Will now begin working on a Board of Directors Handbook to guide the board through processes and laws for employment related questions.

Guebert The Board's Handbook is going to be useful in cases where an employee needs to go to a board member to report something, and the board member hasn't read through this entire Handbook.

Suggests this handbook be reviewed once a year.

Zimmer-Stucky thanked everyone who worked on it for their hard work as it is an important document.

MOTION: Zimmer-Stucky moved to approve the Employee Handbook presented, Masterson 2nd. Motion passed unanimously (4-0, Carlson absent).

6:45pm - Hamilton & Mitten gave a brief overview of the IT Analytics position to be held by Alex Woolery.

MOTION: Zimmer-Stucky moved to approve the new Information Technology & Analytic Specialist job description, Masterson 2nd. Motion passed unanimously (4-0, Carlson absent).

6:51pm- Equity Team Update

McAllister presented **Kent** as the new Equity Team Coordinator.

Kent presented a short slideshow on the basics of the Equity Team and who will be leaving or joining the Equity Team. Presented the FY22-23 Equity Team Work Plan. Equity Team is currently going through a

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transition in conjunction with the Equity Charter. Looking to create less of a hierarchy with staff and management.

Guebert What is the process of recruiting Equity Team members? What's the time commitment for a team member and coordinator?

McAllister The Equity Team sends notice to all staff that the Equity Team is recruiting, and any staff member can volunteer instead of staff being chosen for the team. There's a minimum of 4 and max of 6 with representation from all program areas. Full time employee is no more than 40% of their work week: about 8 hours a week, prorated for those who work part time and constraints are considered for those who have busy seasons.

7:05pm- Rural Lands Deepish Dive & Q&A

Hamilton explained why we are having the Deepish Dives: Board voted on which topics they'd like to hear about to understand what the organization does and specifically some of the work staff does. Headwaters Deepish Dive will be the topic for August's Board of Directors Meeting. Suggested the Board and Management Team think of ways they might want to restructure future Board Meetings after August.

DiLeone shared a slideshow on the Rural Lands Program, how the program got to doing the work they do now, and what niche it serves.

Guebert noticed over the past few years how quickly the sediment load goes down after a storm due to StreamCare and how other SWCDs who have modeled their own projects/programs after StreamCare.

Masterson thanked DiLeone for the walk down memory lane and why the program and StreamCare started.

7:26pm- Monthly Financial Reports: May 2022

Mitten Balance sheet shows a 3.98% increase from last year at this time. The P&L statement shows a healthy budget performance to-date. Looking ahead for the month of June, Mitten noted that the county turned over \$115,000 in property tax revenue and we received our fourth quarter funding from ODA. With those, our net revenue exceeds total annual revenue for the fiscal year so far. Mitten also shared that the Oregon Treasury notified him that interest rates have risen once again to 1.15% on our LGIP account. All programs are showing spend levels under the appropriation limits for each program. He reminded the Board that he would like to close the FY21-22 books as soon as possible and all payables should be submitted as soon as possible.

Action Item: Board Members to reply to Mitten or Schwenk's emails for their stipends by July 15th to be included in this last fiscal year budget.

7:30pm- Closing items: announcements, reminders, and action items

No announcements or reminders.

Fernandez read new **Action Items**:

- Fernandez to uninvite the Board Members to the July Strategic Planning
- Fernandez to send invite updates for Board, PC, and LLC meetings.
- DiLeone to send the second amendment once she receives it.
- Guebert to sign the Vegetation Management Crew resolution.
- Guebert to sign the PGE Easement resolution.
- Board Members to reply to Mitten or Schwenk's emails for their stipends by July 15th to be included in this last fiscal year budget.

7:32pm- Adjournment: **Guebert** adjourned the meeting at 7:32 pm.

EMSWCD Strategic Planning Workshop 6/29/2022**4:00pm-7:00pm****Participants:**

Strategic Planning Team Members (SPT)	EMSWCD Managers (MT)	Strategic Planning Team Support	EMSWCD Board Members	EMSWCD Staff
Chris Aldassy	Dan Mitten	Nancy Hamilton	Mike Guebert	Scot Wood
Whitney Bailey	Kathy Shearin	Asianna Fernandez	Laura Masterson	Matt Shipkey
Julie DiLeone		Chris Wallace Caldwell, Catalysis LLC	Jasmine Zimmer-Stucky	Monica McAllister
Katie Meckes		Jamila Dozier, New Theory Consulting LLC	Joe Rossi	Lucas Nipp
Rowan Steele			Jim Carlson	Heather Nelson Kent
Chelsea White-Brainard				Tiffany Mancillas
				Sasha Schwenk

Meeting Began: 4:01pm**1. Gathering & Goals/ Process for Today**

Jamila gave a high-level overview of the entire strategic planning process for EMSWCD Staff and a brief overview of the Workshop discussions and activities.

2. Introductions 4:05pm

EMSWCD Staff, SPT, Management, and Board Members went around the room in a fun introduction and get to know you exercise.

3. Planning Foundations Touchbase: 4:15pm

Jamila presented:

- Where the Strategic Planning Team currently is in the strategic planning process: Collaborating & Planning
- Foundational Language: Category > Objective > Strategy > Action
 - o Will be working in the Objective stage for this workshop.
- Plan Hierarchy

4. Categorization Activity Part I

EMSWCD Staff and Board Members were presented with 90 objectives and 5 categories (pre-presented with them in the Board Meeting Packet). They were tasked to walk around the room and identify which objectives they believe belong in each category in an activity using sticky notes to physically place objectives onto posters that symbolize each category. There also was a category that participants could add new objectives they had not seen on the list yet. Important clarifications were that the categories are not meant to include ALL possible work done in these areas, nor do they equate to the EMSWCD “program” areas. The categories are meant to be a way to organize objectives we would like to achieve in these broad themes. The group was given about 40 minutes to complete this activity. The categories are:

1. Agriculture & Farmland
2. Natural Areas
3. Operations
4. Partnerships
5. Urban Environment

5. Break 5:15-5:40pm

7. Categorization Activity Part II

EMSWCD Staff and Board Members were then given a sheet of 25 colored dot stickers and were tasked to choose 5 of their highest priority objectives at each category station.

Everyone was then split into 5 groups in which each group was assigned 1 of the categories to determine which objectives seem like the most important to the organization based on the numbers of sticky notes and dots given for each of them as well as using their own judgement and knowledge of the organizational values.

[\(See appendix for sticky and dot prevalence for each category\)](#)

8. Breakout Report Back

Overall Takeaways:

Each group seemed to have similar outcomes across all 5 objectives:

- Some of the objectives that were determined to be the most important overlapped with each other which could then be condensed into one objective, making room for more objectives to rise to priority status.
- Climate change initiatives seemed to be important in all categories.
- Prioritizing marginalized communities' needs and Land Back efforts was important in all categories.
- Soil/land and water health remains the driving factor in all categories.
- We acknowledged that some items are "strategies" rather than objectives.

Agriculture & Farmland

Top 5 items that received the most dots:

1. 73. Resilient and regenerative agricultural systems (13)
2. 47. Local farmers utilize more conservation farming practices with a lower footprint (11)
3. 28. We protect farmland and improve access farming opportunities (8)
4. 67. Runoff from farms does not pollute waterways (8)
5. 29. We support sustainable local food production contributes to economic resiliency, community health, and climate resiliency (7)

Priorities identified by breakout:

- Water quality (clean, cool, abundant flows, etc.)
- Soil health (high organic matter, less compaction, etc.)
- Sustainable farming practices
- Farmland, access, and equity
- Protect farmland for resilient food shed, economic development, access, and carbon sequestration

Natural Areas

Top 5 items that received the most dots:

1. 3. Natural areas are protected and preserved for the ecosystem services they provide (12)
2. 64. Rivers, streams, and groundwater meet water quality standards (9)
3. 40. Protect native ecosystems (8)
4. Increased land access for Native American communities to farm, fish, hunt, and gather food (7)
5. 26. Residential, commercial, and farm landscapes sequester carbon, build soil, protect water, and provide wildlife habitat (7)

Priorities identified by breakout:

- Agree to protect native ecosystems- includes proper management
- Increase native access – make sure in partnership to agree how this is done, don't exclude other marginalized groups in access

- Water quality – cold and clean
- Natural areas to help balance impacts of humans
- Increased carbon storage in soils
- Habitat connectivity

Operations

Top 5 items that received the most dots:

1. 13. Anyone can run for a seat on the board (11)
2. 58. We actively build a space of inclusion and innovation (9)
3. 48. Most efficient use of office resources, technology, energy, and water while minimizing waste (7)
4. 52. We strive to be more innovative and learn from our mistakes (7)
5. 57. We encourage life-work balance (7)

Priorities identified by breakout:

- Support impacts all (internally and externally). All should be run more equitably
- Inclusion, innovation and learn from mistakes – be willing to take risks
- Efficient use of office resources, tech, energy, minimize waste
- Life/work balance – top down, all in, more emphasized in COVID, hard to prioritize, no burnout
- Operations policies to implement #62 (contract with women, minority-owned businesses and “sustainably-focused” businesses) in a much better, more inclusive manner. #2 (Increased access for BIPOC and other marginalized groups) can be included in 62.

Partnerships

Top 5 items that received the most dots:

1. 16. We have more shared decision-making with and input from underserved neighborhoods and communities we serve (10)
2. 22. Our relationships with BIPOC organizations are collaborative and equitable (9)
3. 19. People and organizations desire to, and know how to, partner with us (8)
4. 21. We have relational and mutually beneficial interactions with the organizations we fund (7)
5. 15. We offer services that are informed by community and meet the diverse needs of all our constituents (6)

Priorities identified by breakout:

- 15. (We offer services that are informed by community and meet the diverse needs of all our constituents) is informed by 16 (We have more shared decision-making with and input from underserved neighborhoods and communities we serve)
- 19. People and organizations desire to, and know how to, partner with us – CELS constituents know of us but not how to get services
- 22. Our relationships with BIPOC organizations are collaborative and equitable – key foundation to any partnership, cocreate to address power dynamics
- 21. We have relational and mutually beneficial interactions with the organizations we fund
- 4. Increased land access for Native American communities to farm, fish, hunt, and gather food – also relates to ag, urban, and natural areas
- 25. We have stronger relationships with large-footprint businesses to help convert to pervious and green surfaces - Big businesses get their act together. Smaller businesses have other resources but could make a big impact.
- 31. We provide educational opportunities to help protect and build healthy soil, reduce water consumption and pollution, reduce urban heat island, improve air quality, and create a healthy space where both humans and non-humans can thrive. – Operations? Urban environment? Key components of grants. (could be addressed elsewhere)

Urban Environment

Top 5 items that received the most dots:

1. Urban communities have access to land within the cities for farming/food gardening (community gardens) (9)
2. 31. We provide educational opportunities to help protect and build healthy soil, reduce water consumption and pollution, reduce urban heat island, improve air quality, and create a healthy space where both humans and non-humans can thrive (9)
3. 38. Thriving and healthy tree canopy in both urban and rural parts of our district
4. 23. Landscape companies implement more sustainable practices (7)
5. 25. We have stronger relationships with large-footprint businesses to help convert to pervious and green surfaces (6)
6. 64. Rivers, streams, and groundwater meet water quality standards (6)

Priorities identified by breakout:

- Improved natural communities
- Landscape management
- Food access (and we will need to identify if we are going to shift to focusing on this and why)
- Education opportunities (may be more of a strategy)
- Water quality

Questions posed:

- What is our responsibility with respect to food access/gardening?
- What is our responsibility with respect to air quality?

9. Full Group Discussion/Assessment (7:00pm)

Staff and Board Members expressed their gratitude for the process and the work the Strategic Planning Team has put in to get to this point.

Meeting evaluation written down and given to facilitators

10. Wrap up and Future Actions

ACTION ITEMS:

Fernandez to create Excel Sheet counting all sticky notes and dots from each objective sheet.

Adjourned (7:15pm)

Ag & Farmland

#	Objective	Stickies	Dots
1	Mental health and well-being of district residents is improved (and disparities reduced) in marginalized communities by increasing access to locally grown, healthy foods and natural areas	7	
2	Increased access for BIPOC and other marginalized groups	7	3
3	Natural areas are protected and preserved for the ecosystem services they provide	5	5
4	Increased land access for Native American communities to farm, fish, hunt, and gather food	8	
5	Land is returned to tribes through land back initiatives.	7	
6	Zip code and race are not predictors of access to natural areas	1	
7	Owning a farm business does not require one to be independently wealthy/have access to generational wealth	14	6
8	The health and well-being of district residents is improved (and disparities reduced) in marginalized communities by increasing access to locally grown, healthy foods	3	
9	BIPOC and other marginalized community members have equitable access to farming opportunities	15	5
10	Urban communities have access to land within the cities for farming/food gardening (community gardens)	10	1
11	Farmers embrace and support natural resource protection and climate resilience practices	15	3
12	Better ties exist between urban and rural dwellers (take kids to farms for example)	4	
13	Anyone can run for a seat on the board	1	
14	Our reach is representative of the population we serve within our District and our constituents know how to interact with us and access our resources	2	
15	We offer services that are informed by community and meet the diverse needs of all our constituents	5	
16	We have more shared decision-making with and input from underserved neighborhoods and communities we serve	2	
17	Easier access to funding for natural resource and sustainability improvements for underserved neighborhoods and rental units	0	
18	Improved communication and outreach to farm workers, not just land owners	11	2
19	People and organizations desire to, and know how to, partner with us	2	
20	We work together with communities toward common goals	2	
21	We have relational and mutually beneficial interactions with the organizations we fund	0	
22	Our relationships with BIPOC organizations are collaborative and equitable	2	
23	Landscape companies implement more sustainable practices	1	

24	Both renters and landlords are engaged and part of sustainable strategies	1	
25	We have stronger relationships with large-footprint businesses to help convert to pervious and green surfaces	1	
26	Residential, commercial, and farm landscapes sequester carbon, build soil, protect water, and provide wildlife habitat	14	5
27	We work to protect the long-term future of our regional foodshed	11	1
28	We protect farmland and improve access farming opportunities	17	7
29	We support sustainable local food production contributes to economic resiliency, community health, and climate resiliency	10	7
30	More urban vegetation and reduced use of gas-powered machinery contributes to improved air quality in urban areas	1	
31	We provide educational opportunities to help protect and build healthy soil, reduce water consumption and pollution, reduce urban heat island, improve air quality, and create a healthy space where both humans and non-humans can thrive	5	
32	Reduced urban heat island—including industrial and commercial space	0	
33	Healthier, more functional floodplains improve community resilience to flooding	2	
34	Improved soil and water quality and natural resources contribute to the economic health of communities	8	
35	Increased stormwater infiltration maintains groundwater tables for increased summer drought resiliency	4	
36	Increased carbon storage in soils	12	4
37	Improved carbon storage in forest lands	3	
38	Thriving and healthy tree canopy in both urban and rural parts of our district	4	
39	Resilient to extreme weather, fires, and flooding	6	
40	Protect native ecosystems	5	2
41	Our constituents understand their role and actively engage in actions that increase climate resiliency	5	1
42	Local farmers supply the region with healthy food, and native plants materials	11	4
43	Our farms continue to grow stock for urban tree canopies	9	
44	More efficient water use	14	3
45	Reduced use of plastics	1	
46	Every yard is a carbon garden	0	
47	Local farmers utilize more conservation farming practices with a lower footprint	17	11
48	Most efficient use of office resources, technology, energy, and water while minimizing waste	0	
49	Improving facilities to minimize energy use and decrease facility footprints	0	
50	Off-setting our use of fossil energy	0	
51	We spend time learning and utilizing best practices from elsewhere	2	

52	We strive to be more innovative and learn from our mistakes	0	
53	We are a collaborative organization, not a hierarchical organization	1	
54	We listen to each other and our community	0	
55	We embrace difference different perspectives and alternative ways of knowing	1	
56	We have high-quality, current technological (and other) resources we need to do our jobs efficiently (Ex: database, website, CRM)	0	
57	We encourage life-work balance	0	
58	We actively build a space of inclusion and innovation	2	
59	We practice compassion and empathy	1	
60	We value relational work as much as transactional work	3	
61	We consider all impacts (social, environmental, etc.) when making purchases and decisions	0	
62	We contract with women, minority-owned businesses and “sustainably-focused” businesses	0	
63	We allocate our resources efficiently	1	3
64	Rivers, streams, and groundwater meet water quality standards	8	2
65	Cooler stream temperatures	6	
66	Reduced and cleaner stormwater runoff from farms into waterways	14	8
67	Runoff from farms does not pollute waterways	13	
68	Groundwater supply conserved to maintain stream flows	6	1
69	More salmon returning and restored fish passage (and other indicator species)	6	
70	Healthy, functional urban and rural floodplains	5	
71	River and stream banks are revegetated	8	5
72	Healthy Soil	11	13
73	Resilient and regenerative agricultural systems	14	1
74	Less erosion	13	3
75	Increased soil biodiversity, nutrients and organic matter	13	
76	Reduced compaction	8	
77	Improved water absorption capacity	9	
78	As a District we are building more soil than losing	7	
79	Improved natural communities in urban, suburban, rural, and industrial lands	3	
80	Improved habitat connectivity creating a mosaic of biodiverse natural communities with abundant wildlife	5	
81	Natural spaces help to balance the impacts of human systems	2	
82	More native plants in urban and rural landscapes	1	
83	Healthy urban and rural tree canopy	1	
84	Improved habitat connectivity	1	
85	Increased fire resilience via encouraging the use of controlled burns and other land management strategies	1	
86	Improvements in urban and rural pollinator habitat and land management practices and land management practices for pollinators	5	

87	Improved natural communities in urban, suburban, rural, and industrial lands	0	
88	Increased protections for old trees and old forest habitat through easements etc.	3	
89	Maintaining a strategic, science-based, culturally-informed approach to invasive species management	5	1
90	There is no unnecessary (aesthetic) use of harmful landscape & pest-control chemicals	8	1

Natural Areas

#	Objective	Stickies	Dots
1	Mental health and well-being of district residents is improved (and disparities reduced) in marginalized communities by increasing access to locally grown, healthy foods and natural areas	6	3
2	Increased access for BIPOC and other marginalized groups	8	4
3	Natural areas are protected and preserved for the ecosystem services they provide	13	12
4	Increased land access for Native American communities to farm, fish, hunt, and gather food	11	7
5	Land is returned to tribes through land back initiatives.	5	1
6	Zip code and race are not predictors of access to natural areas	8	3
7	Owning a farm business does not require one to be independently wealthy/have access to generational wealth	0	
8	The health and well-being of district residents is improved (and disparities reduced) in marginalized communities by increasing access to locally grown, healthy foods	0	
9	BIPOC and other marginalized community members have equitable access to farming opportunities	1	
10	Urban communities have access to land within the cities for farming/food gardening (community gardens)	2	
11	Farmers embrace and support natural resource protection and climate resilience practices	3	
12	Better ties exist between urban and rural dwellers (take kids to farms for example)	4	
13	Anyone can run for a seat on the board	1	
14	Our reach is representative of the population we serve within our District and our constituents know how to interact with us and access our resources	1	
15	We offer services that are informed by community and meet the diverse needs of all our constituents	4	2
16	We have more shared decision-making with and input from underserved neighborhoods and communities we serve	2	
17	Easier access to funding for natural resource and sustainability improvements for underserved neighborhoods and rental units	3	
18	Improved communication and outreach to farm workers, not just land owners	1	1
19	People and organizations desire to, and know how to, partner with us	0	
20	We work together with communities toward common goals	3	
21	We have relational and mutually beneficial interactions with the organizations we fund	3	
22	Our relationships with BIPOC organizations are collaborative and equitable	2	
23	Landscape companies implement more sustainable practices	2	

24	Both renters and landlords are engaged and part of sustainable strategies	1	
25	We have stronger relationships with large-footprint businesses to help convert to pervious and green surfaces	0	
26	Residential, commercial, and farm landscapes sequester carbon, build soil, protect water, and provide wildlife habitat	9	7
27	We work to protect the long-term future of our regional foodshed	3	
28	We protect farmland and improve access farming opportunities	0	1
29	We support sustainable local food production contributes to economic resiliency, community health, and climate resiliency	0	1
30	More urban vegetation and reduced use of gas-powered machinery contributes to improved air quality in urban areas	1	
31	We provide educational opportunities to help protect and build healthy soil, reduce water consumption and pollution, reduce urban heat island, improve air quality, and create a healthy space where both humans and non-humans can thrive	2	
32	Reduced urban heat island—including industrial and commercial space	0	1
33	Healthier, more functional floodplains improve community resilience to flooding	11	1
34	Improved soil and water quality and natural resources contribute to the economic health of communities	9	1
35	Increased stormwater infiltration maintains groundwater tables for increased summer drought resiliency	6	
36	Increased carbon storage in soils	10	
37	Improved carbon storage in forest lands	16	1
38	Thriving and healthy tree canopy in both urban and rural parts of our district	12	1
39	Resilient to extreme weather, fires, and flooding	14	1
40	Protect native ecosystems	15	8
41	Our constituents understand their role and actively engage in actions that increase climate resiliency	2	
42	Local farmers supply the region with healthy food, and native plants materials	0	
43	Our farms continue to grow stock for urban tree canopies	1	
44	More efficient water use	2	
45	Reduced use of plastics	2	
46	Every yard is a carbon garden	0	
47	Local farmers utilize more conservation farming practices with a lower footprint	0	
48	Most efficient use of office resources, technology, energy, and water while minimizing waste	0	
49	Improving facilities to minimize energy use and decrease facility footprints	0	
50	Off-setting our use of fossil energy	0	
51	We spend time learning and utilizing best practices from elsewhere	0	3

52	We strive to be more innovative and learn from our mistakes	0	
53	We are a collaborative organization, not a hierarchical organization	0	
54	We listen to each other and our community	0	
55	We embrace difference different perspectives and alternative ways of knowing	1	
56	We have high-quality, current technological (and other) resources we need to do our jobs efficiently (Ex: database, website, CRM)	0	
57	We encourage life-work balance	0	
58	We actively build a space of inclusion and innovation	0	
59	We practice compassion and empathy	0	
60	We value relational work as much as transactional work	0	
61	We consider all impacts (social, environmental, etc.) when making purchases and decisions	0	
62	We contract with women, minority-owned businesses and “sustainably-focused” businesses	0	1
63	We allocate our resources efficiently	1	
64	Rivers, streams, and groundwater meet water quality standards	13	9
65	Cooler stream temperatures	10	2
66	Reduced and cleaner stormwater runoff from farms into waterways	3	
67	Runoff from farms does not pollute waterways	2	
68	Groundwater supply conserved to maintain stream flows	7	
69	More salmon returning and restored fish passage (and other indicator species)	14	6
70	Healthy, functional urban and rural floodplains	9	4
71	River and stream banks are revegetated	11	2
72	Healthy Soil	7	
73	Resilient and regenerative agricultural systems	0	
74	Less erosion	6	
75	Increased soil biodiversity, nutrients and organic matter	7	1
76	Reduced compaction	2	
77	Improved water absorption capacity	3	
78	As a District we are building more soil than losing	2	
79	Improved natural communities in urban, suburban, rural, and industrial lands	10	5
80	Improved habitat connectivity creating a mosaic of biodiverse natural communities with abundant wildlife	11	4
81	Natural spaces help to balance the impacts of human systems	10	5
82	More native plants in urban and rural landscapes	10	
83	Healthy urban and rural tree canopy	6	1
84	Improved habitat connectivity	2	2
85	Increased fire resilience via encouraging the use of controlled burns and other land management strategies	6	1
86	Improvements in urban and rural pollinator habitat and land management practices and land management practices for pollinators	6	

87	Improved natural communities in urban, suburban, rural, and industrial lands	1	2
88	Increased protections for old trees and old forest habitat through easements etc.	10	3
89	Maintaining a strategic, science-based, culturally-informed approach to invasive species management	11	5
90	There is no unnecessary (aesthetic) use of harmful landscape & pest-control chemicals	3	

Operations

#	Objective	Stickies	Dots
1	Mental health and well-being of district residents is improved (and disparities reduced) in marginalized communities by increasing access to locally grown, healthy foods and natural areas	2	
2	Increased access for BIPOC and other marginalized groups	3	4
3	Natural areas are protected and preserved for the ecosystem services they provide	0	
4	Increased land access for Native American communities to farm, fish, hunt, and gather food	0	
5	Land is returned to tribes through land back initiatives.	3	
6	Zip code and race are not predictors of access to natural areas	1	1
7	Owning a farm business does not require one to be independently wealthy/have access to generational wealth	1	1
8	The health and well-being of district residents is improved (and disparities reduced) in marginalized communities by increasing access to locally grown, healthy foods	0	
9	BIPOC and other marginalized community members have equitable access to farming opportunities	1	
10	Urban communities have access to land within the cities for farming/food gardening (community gardens)	0	
11	Farmers embrace and support natural resource protection and climate resilience practices	0	
12	Better ties exist between urban and rural dwellers (take kids to farms for example)	0	
13	Anyone can run for a seat on the board	14	11
14	Our reach is representative of the population we serve within our District and our constituents know how to interact with us and access our resources	6	2
15	We offer services that are informed by community and meet the diverse needs of all our constituents	8	5
16	We have more shared decision-making with and input from underserved neighborhoods and communities we serve	7	
17	Easier access to funding for natural resource and sustainability improvements for underserved neighborhoods and rental units	4	
18	Improved communication and outreach to farm workers, not just land owners	3	
19	People and organizations desire to, and know how to, partner with us	7	
20	We work together with communities toward common goals	6	
21	We have relational and mutually beneficial interactions with the organizations we fund	5	3
22	Our relationships with BIPOC organizations are collaborative and equitable	7	3
23	Landscape companies implement more sustainable practices	0	

24	Both renters and landlords are engaged and part of sustainable strategies	0	
25	We have stronger relationships with large-footprint businesses to help convert to pervious and green surfaces	2	
26	Residential, commercial, and farm landscapes sequester carbon, build soil, protect water, and provide wildlife habitat	1	
27	We work to protect the long-term future of our regional foodshed	1	1
28	We protect farmland and improve access farming opportunities	1	
29	We support sustainable local food production contributes to economic resiliency, community health, and climate resiliency	0	
30	More urban vegetation and reduced use of gas-powered machinery contributes to improved air quality in urban areas	0	
31	We provide educational opportunities to help protect and build healthy soil, reduce water consumption and pollution, reduce urban heat island, improve air quality, and create a healthy space where both humans and non-humans can thrive	1	
32	Reduced urban heat island—including industrial and commercial space	0	
33	Healthier, more functional floodplains improve community resilience to flooding	0	
34	Improved soil and water quality and natural resources contribute to the economic health of communities	0	
35	Increased stormwater infiltration maintains groundwater tables for increased summer drought resiliency	0	
36	Increased carbon storage in soils	0	
37	Improved carbon storage in forest lands	0	
38	Thriving and healthy tree canopy in both urban and rural parts of our district	0	
39	Resilient to extreme weather, fires, and flooding	2	
40	Protect native ecosystems	1	
41	Our constituents understand their role and actively engage in actions that increase climate resiliency	0	
42	Local farmers supply the region with healthy food, and native plants materials	0	
43	Our farms continue to grow stock for urban tree canopies	0	
44	More efficient water use	2	
45	Reduced use of plastics	5	1
46	Every yard is a carbon garden	0	
47	Local farmers utilize more conservation farming practices with a lower footprint	0	
48	Most efficient use of office resources, technology, energy, and water while minimizing waste	14	7
49	Improving facilities to minimize energy use and decrease facility footprints	13	2
50	Off-setting our use of fossil energy	11	1
51	We spend time learning and utilizing best practices from elsewhere	11	2

52	We strive to be more innovative and learn from our mistakes	15	7
53	We are a collaborative organization, not a hierarchical organization	12	4
54	We listen to each other and our community	8	1
55	We embrace difference different perspectives and alternative ways of knowing	11	5
56	We have high-quality, current technological (and other) resources we need to do our jobs efficiently (Ex: database, website, CRM)	14	5
57	We encourage life-work balance	16	7
58	We actively build a space of inclusion and innovation	13	9
59	We practice compassion and empathy	12	
60	We value relational work as much as transactional work	11	6
61	We consider all impacts (social, environmental, etc.) when making purchases and decisions	12	1
62	We contract with women, minority-owned businesses and “sustainably-focused” businesses	12	5
63	We allocate our resources efficiently	11	4
64	Rivers, streams, and groundwater meet water quality standards	0	
65	Cooler stream temperatures	0	
66	Reduced and cleaner stormwater runoff from farms into waterways	0	
67	Runoff from farms does not pollute waterways	0	
68	Groundwater supply conserved to maintain stream flows	0	
69	More salmon returning and restored fish passage (and other indicator species)	0	
70	Healthy, functional urban and rural floodplains	0	
71	River and stream banks are revegetated	0	
72	Healthy Soil	0	
73	Resilient and regenerative agricultural systems	1	
74	Less erosion	0	
75	Increased soil biodiversity, nutrients and organic matter	0	
76	Reduced compaction	1	
77	Improved water absorption capacity	0	
78	As a District we are building more soil than losing	1	
79	Improved natural communities in urban, suburban, rural, and industrial lands	0	
80	Improved habitat connectivity creating a mosaic of biodiverse natural communities with abundant wildlife	0	
81	Natural spaces help to balance the impacts of human systems	0	
82	More native plants in urban and rural landscapes	0	
83	Healthy urban and rural tree canopy	0	
84	Improved habitat connectivity	0	
85	Increased fire resilience via encouraging the use of controlled burns and other land management strategies	0	
86	Improvements in urban and rural pollinator habitat and land management practices and land management practices for pollinators	1	

87	Improved natural communities in urban, suburban, rural, and industrial lands	0	
88	Increased protections for old trees and old forest habitat through easements etc.	3	1
89	Maintaining a strategic, science-based, culturally-informed approach to invasive species management	2	
90	There is no unnecessary (aesthetic) use of harmful landscape & pest-control chemicals	2	

Partnerships

#	Objective	Stickies	Dots
1	Mental health and well-being of district residents is improved (and disparities reduced) in marginalized communities by increasing access to locally grown, healthy foods and natural areas	5	3
2	Increased access for BIPOC and other marginalized groups	10	2
3	Natural areas are protected and preserved for the ecosystem services they provide	2	
4	Increased land access for Native American communities to farm, fish, hunt, and gather food	12	5
5	Land is returned to tribes through land back initiatives.	7	1
6	Zip code and race are not predictors of access to natural areas	0	
7	Owning a farm business does not require one to be independently wealthy/have access to generational wealth	1	1
8	The health and well-being of district residents is improved (and disparities reduced) in marginalized communities by increasing access to locally grown, healthy foods	2	
9	BIPOC and other marginalized community members have equitable access to farming opportunities	8	
10	Urban communities have access to land within the cities for farming/food gardening (community gardens)	5	
11	Farmers embrace and support natural resource protection and climate resilience practices	1	
12	Better ties exist between urban and rural dwellers (take kids to farms for example)	7	1
13	Anyone can run for a seat on the board	2	1
14	Our reach is representative of the population we serve within our District and our constituents know how to interact with us and access our resources	8	1
15	We offer services that are informed by community and meet the diverse needs of all our constituents	12	6
16	We have more shared decision-making with and input from underserved neighborhoods and communities we serve	13	10
17	Easier access to funding for natural resource and sustainability improvements for underserved neighborhoods and rental units	8	4
18	Improved communication and outreach to farm workers, not just land owners	6	1
19	People and organizations desire to, and know how to, partner with us	11	8
20	We work together with communities toward common goals	7	1
21	We have relational and mutually beneficial interactions with the organizations we fund	13	7
22	Our relationships with BIPOC organizations are collaborative and equitable	13	9
23	Landscape companies implement more sustainable practices	4	

24	Both renters and landlords are engaged and part of sustainable strategies	6	2
25	We have stronger relationships with large-footprint businesses to help convert to pervious and green surfaces	8	5
26	Residential, commercial, and farm landscapes sequester carbon, build soil, protect water, and provide wildlife habitat	3	
27	We work to protect the long-term future of our regional foodshed	1	
28	We protect farmland and improve access farming opportunities	3	
29	We support sustainable local food production contributes to economic resiliency, community health, and climate resiliency	6	
30	More urban vegetation and reduced use of gas-powered machinery contributes to improved air quality in urban areas	1	
31	We provide educational opportunities to help protect and build healthy soil, reduce water consumption and pollution, reduce urban heat island, improve air quality, and create a healthy space where both humans and non-humans can thrive	8	5
32	Reduced urban heat island—including industrial and commercial space	4	1
33	Healthier, more functional floodplains improve community resilience to flooding	0	
34	Improved soil and water quality and natural resources contribute to the economic health of communities	0	1
35	Increased stormwater infiltration maintains groundwater tables for increased summer drought resiliency	0	
36	Increased carbon storage in soils	3	
37	Improved carbon storage in forest lands	2	
38	Thriving and healthy tree canopy in both urban and rural parts of our district	1	
39	Resilient to extreme weather, fires, and flooding	0	
40	Protect native ecosystems	1	
41	Our constituents understand their role and actively engage in actions that increase climate resiliency	5	3
42	Local farmers supply the region with healthy food, and native plants materials	1	
43	Our farms continue to grow stock for urban tree canopies	1	
44	More efficient water use	0	
45	Reduced use of plastics	0	
46	Every yard is a carbon garden	0	
47	Local farmers utilize more conservation farming practices with a lower footprint	2	
48	Most efficient use of office resources, technology, energy, and water while minimizing waste	0	1
49	Improving facilities to minimize energy use and decrease facility footprints	0	
50	Off-setting our use of fossil energy	0	
51	We spend time learning and utilizing best practices from elsewhere	3	1

52	We strive to be more innovative and learn from our mistakes	0	
53	We are a collaborative organization, not a hierarchical organization	1	1
54	We listen to each other and our community	4	
55	We embrace difference different perspectives and alternative ways of knowing	4	1
56	We have high-quality, current technological (and other) resources we need to do our jobs efficiently (Ex: database, website, CRM)	0	
57	We encourage life-work balance	0	1
58	We actively build a space of inclusion and innovation	4	
59	We practice compassion and empathy	1	
60	We value relational work as much as transactional work	5	4
61	We consider all impacts (social, environmental, etc.) when making purchases and decisions	1	
62	We contract with women, minority-owned businesses and “sustainably-focused” businesses	7	4
63	We allocate our resources efficiently	2	
64	Rivers, streams, and groundwater meet water quality standards	3	
65	Cooler stream temperatures	1	
66	Reduced and cleaner stormwater runoff from farms into waterways	0	1
67	Runoff from farms does not pollute waterways	0	
68	Groundwater supply conserved to maintain stream flows	1	
69	More salmon returning and restored fish passage (and other indicator species)	3	
70	Healthy, functional urban and rural floodplains	0	
71	River and stream banks are revegetated	1	
72	Healthy Soil	0	
73	Resilient and regenerative agricultural systems	0	
74	Less erosion	1	
75	Increased soil biodiversity, nutrients and organic matter	0	
76	Reduced compaction	0	
77	Improved water absorption capacity	0	1
78	As a District we are building more soil than losing	0	
79	Improved natural communities in urban, suburban, rural, and industrial lands	5	2
80	Improved habitat connectivity creating a mosaic of biodiverse natural communities with abundant wildlife	5	1
81	Natural spaces help to balance the impacts of human systems	0	
82	More native plants in urban and rural landscapes	1	
83	Healthy urban and rural tree canopy	1	2
84	Improved habitat connectivity	1	
85	Increased fire resilience via encouraging the use of controlled burns and other land management strategies	0	
86	Improvements in urban and rural pollinator habitat and land management practices and land management practices for pollinators	1	

87	Improved natural communities in urban, suburban, rural, and industrial lands	0	
88	Increased protections for old trees and old forest habitat through easements etc.	1	
89	Maintaining a strategic, science-based, culturally-informed approach to invasive species management	4	
90	There is no unnecessary (aesthetic) use of harmful landscape & pest-control chemicals	0	

Urban Environment

#	Objective	Stickies	Dots
1	Mental health and well-being of district residents is improved (and disparities reduced) in marginalized communities by increasing access to locally grown, healthy foods and natural areas	10	3
2	Increased access for BIPOC and other marginalized groups	10	1
3	Natural areas are protected and preserved for the ecosystem services they provide	6	1
4	Increased land access for Native American communities to farm, fish, hunt, and gather food	5	1
5	Land is returned to tribes through land back initiatives.	3	
6	Zip code and race are not predictors of access to natural areas	8	1
7	Owning a farm business does not require one to be independently wealthy/have access to generational wealth	0	
8	The health and well-being of district residents is improved (and disparities reduced) in marginalized communities by increasing access to locally grown, healthy foods	1	
9	BIPOC and other marginalized community members have equitable access to farming opportunities	4	
10	Urban communities have access to land within the cities for farming/food gardening (community gardens)	12	9
11	Farmers embrace and support natural resource protection and climate resilience practices	0	
12	Better ties exist between urban and rural dwellers (take kids to farms for example)	7	1
13	Anyone can run for a seat on the board	4	3
14	Our reach is representative of the population we serve within our District and our constituents know how to interact with us and access our resources	6	1
15	We offer services that are informed by community and meet the diverse needs of all our constituents	7	2
16	We have more shared decision-making with and input from underserved neighborhoods and communities we serve	7	1
17	Easier access to funding for natural resource and sustainability improvements for underserved neighborhoods and rental units	12	2
18	Improved communication and outreach to farm workers, not just land owners	0	1
19	People and organizations desire to, and know how to, partner with us	4	
20	We work together with communities toward common goals	6	1
21	We have relational and mutually beneficial interactions with the organizations we fund	3	
22	Our relationships with BIPOC organizations are collaborative and equitable	6	
23	Landscape companies implement more sustainable practices	11	7

24	Both renters and landlords are engaged and part of sustainable strategies	7	1
25	We have stronger relationships with large-footprint businesses to help convert to pervious and green surfaces	11	6
26	Residential, commercial, and farm landscapes sequester carbon, build soil, protect water, and provide wildlife habitat	10	3
27	We work to protect the long-term future of our regional foodshed	2	
28	We protect farmland and improve access farming opportunities	0	
29	We support sustainable local food production contributes to economic resiliency, community health, and climate resiliency	4	
30	More urban vegetation and reduced use of gas-powered machinery contributes to improved air quality in urban areas	12	4
31	We provide educational opportunities to help protect and build healthy soil, reduce water consumption and pollution, reduce urban heat island, improve air quality, and create a healthy space where both humans and non-humans can thrive	7	9
32	Reduced urban heat island—including industrial and commercial space	14	3
33	Healthier, more functional floodplains improve community resilience to flooding	4	
34	Improved soil and water quality and natural resources contribute to the economic health of communities	4	
35	Increased stormwater infiltration maintains groundwater tables for increased summer drought resiliency	10	
36	Increased carbon storage in soils	6	
37	Improved carbon storage in forest lands	2	
38	Thriving and healthy tree canopy in both urban and rural parts of our district	8	8
39	Resilient to extreme weather, fires, and flooding	6	
40	Protect native ecosystems	5	
41	Our constituents understand their role and actively engage in actions that increase climate resiliency	6	2
42	Local farmers supply the region with healthy food, and native plants materials	3	
43	Our farms continue to grow stock for urban tree canopies	2	
44	More efficient water use	7	1
45	Reduced use of plastics	7	
46	Every yard is a carbon garden	12	1
47	Local farmers utilize more conservation farming practices with a lower footprint	0	
48	Most efficient use of office resources, technology, energy, and water while minimizing waste	0	
49	Improving facilities to minimize energy use and decrease facility footprints	0	
50	Off-setting our use of fossil energy	0	
51	We spend time learning and utilizing best practices from elsewhere	0	1

52	We strive to be more innovative and learn from our mistakes	0	1
53	We are a collaborative organization, not a hierarchical organization	0	
54	We listen to each other and our community	1	1
55	We embrace difference different perspectives and alternative ways of knowing	0	
56	We have high-quality, current technological (and other) resources we need to do our jobs efficiently (Ex: database, website, CRM)	1	1
57	We encourage life-work balance	0	
58	We actively build a space of inclusion and innovation	0	
59	We practice compassion and empathy	0	
60	We value relational work as much as transactional work	0	2
61	We consider all impacts (social, environmental, etc.) when making purchases and decisions	0	
62	We contract with women, minority-owned businesses and “sustainably-focused” businesses	3	
63	We allocate our resources efficiently	1	
64	Rivers, streams, and groundwater meet water quality standards	8	6
65	Cooler stream temperatures	8	
66	Reduced and cleaner stormwater runoff from farms into waterways	4	
67	Runoff from farms does not pollute waterways	0	
68	Groundwater supply conserved to maintain stream flows	4	
69	More salmon returning and restored fish passage (and other indicator species)	5	
70	Healthy, functional urban and rural floodplains	6	2
71	River and stream banks are revegetated	7	
72	Healthy Soil	7	
73	Resilient and regenerative agricultural systems	2	
74	Less erosion	6	
75	Increased soil biodiversity, nutrients and organic matter	5	
76	Reduced compaction	1	
77	Improved water absorption capacity	5	
78	As a District we are building more soil than losing	3	
79	Improved natural communities in urban, suburban, rural, and industrial lands	8	4
80	Improved habitat connectivity creating a mosaic of biodiverse natural communities with abundant wildlife	6	
81	Natural spaces help to balance the impacts of human systems	5	2
82	More native plants in urban and rural landscapes	10	4
83	Healthy urban and rural tree canopy	8	
84	Improved habitat connectivity	2	
85	Increased fire resilience via encouraging the use of controlled burns and other land management strategies	2	
86	Improvements in urban and rural pollinator habitat and land management practices and land management practices for pollinators	6	1

87	Improved natural communities in urban, suburban, rural, and industrial lands	0	
88	Increased protections for old trees and old forest habitat through easements etc.	3	
89	Maintaining a strategic, science-based, culturally-informed approach to invasive species management	5	1
90	There is no unnecessary (aesthetic) use of harmful landscape & pest-control chemicals	11	2

**CLIP Project Proposal**

Sara Fischer & Abby Lou Ihrig, 12040 SE Foster Pl., 97266

8/1/2022

Client Information	
Landowner/manager	Sara Fischer and Abby Lou Ihrig
Site Address	12040 SE Foster Pl.
CLIP Review Team	Staff lead: Whitney Bailey Plan reviewed by CRT on: 7/12/22
Attachments	☒ Site map, including property lines, project boundaries, and location of property within EMSWCD service district (Required) ☒ Soils map ☐ Other:
Project Overview	
Watershed: ☒ Columbia River ☐ Sandy River ☒ Willamette River ☒ Johnson Creek ☐ Columbia Slough	Land Use: ☒ Residential ☐ Commercial ☐ Working Lands ☐ Industrial ☐ Institutional/Campus
Resource Concerns: ☐ Soil erosion ☒ Soil health ☒ Water quality ☐ Water conservation ☒ Wildlife habitat	
Property Description:	This 1.5 acre property on the north bank of Johnson Creek has approximately 1 acre combined of mature upland and riparian Douglas fir-Western Redcedar-Western hemlock forest that is heavily impacted by numerous invasive species, including English ivy, English holly, English hawthorn, Himalayan blackberry, Japanese knotweed, and garlic mustard. Native shrubs and forbs are present, including osoberry, elderberry, snowberry, thimbleberry, salal, Douglas spirea, sword ferns, low Oregon grape, stinging nettles, inside-out flower, Pacific waterleaf, trilliums, etc. The hillside below the house slopes steeply to moderately down to the floodplain, and the floodplain has at least one potential wetland/seep area. The entire restoration area is thickly vegetated, though the creek banks are heavily eroded due to the flashy nature of Johnson Creek. The property sits between two active restoration sites: the Hadsell property to the east (CLIP) and the property to the west which is under contract with JCWC Creek Care.
Natural Resource Concerns:	The abundance and diversity of invasive species is having a significant negative impact on native plant populations and the habitat value of this riparian parcel. Without treatment and re-stocking with native species, the habitat quality of this property will continue to decline as the invasive presence worsens. Lack of a dense native shrub layer along the creek bank makes the already-impacted waterway more vulnerable to erosion and sun exposure.
Project duration: (as pertains to funding)	☒ Single Year ☐ Multi-year
Objectives:	To remove the vast majority of invasive species; to control their re-growth; to free the native seedbank and species present but currently hidden; and to re-establish dense native understory shrubs and evergreen groundcover.
Proposed Conservation Practices and Associated Benefits: (Current)	Hand-pull, cut, and herbicide treat as needed: English ivy, English holly, English hawthorn, Himalayan blackberry, Japanese knotweed, and garlic mustard. Mulch as needed to protect exposed soil before planting. Plant a wide variety of native understory shrubs and sword ferns in the forms of 1-3 gallon plants, bare-roots, and live stakes. Follow up next spring with continued removal and treatment of remaining invasives as necessary.
Project Budget Totals:	EMSWCD portion: \$18,573.25, 75%. Landowner portion: \$6199.65, 25%. Total: \$24,802.85.

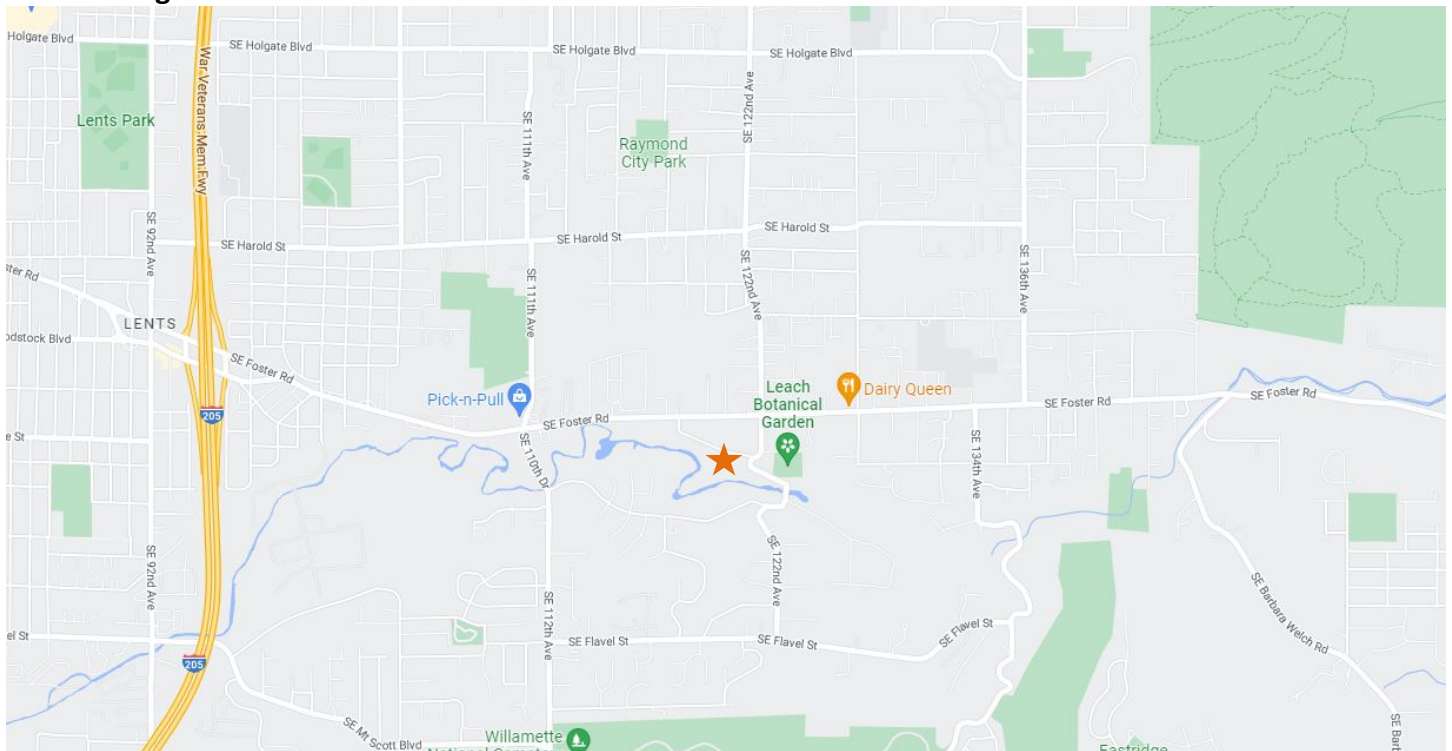
Sara Fischer & Abby Lou Ihrig, 12040 SE Foster Pl., 97266

Site Analysis, Restoration Area

Acreage:	1
Soils:	29D, Multnomah silt loam, 15-30% slopes, and 55, Wapato silt loam
Water:	Hillside and floodplain seeps, drains to Johnson Creek

Timeline - see attached

Fischer-Ihrig Location

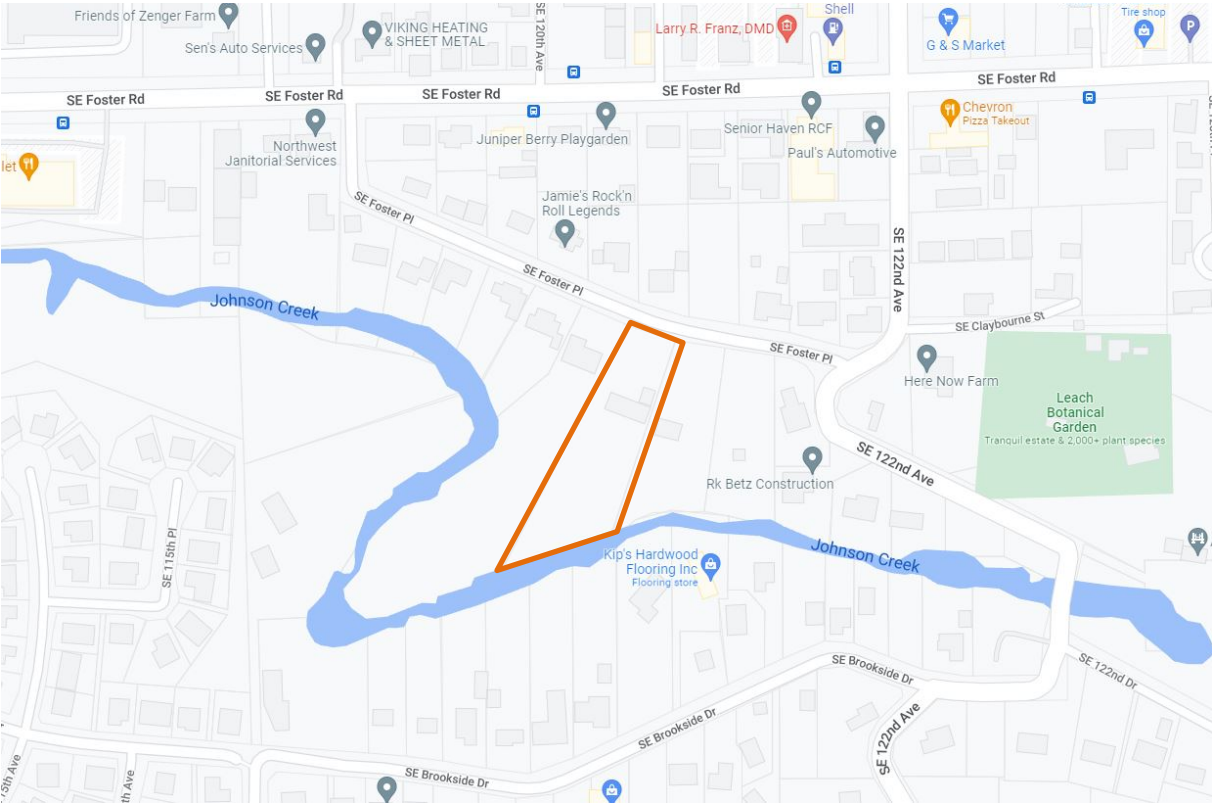




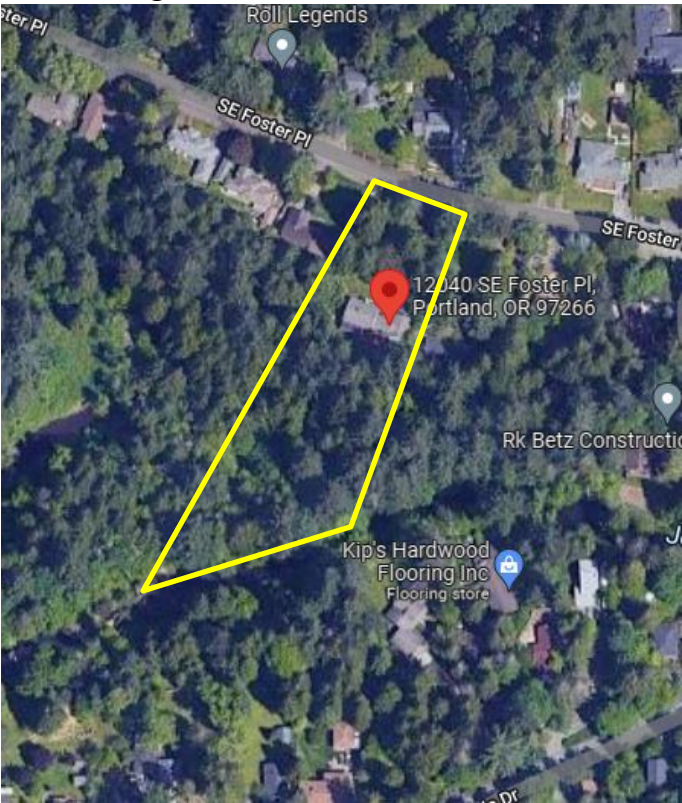
CLIP Project Proposal
Sara Fischer & Abby Lou Ihrig, 12040 SE Foster Pl., 97266

8/1/2022

Fischer-Ihrig Property



Fischer-Ihrig aerial



Fischer-Ihrig Proposed Budget

Date: 8/1/2022

Planner's Name:	Whitney Bailey
Cooperator's Name:	Sara Fischer & Abby Lou Ihrig
Name of Practice(s):	Invasive species removal and native vegetation riparian restoration

Expense Category	No. of Units	Unit Cost	Cooperator Share: (Cash and In-Kind)	EMSWCD Grant	Total	Description: work tasks, items to be purchased, who will do the work?
SERVICES (Cooperator labor, Partner svcs, contracted crew, equip. operator, etc.)						
Cooperator-donated labor*	208.0	\$29.95	\$6,199.65	\$0.00	\$6,229.60	
Summer 2022 site prep: cut (or hand pull? May be contractor typo--see detailed restoration plan)	40.0	\$50.00	\$0.00	\$2,000.00	\$2,000.00	Phoenix Habitats
Summer 2022 site prep: cut stump & treat woody vegetation	16.0	\$55.00	\$0.00	\$880.00	\$880.00	Phoenix Habitats
Summer 2022 site prep: spray inaccessible ivy etc.	16.0	\$55.00	\$0.00	\$880.00	\$880.00	Phoenix Habitats
Summer 2022 professional services: project management	10.0	\$60.00	\$0.00	\$600.00	\$600.00	Phoenix Habitats
Fall 2022 site prep: spray inaccessible ivy etc.	24.0	\$55.00	\$0.00	\$1,320.00	\$1,320.00	Phoenix Habitats
Fall 2022 planting: live stakes	12.0	\$50.00	\$0.00	\$600.00	\$600.00	See species list
Fall 2022 planting: container plants	4.0	\$50.00	\$0.00	\$200.00	\$200.00	See species list
Fall 2022 delivery fee	1.0	\$100.00	\$0.00	\$100.00	\$100.00	Phoenix Habitats
Fall 2022 professional services: project management	2.0	\$60.00	\$0.00	\$120.00	\$120.00	Phoenix Habitats
Winter 2023 site prep: hand pull	16.0	\$50.00	\$0.00	\$800.00	\$800.00	Phoenix Habitats
Winter 2023 site prep: spray	8.0	\$55.00	\$0.00	\$440.00	\$440.00	Phoenix Habitats
Winter 2023 site prep professional services: project mgmt	1.0	\$60.00	\$0.00	\$60.00	\$60.00	Phoenix Habitats
Winter 2023: planting bare root trees, shrubs, ferns	30.0	\$50.00	\$0.00	\$1,500.00	\$1,500.00	Phoenix Habitats
Winter 2023: delivery fee	1.0	\$75.00	\$0.00	\$75.00	\$75.00	Phoenix Habitats
Winter 2023: planting professional services: project mgmt	2.0	\$60.00	\$0.00	\$120.00	\$120.00	Phoenix Habitats
Spring-Summer 2023: site prep: hand pull	16.0	\$50.00	\$0.00	\$800.00	\$800.00	Phoenix Habitats
Spring-Summer 2023: site prep: spray	16.0	\$55.00	\$0.00	\$880.00	\$880.00	Phoenix Habitats
Spring-Summer 2023 professional services: project management	3.0	\$60.00	\$0.00	\$180.00	\$180.00	Phoenix Habitats
SUPPLIES (Fencing, pipes, gravel, logs, plants, etc.)						
Summer 2023 materials: herbicide** (lump sum estimate)	1	\$150.00	\$0.00	\$150.00	\$150.00	Phoenix Habitats
Summer 2023 materials: bare root shrubs and trees	1600	\$1.76	\$0.00	\$2,816.00	\$2,816.00	See species list
Summer 2023 materials: bare root ferns	600	\$3.75	\$0.00	\$2,250.00	\$2,250.00	See species list
Summer 2023 materials: live stakes	500	\$1.50	\$0.00	\$750.00	\$750.00	See species list
Summer 2023 materials: 1 gallon container plants	50	\$6.30	\$0.00	\$315.00	\$315.00	See species list
Summer 2023 materials: 3 gallon container plants	25	\$18.09	\$0.00	\$452.25	\$452.25	See species list
Fall 2023 materials: herbicide** (lump sum estimate)	1	\$125.00	\$0.00	\$125.00	\$125.00	Phoenix Habitats
Winter 2023 materials: herbicide** (lump sum estimate)	1	\$60.00	\$0.00	\$60.00	\$60.00	Phoenix Habitats
Spring 2023 materials: herbicide** (lump sum estimate)	1	\$100.00	\$0.00	\$100.00	\$100.00	Phoenix Habitats
Total Cash and In-Kind			\$6,199.65	\$18,573.25	\$24,802.85	
Percentage of Total Cost			25.00%	74.88%	100.00%	

*Value per hour as per Independent Sector.org as of July 2022

**The herbicides Phoenix Habitats typically uses are Vastlan (triclopyr) and Rodeo (glyphosate), with a Competitor surfactant. The formulation generally used for Ivy spray is 4% Rodeo, 1.5% Vastlan, and 2% Competitor. A typical mix for Blackberry is 2% Rodeo, 1.5% Vastlan, and 1% Competitor.

10:14 AM
07/21/22
Accrual Basis

EMSWCD
Balance Sheet Prev Year Comparison
As of June 30, 2022

	<u>Jun 30, 22</u>	<u>Jun 30, 21</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS				
Current Assets				
Checking/Savings				
1000 · Beneficial checking	167,123.42	89,078.67	78,044.75	87.61%
1010 · LGIP savings acct #1	11,480,077.97	10,813,650.70	666,427.27	6.16%
Total Checking/Savings	11,647,201.39	10,902,729.37	744,472.02	6.83%
Accounts Receivable				
1200 · Accounts Receivable				
1205 · Property Taxes Receivable	139,137.47	139,137.47	0.00	0.0%
1200 · Accounts Receivable - Other	19,377.31	13,451.84	5,925.47	44.05%
Total 1200 · Accounts Receivable	158,514.78	152,589.31	5,925.47	3.88%
Total Accounts Receivable	158,514.78	152,589.31	5,925.47	3.88%
Other Current Assets				
1300 · Prepaid Expense	3,635.13	5,531.83	-1,896.70	-34.29%
1499 · Undeposited Funds	0.00	925.00	-925.00	-100.0%
Total Other Current Assets	3,635.13	6,456.83	-2,821.70	-43.7%
Total Current Assets	11,809,351.30	11,061,775.51	747,575.79	6.76%
Fixed Assets				
1500 · Fixed Assets				
1501 · Fixed Assets Cost	334,329.61	334,329.61	0.00	0.0%
1502 · Accumulated Depreciation	-247,506.71	-247,506.71	0.00	0.0%
Total 1500 · Fixed Assets	86,822.90	86,822.90	0.00	0.0%
1600 · Building				
1601 · Building Cost	494,516.42	494,516.42	0.00	0.0%
1602 · Accum Depreciation Building	-224,973.19	-224,973.19	0.00	0.0%
1605 · Building/Capital Improvements	1,345,133.76	1,345,133.76	0.00	0.0%
1606 · Accum Depreciation Improvements	-288,405.26	-288,405.26	0.00	0.0%
Total 1600 · Building	1,326,271.73	1,326,271.73	0.00	0.0%
1700 · Land	5,741,336.47	5,741,336.47	0.00	0.0%
Total Fixed Assets	7,154,431.10	7,154,431.10	0.00	0.0%
TOTAL ASSETS	18,963,782.40	18,216,206.61	747,575.79	4.1%

10:14 AM
07/21/22
Accrual Basis

EMSWCD

Balance Sheet Prev Year Comparison

As of June 30, 2022

	Jun 30, 22	Jun 30, 21	\$ Change	% Change
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
2000 · Accounts Payable	223,228.60	229,203.08	-5,974.48	-2.61%
Total Accounts Payable	223,228.60	229,203.08	-5,974.48	-2.61%
Credit Cards				
2050 · Beneficial Credit Cards				
2052 · VISA - JD - 0960	147.66	190.00	-42.34	-22.28%
2053 · VISA - KS - 0994	0.00	381.96	-381.96	-100.0%
2054 · Visa - RS - 2818	1,102.71	2,592.31	-1,489.60	-57.46%
2058 · Visa - SW - 1901	843.05	584.69	258.36	44.19%
2059 · Visa - AB - 2529	0.00	155.90	-155.90	-100.0%
2060 · Visa - LN - 1935	0.00	953.22	-953.22	-100.0%
2061 · Visa - NH - 4046	2,102.58	499.00	1,603.58	321.36%
2062 · Visa - SS - 8195	1,220.74	0.00	1,220.74	100.0%
Total 2050 · Beneficial Credit Cards	5,416.74	5,357.08	59.66	1.11%
Total Credit Cards	5,416.74	5,357.08	59.66	1.11%
Other Current Liabilities				
2105 · FSA Liabilities	2,460.86	2,853.40	-392.54	-13.76%
2400 · Security Deposits Returnable	2,700.00	2,700.00	0.00	0.0%
2100 · Payroll Liabilities	60,928.61	57,318.75	3,609.86	6.3%
2110 · Direct Deposit Liabilities	49.18	49.18	0.00	0.0%
2150 · Accrued Compensated Absences	147,592.79	147,592.79	0.00	0.0%
Total Other Current Liabilities	213,731.44	210,514.12	3,217.32	1.53%
Total Current Liabilities	442,376.78	445,074.28	-2,697.50	-0.61%
Total Liabilities	442,376.78	445,074.28	-2,697.50	-0.61%
Equity				
3900 · Retained Earnings-Unrestricted	10,592,285.20	9,435,039.77	1,157,245.43	12.27%
3950 · Board Designated Restrictions				
3951 · Land Conservation Fund	6,367,746.81	6,367,746.81	0.00	0.0%
3952 · Projects & Cost Share	811,100.32	811,100.32	0.00	0.0%
Total 3950 · Board Designated Restrictions	7,178,847.13	7,178,847.13	0.00	0.0%
Net Income	750,273.29	1,157,245.43	-406,972.14	-35.17%
Total Equity	18,521,405.62	17,771,132.33	750,273.29	4.22%
TOTAL LIABILITIES & EQUITY	18,963,782.40	18,216,206.61	747,575.79	4.1%

10:16 AM
07/21/22
Accrual Basis

EMSWCD Profit & Loss Budget Performance July 2021 through June 2022

	Jul '21 - Jun 22	YTD Budget	\$ Over Budget	% of Budget	Annual Budget
Income					
4000 · Income					
4100 · EMSWCD prop'ty tax	5,466,103.52	5,292,567.00	173,536.52	103.28%	5,292,567.00
4400 · Event Income					
4420 · Native Plant Sale	300.00	50,000.00	-49,700.00	0.6%	50,000.00
Total 4400 · Event Income	300.00	50,000.00	-49,700.00	0.6%	50,000.00
4500 · Interest	66,517.97	118,000.00	-51,482.03	56.37%	118,000.00
4600 · Grants					
4610 · Federal	0.00	15,000.00	-15,000.00	0.0%	15,000.00
4620 · State	87,906.52	87,906.50	0.02	100.0%	87,906.50
4660 · Other	0.00	25,000.00	-25,000.00	0.0%	25,000.00
Total 4600 · Grants	87,906.52	127,906.50	-39,999.98	68.73%	127,906.50
4700 · Sale of Real Property	1.00				
4800 · Rental Income	80,117.44	44,010.00	36,107.44	182.04%	44,010.00
4900 · Misc Income					
4910 · Refunds/Rebates/Reimbsmnt	10,948.99	0.00	10,948.99	100.0%	0.00
4900 · Misc Income - Other	0.00	9,950.00	-9,950.00	0.0%	9,950.00
Total 4900 · Misc Income	10,948.99	9,950.00	998.99	110.04%	9,950.00
Total 4000 · Income	5,711,895.44	5,642,433.50	69,461.94	101.23%	5,642,433.50
Total Income	5,711,895.44	5,642,433.50	69,461.94	101.23%	5,642,433.50
Gross Profit	5,711,895.44	5,642,433.50	69,461.94	101.23%	5,642,433.50
Expense					
5000 · Payroll Expenses					
5100 · Salaries & Wages	1,807,431.58	1,950,883.00	-143,451.42	92.65%	1,950,883.00
5200 · Payroll Taxes	178,484.11	170,106.00	8,378.11	104.93%	170,106.00
5300 · Wkrs Comp Insurance	15,135.07	22,407.00	-7,271.93	67.55%	22,407.00
5400 · Emp Benefits	420,158.44	506,891.00	-86,732.56	82.89%	506,891.00
Total 5000 · Payroll Expenses	2,421,209.20	2,650,287.00	-229,077.80	91.36%	2,650,287.00
6000 · Professional Services					
6005 · Contracted Bkkpr/Acctant	24,026.35	24,000.00	26.35	100.11%	24,000.00
6010 · Contracted Audit Services	5,650.00	6,000.00	-350.00	94.17%	6,000.00
6020 · Contracted Attorney	42,998.90	182,000.00	-139,001.10	23.63%	182,000.00
6050 · Contracted Services	749,251.76	1,272,976.00	-523,724.24	58.86%	1,272,976.00
6065 · Contracted IT Support	19,700.00	24,000.00	-4,300.00	82.08%	24,000.00
Total 6000 · Professional Services	841,627.01	1,508,976.00	-667,348.99	55.78%	1,508,976.00
6100 · Admin					
6110 · Audit Filing Fee	250.00	250.00	0.00	100.0%	250.00
6120 · Bank Charges	823.98	2,475.00	-1,651.02	33.29%	2,475.00
6130 · Bulk Mail Permit Renewal	265.00	275.00	-10.00	96.36%	275.00
6135 · Legal Notice	2,540.10	3,000.00	-459.90	84.67%	3,000.00
6140 · Payroll Svcs	509.75	650.00	-140.25	78.42%	650.00
6150 · Licenses & Fees	7,407.09	7,496.00	-88.91	98.81%	7,496.00
6160 · Taxes	8,609.92	8,050.00	559.92	106.96%	8,050.00
Total 6100 · Admin	20,405.84	22,196.00	-1,790.16	91.94%	22,196.00
7100 · Occupancy					
7110 · Utilities	19,046.34	22,566.00	-3,519.66	84.4%	22,566.00
7120 · Telecommunications	24,062.85	26,820.00	-2,757.15	89.72%	26,820.00
7130 · Repairs/Maintenance	23,267.51	44,350.00	-21,082.49	52.46%	44,350.00
Total 7100 · Occupancy	66,376.70	93,736.00	-27,359.30	70.81%	93,736.00
7500 · Insurance					
7505 · General Liability Insurance	10,784.00	12,000.00	-1,216.00	89.87%	12,000.00

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Accrual Basis

EMSWCD

Profit & Loss Budget Performance

July 2021 through June 2022

	Jul '21 - Jun 22	YTD Budget	\$ Over Budget	% of Budget	Annual Budget
7510 · Property Insurance	6,628.00	5,000.00	1,628.00	132.56%	5,000.00
7515 · D & O Anti Crime	283.00	500.00	-217.00	56.6%	500.00
7540 · Vehicle insurance	2,349.00	2,500.00	-151.00	93.96%	2,500.00
Total 7500 · Insurance	20,044.00	20,000.00	44.00	100.22%	20,000.00
8100 · Office Expenses					
8110 · Office Supplies	3,253.48	7,450.00	-4,196.52	43.67%	7,450.00
8115 · Postage, Delivery	260.43	8,600.00	-8,339.57	3.03%	8,600.00
8120 · Printing, Copying	4,203.52	20,100.00	-15,896.48	20.91%	20,100.00
8130 · Furnishings & Equipment	12,384.79	19,190.00	-6,805.21	64.54%	19,190.00
Total 8100 · Office Expenses	20,102.22	55,340.00	-35,237.78	36.33%	55,340.00
8200 · Production					
8210 · Advertising	7,953.80	8,700.00	-746.20	91.42%	8,700.00
8230 · Signage, Banners, Displays	553.59	4,800.00	-4,246.41	11.53%	4,800.00
8250 · Public Relations Promo	654.16	18,700.00	-18,045.84	3.5%	18,700.00
Total 8200 · Production	9,161.55	32,200.00	-23,038.45	28.45%	32,200.00
8500 · Programs & Projects					
8505 · Dues	19,539.92	13,925.00	5,614.92	140.32%	13,925.00
8506 · Subscriptions	42,170.63	38,898.00	3,272.63	108.41%	38,898.00
8510 · Contracts w/ Partners/Lndownr	136,491.09	125,000.00	11,491.09	109.19%	125,000.00
8520 · Grants to Others	1,212,529.69	1,422,000.00	-209,470.31	85.27%	1,422,000.00
8530 · Program Supplies	54,049.33	71,940.00	-17,890.67	75.13%	71,940.00
8540 · Plants & Materials	15,418.25	80,000.00	-64,581.75	19.27%	80,000.00
8560 · Space Rental	615.60	5,002.00	-4,386.40	12.31%	5,002.00
8570 · Equip Rental	115.00	12,260.00	-12,145.00	0.94%	12,260.00
8580 · Vehicles Rent/Lease	8,985.09	8,000.00	985.09	112.31%	8,000.00
Total 8500 · Programs & Projects	1,489,914.60	1,777,025.00	-287,110.40	83.84%	1,777,025.00
8600 · Training					
8610 · Training/Development Staff	11,012.20	19,550.00	-8,537.80	56.33%	19,550.00
8620 · Training/Development Board	0.00	7,000.00	-7,000.00	0.0%	7,000.00
Total 8600 · Training	11,012.20	26,550.00	-15,537.80	41.48%	26,550.00
8700 · Travel					
8730 · Out of Town Travel- Staff	153.27	9,330.00	-9,176.73	1.64%	9,330.00
8740 · Out of Town Travel - Board	0.00	2,000.00	-2,000.00	0.0%	2,000.00
8750 · Local Mlg, Pkg, Bus - Staff	4,668.15	9,800.00	-5,131.85	47.63%	9,800.00
8760 · Local Mlg, Pkg, Bus - Board	0.00	500.00	-500.00	0.0%	500.00
Total 8700 · Travel	4,821.42	21,630.00	-16,808.58	22.29%	21,630.00
8800 · Volunteers					
8810 · Volunteer Recog	22,398.74	17,940.00	4,458.74	124.85%	17,940.00
8820 · Vol Refreshments	1,326.97	15,170.00	-13,843.03	8.75%	15,170.00
8800 · Volunteers - Other	146.80				
Total 8800 · Volunteers	23,872.51	33,110.00	-9,237.49	72.1%	33,110.00
9000 · Capital Outlay					
9010 · Office/Field Equipment	0.00	30,000.00	-30,000.00	0.0%	30,000.00
9030 · Improvements On Real Propert	33,074.90	104,400.00	-71,325.10	31.68%	104,400.00
9040 · Purchase of Real Property	0.00	6,839,977.00	-6,839,977.00	0.0%	6,839,977.00
Total 9000 · Capital Outlay	33,074.90	6,974,377.00	-6,941,302.10	0.47%	6,974,377.00
Total Expense	4,961,622.15	13,215,427.00	-8,253,804.85	37.54%	13,215,427.00
Net Ordinary Income	750,273.29	-7,572,993.50	8,323,266.79	-9.91%	-7,572,993.50
Net Income	750,273.29	-7,572,993.50	8,323,266.79	-9.91%	-7,572,993.50

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Accrual Basis

EMSWCD
Profit & Loss by Class
July 2021 through June 2022

		General Fund					Special Funds		TOTAL
		Finance & Operations	Rural Lands	Urban Lands	Conservation Legacy	HIP	Grants Fund	Land Conservation Fund	
Ordinary Income/Expense									
Income									
4000 · Income		5,520,088.21	61,534.52	654.00	37,852.00	43,175.34	6,478.86	42,112.51	5,711,895.44
Total Income		5,520,088.21	61,534.52	654.00	37,852.00	43,175.34	6,478.86	42,112.51	5,711,895.44
Gross Profit		5,520,088.21	61,534.52	654.00	37,852.00	43,175.34	6,478.86	42,112.51	5,711,895.44
Expense									
5000 · Payroll Expenses		570,678.12	732,826.78	493,976.21	378,493.60	245,234.49	0.00	0.00	2,421,209.20
6000 · Professional Services		303,352.62	258,425.52	155,356.50	69,494.38	54,997.99	0.00	0.00	841,627.01
6100 · Admin		10,976.99	140.00	32.87	7,988.81	1,267.17	0.00	0.00	20,405.84
7100 · Occupancy		30,042.11	3,406.80	2,054.83	2,715.36	28,157.60	0.00	0.00	66,376.70
7500 · Insurance		20,044.00	0.00	0.00	0.00	0.00	0.00	0.00	20,044.00
8100 · Office Expenses		11,028.15	4,488.79	1,052.32	2,888.16	644.80	0.00	0.00	20,102.22
8200 · Production		6,586.01	548.82	1,500.72	526.00	0.00	0.00	0.00	9,161.55
8500 · Programs & Projects		28,997.62	27,621.21	12,179.61	21,393.94	50,701.44	1,149,020.78	200,000.00	1,489,914.60
8600 · Training		8,690.42	947.50	274.28	790.00	310.00	0.00	0.00	11,012.20
8700 · Travel		464.11	3,336.40	94.08	447.58	479.25	0.00	0.00	4,821.42
8800 · Volunteers		9,782.50	500.00	100.00	6,478.86	7,011.15	0.00	0.00	23,872.51
9000 · Capital Outlay		11,020.30	0.00	0.00	0.00	22,054.60	0.00	0.00	33,074.90
Total Expense		1,011,662.95	1,032,241.82	666,621.42	491,216.69	410,858.49	1,149,020.78	200,000.00	4,961,622.15
Net Ordinary Income		4,508,425.26	-970,707.30	-665,967.42	-453,364.69	-367,683.15	-1,142,541.92	-157,887.49	750,273.29
Net Income		4,508,425.26	-970,707.30	-665,967.42	-453,364.69	-367,683.15	-1,142,541.92	-157,887.49	750,273.29
Annual Appropriation by Program		\$1,377,686	\$1,269,275	\$932,920	\$635,338	\$463,232	\$1,522,000	\$6,989,977	
Percent of Fiscal Year Passed		100%	100%	100%	100%	100%	100%	100%	
Percentage of Appropriation Spent		73%	81%	71%	77%	89%	75%	3%	



DOUGALL CONRADIE LLC
CERTIFIED PUBLIC ACCOUNTANTS

Geoffrey Dougall, CPA
Heather Jackson, CPA
Monte Harrell, CPA
Lee Owen, CPA
Richard Winkel, CPA
Members of AICPA & OSCPA

July 15, 2022

To Board of Directors and Management

East Multnomah Soil and Water Conservation District

We are pleased to confirm our understanding of the services we are to provide East Multnomah Soil and Water Conservation District for the year ended June 30, 2022. We will audit the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information, including the related notes to the financial statements, which collectively comprise the basic financial statements of East Multnomah Soil and Water Conservation District as of and for the year ended June 30, 2022. Accounting standards generally accepted in the United States of America provide for certain required supplementary information (RSI), such as management's discussion and analysis (MD&A), to supplement East Multnomah Soil and Water Conservation District's basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. As part of our engagement, we will apply certain limited procedures to East Multnomah Soil and Water Conservation District's RSI in accordance with auditing standards generally accepted in the United States of America. These limited procedures will consist of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We will not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance. The following RSI is required by U.S. generally accepted accounting principles and will be subjected to certain limited procedures, but will not be audited:

- 1) Management's Discussion and Analysis.
- 2) Statement of Activities – Budget and Actual – General Fund

We have also been engaged to report on supplementary information other than RSI that accompanies East Multnomah Soil and Water Conservation District's financial statements. We will subject the following supplementary information to the auditing procedures applied in our audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America, and we will provide an opinion on it in relation to the financial statements as a whole, in a report combined with our auditor's report on the financial statements:

- 1) Statement of Activities – Budget and Actual – Nonmajor Funds
- 2) Schedule of property tax transactions

Audit Objective

The objective of our audit is the expression of opinions as to whether your financial statements are fairly presented, in all material respects, in conformity with generally accepted accounting principles and to report on the fairness of the supplementary information referred to in the second paragraph when considered in relation to the financial statements as a whole. Our audit will be conducted in accordance with auditing standards generally accepted in the United States of America and will include tests of the accounting records and other procedures we consider necessary to enable us to express such opinions. We will issue a written report upon completion of our audit of East

Multnomah Soil and Water Conservation District's financial statements. Our report will be addressed to the Board of Directors of East Multnomah Soil and Water Conservation District. We cannot provide assurance that unmodified opinions will be expressed. Circumstances may arise in which it is necessary for us to modify our opinions or add emphasis-of-matter or other-matter paragraphs. If our opinions are other than unmodified, we will discuss the reasons with you in advance. If, for any reason, we are unable to complete the audit or are unable to form or have not formed opinions, we may decline to express opinions or may withdraw from this engagement.

Audit Procedures—General

An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements; therefore, our audit will involve judgment about the number of transactions to be examined and the areas to be tested. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements. We will plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether from (1) errors, (2) fraudulent financial reporting, (3) misappropriation of assets, or (4) violations of laws or governmental regulations that are attributable to the government or to acts by management or employees acting on behalf of the government.

Because of the inherent limitations of an audit, combined with the inherent limitations of internal control, and because we will not perform a detailed examination of all transactions, there is a risk that material misstatements may exist and not be detected by us, even though the audit is properly planned and performed in accordance with U.S. generally accepted auditing standards. In addition, an audit is not designed to detect immaterial misstatements, or violations of laws or governmental regulations that do not have a direct and material effect on the financial statements. However, we will inform the appropriate level of management of any material errors, fraudulent financial reporting, or misappropriation of assets that comes to our attention. We will also inform the appropriate level of management of any violations of laws or governmental regulations that come to our attention, unless clearly inconsequential. Our responsibility as auditors is limited to the period covered by our audit and does not extend to any later periods for which we are not engaged as auditors.

Our procedures will include tests of documentary evidence supporting the transactions recorded in the accounts, and may include tests of the physical existence of inventories, and direct confirmation of receivables and certain other assets and liabilities by correspondence with selected individuals, funding sources, creditors, and financial institutions. We may request written representations from your attorneys as part of the engagement, and they may bill you for responding to this inquiry. At the conclusion of our audit, we will require certain written representations from you about the financial statements and related matters.

Audit Procedures—Internal Control

Our audit will include obtaining an understanding of the government and its environment, including internal control, sufficient to assess the risks of material misstatement of the financial statements and to design the nature, timing, and extent of further audit procedures. An audit is not designed to provide assurance on internal control or to identify deficiencies in internal control. Accordingly, we will express no such opinion. However, during the audit, we will communicate to management and those charged with governance internal control related matters that are required to be communicated under AICPA professional standards.

Audit Procedures—Compliance

As part of obtaining reasonable assurance about whether the financial statements are free of material misstatement, we will perform tests of East Multnomah Soil and Water Conservation District's compliance with the provisions of applicable laws, regulations, contracts, and agreements. However, the objective of our audit will not be to provide an opinion on overall compliance and we will not express such an opinion.

Other Services

We will also assist in preparing the financial statements of East Multnomah Soil and Water Conservation District in conformity with U.S. generally accepted accounting principles based on information provided by you. We will perform the services in accordance with applicable professional standards. The other services are limited to the financial statement services previously defined. We, in our sole professional judgment, reserve the right to refuse to perform any procedure or take any action that could be construed as assuming management responsibilities.

Management Responsibilities

Management is responsible for designing, implementing, and maintaining effective internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error, including monitoring ongoing activities; for the selection and application of accounting principles; and for the preparation and fair presentation of the financial statements in conformity with U.S. generally accepted accounting principles.

Management is also responsible for making all financial records and related information available to us and for the accuracy and completeness of that information. You are also responsible for providing us with (1) access to all information of which you are aware that is relevant to the preparation and fair presentation of the financial statements, (2) additional information that we may request for the purpose of the audit, and (3) unrestricted access to persons within the government from whom we determine it necessary to obtain audit evidence.

Your responsibilities include adjusting the financial statements to correct material misstatements and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the latest period presented are immaterial, both individually and in the aggregate, to the financial statements taken as a whole.

You are responsible for the design and implementation of programs and controls to prevent and detect fraud, and for informing us about all known or suspected fraud affecting the government involving (1) management, (2) employees who have significant roles in internal control, and (3) others where the fraud could have a material effect on the financial statements. Your responsibilities include informing us of your knowledge of any allegations of fraud or suspected fraud affecting the government received in communications from employees, former employees, regulators, or others. In addition, you are responsible for identifying and ensuring that the government complies with applicable laws and regulations.

You are responsible for the preparation of the supplementary information in conformity with U.S. generally accepted accounting principles. You agree to include our report on the supplementary information in any document that contains and indicates that we have reported on the supplementary information. You also agree to [include the audited financial statements with any presentation of the supplementary information that includes our report thereon OR make the audited financial statements readily available to users of the supplementary information no later than the date the supplementary information is issued with our report thereon]. Your responsibilities include acknowledging to us in the representation letter that (1) you are responsible for presentation of the supplementary information in accordance with GAAP; (2) you believe the supplementary information, including its form and content, is fairly presented in accordance with GAAP; (3) the methods of measurement or presentation have not changed from those used in the prior period (or, if they have changed, the reasons for such changes); and (4) you have disclosed to us any significant assumptions or interpretations underlying the measurement or presentation of the supplementary information.

You agree to assume all management responsibilities for financial statement preparation services and any other nonattest services we provide; oversee the services by designating an individual, preferably from senior management, with suitable skill, knowledge, or experience; evaluate the adequacy and results of the services; and accept responsibility for them.

Engagement Administration, Fees, and Other

We understand that your employees will prepare all cash, accounts receivable, or other confirmations we request and will locate any documents selected by us for testing.

The audit documentation for this engagement is the property of Richard Winkel, CPA and constitutes confidential information. However, subject to applicable laws and regulations, audit documentation and appropriate individuals will be made available upon request and in a timely manner to government agencies. We will notify you of any such request. If requested, access to such audit documentation will be provided under the supervision of Richard Winkel, CPA personnel. Furthermore, upon request, we may provide copies of selected audit documentation to the agency or its designee. The government agencies may intend or decide to distribute the copies or information contained therein to others, including other governmental agencies.

Richard Winkel is the engagement partner and is responsible for supervising the engagement and signing the report.

Our fee for these services will not exceed \$5,800. Our invoices for these fees will be rendered each month as work progresses and are payable on presentation. The above fee is based on anticipated cooperation from your personnel and the assumption that unexpected circumstances will not be encountered during the audit. If significant additional time is necessary, we will discuss it with you and arrive at a new fee estimate before we incur the additional costs.

We appreciate the opportunity to be of service to East Multnomah Soil and Water Conservation District and believe this letter accurately summarizes the significant terms of our engagement. If you have any questions, please let us know. If you agree with the terms of our engagement as described in this letter, please sign the letter and return a copy to us.

Very truly yours,



Richard Winkel, Partner
Dougall Conradie LLC

RESPONSE:

This letter correctly sets forth the understanding of East Multnomah Soil and Water Conservation District.

Management signature: _____

Title: Executive Director

Governance signature: _____

Title: EMSWCD Board Chair